



## SAFEGUARDING (INCLUDING CHILD PROTECTION) & PREVENTING EXTREMISM AND RADICALISATION POLICY

### POLICY STATEMENT

There is a statutory and moral duty to ensure that Beacon+ safeguards and promotes the welfare of its young people and adults, who are or may become vulnerable, who receive education and training at Beacon+.

Throughout this policy and procedure reference is made to, “young people and vulnerable adults”. This term is used to mean those young people who are or may become vulnerable over the age of 18. The Governing Body recognises that some adults are also vulnerable to abuse, accordingly, the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults.

**Safeguarding**, and promoting the welfare of young people is a broader term than child protection. It includes protecting young people from maltreatment, preventing impairment of health or development, and ensures young people can grow up in safe circumstances.

**Child Protection** is part of this definition and refers to activities undertaken to prevent young people suffering, or likely to suffer, significant harm.

When operating this policy, Beacon+ uses the following accepted Governmental definitions of extremism and radicalisation which are:

**Extremism:** *‘Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas’.*

**Radicalisation:** *‘the process by which a person comes to support terrorism and forms of extremism leading to terrorism’.*

This policy should not be read in isolation, reference must be made to the Vetting Checks and Disclosure and Barring Service (DBS) policy, the Professional Relationships policy, the Safeguarding & Preventing Extremism and Radicalisation Staff Guidelines and the Safeguarding Code of Conduct for Staff.

## **Students with EHCP with specific Learning Difficulties or Disabilities**

Students with learning difficulties and/or disabilities can face additional safeguarding challenges.. Beacon + will ensure that parents and students who have a learning difficulty or disability are made fully aware of the safeguarding procedures during their Induction interview. This will ensure that the information is delivered and adapted so it is accessible and meets their individual needs. Information on how to contact a Safeguarding Officer will also be made available in the correct format.

All Staff who work with students with learning difficulties and disabilities have received training to enable them to support students appropriately, including on line safety.

## **Governing body responsibility**

The Governing Body is committed to ensuring that Beacon+:

Provides a safe environment for young people and vulnerable adults and that students learn about safeguarding.

Identifies young people and adults who are or may become vulnerable who are suffering, or likely to suffer, significant harm, and ensures they are kept safe.

Safeguards young people and adults from being drawn into committing terrorist-related activity.

Provides early intervention strategies to protect and divert students away from the risk they face before illegality occurs

In pursuit of these aims, the Governing Body will approve and annually review policies and procedures,

## **1. Aims and procedures**

Beacon+ recognises the need to work with other agencies in performing its duties under the Education Act 2002 and Children Act 2004. These are, in summary:

- to have in place and follow procedures in keeping with the local multi agency guidelines
- to designate a senior member of staff as having lead responsibility for safeguarding and ensure that they receive appropriate training

- to operate safer recruitment procedures
- to have in place procedures to deal with allegations against staff
- to ensure that all staff receive appropriate safeguarding training and are aware
- of their responsibilities
- to review policies and procedures annually, ensuring that external partners and experts are involved in the review
- to have in place robust health and safety procedures including protocols for emergency evacuation and invacuation.

Beacon+ will ensure that all staff, no matter what role they hold

- Will be appropriately trained for their role and will receive awareness of safeguarding and Prevent procedures on a regular basis;
- Will be aware of the processes in place to obtain early help for a student in need and understand their role in obtaining help;
- Will take immediate action when a disclosure is made or when there is a concern that a student's safety and welfare is at risk;
- Will not ignore a disclosure or assume that another colleague is aware of and/or is dealing with it;
- Will not allow data protection concerns to inhibit the appropriate sharing of information.
- Will work in accordance with Beacon+ Safeguarding Procedures.

The Governing Body has oversight of compliance with safeguarding legislation.

Beacon+ designated Lead for safeguarding will work with key staff to co-ordinate and manage procedures relating to the protection and safeguarding of young people and vulnerable adults including safer recruitment and staff training

Beacon+ is committed to equality and diversity. Decisions and actions taken in relation to a potential safeguarding or child protection incident will not be influenced by the background or situation of any persons involved. Each case will be dealt with on its own merits.

## **2. Monitoring and Review**

This policy is reviewed on an annual basis by the Safeguarding Board and is approved by the Governors. An annual check of Safeguarding Policy to include Prevent Strategy is undertaken. All delivery staff are required to complete Safeguarding and Prevent training.

## **3, Associated Safeguarding policies and procedures**

This policy should not be read in isolation: safeguarding and ensuring the safety and welfare of students and staff is central to Beacon+ activities and staff should therefore read and familiarise themselves with the following policies and procedures:

Admissions policy

Data Protection policy and procedures

Educational Trips and Visits policy

Equality and Diversity Policy

Health and Safety policy

IT Acceptable use policies

Student Anti-Bullying and Harassment policy

Student Disciplinary policy

Work Experience policy

## **4, Designated Staff**

A list of designated persons with responsibility for safeguarding and child protection is available on notice boards with photographs. Also information is given to all students at their induction.

## **5, Specific circumstances/students**

All learners on Workplace Learning programmes receive an induction, which includes raising awareness towards Safeguarding including preventing extremism and radicalisation, details of the support services offered and contact details for the Safeguarding Officers. The understanding of all aspects of Safeguarding, preventing

extremism and radicalisation and safe working practices is checked at each review and the opportunity to discuss any issues is given.

Assessments are made to ensure that the student's well-being is safeguarded by the work placement assessors. Prior to work related activities commencing Beacon+ will carry out the following checks:

Pre-placement Health and Safety checks of employers premises and health and safety management arrangements are complete, including insurance details

Employers are made aware of relevant Beacon+ policies

The requirements for DBS checks are assessed and the relevant processes, undertaken where required

The safeguarding principles and measures apply to all learners on work experience placements. Where a concern is raised relating to the employer Beacon+ Designated Safeguarding Lead will liaise with the employer to address and decide on an appropriate course of action.

## **6. Learner Missing Education**

Beacon+ will ensure that all students, regardless of their circumstances receive a full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Beacon+ recognises its duty to establish, as far as it is possible to do so, the reasons why students may be missing from their programme. Every prolonged absence will be properly investigated and monitored by the staff involved.

## **7.ESOL Students**

Beacon+ will ensure that for students where English is their second language the induction on safeguarding is delivered so they gain a full understanding. There will be a strong focus on the promotion of values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

## **8. Students who are looked after, in care or leaving care**

Beacon+ has stringent policies concerning looked after young people and young people that continue to be in care. All learners regardless of domestic circumstances

will receive the same essential safeguards against abuse, but practice will be framed on an understanding that there may be additional risks and vulnerabilities for young people who are looked after.

## **9.. Students on Work Placements**

Beacon+ has a work experience policy in place which assures the health, safety, welfare and safeguarding of students who attend work placements with employers. All work placement providers will be given specific safeguarding information by the Work Placement Officer/Assessor. Employers sign a work placement understanding saying they have received the information and are aware of their duty under Safeguarding.

## **10. Preventing Extremism and Radicalisation**

As part of wider safeguarding responsibilities Beacon + will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of their learning environment, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Local authority services, and police reports of issues affecting learners in other Colleges or settings
- Learners voicing opinions drawn from extremist ideologies and narratives and glorifying violence, especially to other faiths or cultures or advocating violence towards others
- Use of extremist or "hate" terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture

- Attempts to impose extremist views or practices on others
- Making remarks about being at extremist events rallies outside Beacon+ premises.

## **11. Promoting British Values**

In line with the provisions of s.78 of the Education Act 2002 the Beacon+ promotes fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. This promotion takes place through

Lessons and progress reviews.

The manner in which students are treated by staff.

The election of student representatives and Student Union Officers

The standards of behaviour and respect students are encouraged to adopt through the 'Student Code of Conduct' and 'Our Expectations'.

The underlying messages delivered to students at student representative meetings and the Student Union Committee meetings.

The displays in classrooms, corridors, student centres and in the Learning Zones.

In the manner and consistency with which students' views are challenged should they conflict with such values.

Any students displaying such behaviours will be reported to a Safeguarding Officer.

## **12. Guest Speakers and Visitors**

Beacon+ values the opportunities presented by external speakers for students to experience diverse opinion and to enter into debate. This is seen as an essential part of both personal and academic development.

Beacon+ : Values the tradition of academic freedom and holds that no subject or belief should be excluded from reasonable, constructive discussion and debate.

Values freedom of opinion and speech but recognises that, in the interests of the whole learning community, this must exist within formal procedures.

Recognises and supports the moral and legal frameworks of the society and community within which it works.

Will not accept the use of language by external speakers that offends and is considered to be intolerant. Specifically, this means offensive “street”, misogynistic, misanthropic, sexual or racist language irrespective of context. Direct attacks on any religions or beliefs are not permitted.

Will not tolerate any person who intentionally demeans individuals and groups defined by their ethnicity, race, religion and/or belief, sexuality, gender, disability, age or lawful working practices and which give rise to an environment in which people will experience, or could reasonably, fear harassment, intimidation or violence.

All visitors will be accompanied and any organisation requesting to distribute leaflets on site must seek approval from the relevant Site manager, or Head of Beacon+ prior to distribution. Staff and students must also request permission before distributing any leaflets

### **13. Raising awareness about Safeguarding**

Beacon+ is committed to ensuring that students are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All students know that there is a Safeguarding Team with pictures displayed of relevant staff. Safeguarding information is delivered to students at the start of their course and reinforced throughout their programme of study. All students agree to a code of conduct and standards of behaviour when they enrol.

### **14. E-Safety**

E-Safety covers issues relating to young people as well as adults and their safe use of the Internet, mobile phones and other electronic communications technologies, both in and out of the learning environment. This includes raising awareness for all members of The Beacon+ community on risks and responsibilities and is part of the ‘duty of care’, which applies to everyone working with young people and vulnerable adults. All members of staff will be made aware of the importance of good e-Safety practice in the learning environment in order to educate and protect the young people and vulnerable adults in their care.

Staff awareness will be raised about managing their own professional reputation online, including how to demonstrate appropriate online behaviours compatible with their role. Staff personal use of social networking, social media and personal publishing sites will be discussed as part of staff induction and safe and professional behaviour will be outlined in the Acceptable Use Policy and Safeguarding Procedures.

E–Safety awareness will also be part of student induction. Safe and responsible use of the Internet and technology will be reinforced across the curriculum and subject areas. Students will be advised never to give out personal details of any kind which may identify them and / or their location. Particular attention to e-Safety education will be given where students are considered to be vulnerable. The Senior Safeguarding Officer will be informed of any e-Safety incidents, and any incidents involving Child Protection or vulnerable adult concerns will then be escalated appropriately. Any material that Beacon+ believes is illegal will be reported to appropriate agencies such as Internet Watch Foundation (IWF), Kent Police or CEOP(Child Exploitation & Online Protection ). Beacon+ will record e-Safety incidents and manage concerns in accordance with the disciplinary policies where appropriate.

#### **14. Parental involvement**

Beacon+ will ensure that where appropriate, parents will be kept fully informed and updated on our duty of care to safeguard and protect young people who are our students . Parents/carers will receive information via their young person during induction, making it clear that staff may need to share information and work in partnership with other agencies when there are concerns about a young adults welfare. Parents/carers will be asked to sign to confirm they have received this information.

Safeguarding Officers will contact Parents/carers to discuss any concerns about a young persons welfare with the family and, where possible, seek their agreement to making referrals to any external agencies as appropriate unless it is deemed that it may place the student at greater risk. Where possible the Safeguarding Officer will keep the parent/carer informed of actions and progress.

#### **15 Staff Training**

Designated staff receive multi-agency safeguarding training every year and their knowledge and skills are refreshed regularly, and at least annually, to ensure they are up-to-date with developing local and national priorities.

All other staff and governors receive mandatory training as part of their induction, to ensure they are aware of their safeguarding responsibilities and of the Beacon+ policies and procedures. The training includes recognising signs of abuse and recording and reporting suspected abuse. They receive updates on safeguarding and vulnerable adult protection at least annually.

All staff are required to familiarise themselves with annual updates to the statutory guidance Keeping young people and vulnerable adults Safe in Education.

All staff are made aware of duties under the Prevent agenda via staff induction and online update training.

All training is recorded on staff member's training records.

