

# Polisi Coleg Penybont

## Bridgend College Policy



Enw'r Polisi/Policy Name: **Safeguarding Young People and Vulnerable Adults**

Cod y ddogfen/Document code (os yn berthnasol/if applicable)

Adran/Department: Learner Journey

Awdur y Ddogfen/Document Author: Joe Baldwin

Teitl Swydd/Job Title: Deputy Principal Learner Journey, Systems and Inclusive Practice

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### Policy Checklist:

Policy Inception Requirement	Yes / No / N/A	Supporting information
Has an Equality Impact Assessment been completed? See form below.	✓	
Has a Welsh Language Impact Assessment been completed? See form below.	✓	
Has a Data Protection Impact Assessment been considered with regards to this policy? If yes, please contact the Information Services Manager in order to complete a Data Protection Impact Assessment.	✗	
Has the review taken account of the latest Guidance/Legislation?	✓	Latest update to Prevent Duty Guidance 2023
Is legal advice required? If yes, please ensure you have taken the necessary steps to secure the appropriate legal advice before proceeding further.	✗	
Is staff training required? If yes, please ensure that the necessary training is arranged through the Learning & Development Advisor.	✗	
Are there HR related issues that need to be considered? If yes, please contact the HR Manager to discuss further.	✗	
Are there financial issues? If yes, please contact the Finance Manager to discuss further.	✗	
<i>For SLT use only:</i>		
Is this a new policy? If yes, SLT to complete the <a href="#">College Policy Approval Delegation checklist</a> at the time of approval.	✗	
Approval level assigned: Full Governing Body approval required		

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### 1. Pwrpas ac Amcanion/ Purpose and Objectives:

Bridgend College is fully committed to the wellbeing of students, staff, visitors and other stakeholders. The College actively promotes the positive welfare of all staff and students including vulnerable adults and those with additional learning needs (ALN) and expects all staff, volunteers and partners including associated employers and work placement providers to endorse and demonstrate this commitment at all times.

Bridgend College recognises its responsibility to develop students in ways which will foster security, confidence and independence, enabling students to be all that they can be. We recognise that a safe and secure College and work environment is central to the wellbeing of all students and the College's Citizenship code is central to enabling this, endorsing three behaviour expectations:

- Be Ready
- Be Respectful
- Be Safe

Everyone working in or for Bridgend College shares a common goal, to help keep children and young people safe by contributing to:

- providing a safe environment for children and young people to learn and develop
- identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe

We want to enable all staff and volunteers to follow 4 key principles:

1. Recognise (signs and symptoms)
2. Respond
3. Report
4. Record

This policy covers the College's statutory responsibilities relating to child protection, safeguarding young people and vulnerable adults and duties under the Counter-Terrorism and Security Act 2015 and associated Prevent Duty.

Safeguarding is preventing and protecting children from abuse, neglect or other kinds of harm, and educating those around them to recognise the signs and dangers (Keeping Learners Safe, 2022).

Whilst statutory responsibilities for safeguarding and child protection applies to young people (children) who are under 18 years of age, the Social Services and Wellbeing (Wales) Act 2014 extends the duty to report where the College has reasonable cause to suspect that an adult is at risk.

## 2. Manylion y Polisi / Policy Details:

The key aims that surround this policy are stated in safeguarding legislation, which includes; [Wales Safeguarding Procedures](#) (2019), [Keeping Learners Safe Guidance document number 275/2021](#) (replacing document number 272/2021), The Wellbeing of Future Generations (Wales) Act 2015, The Social Services and Wellbeing (Wales) Act 2014 and [Prevent Duty Guidance for Further Education Institutions in England and Wales](#).

The College will align guidance and procedures to the [Cwm Taf Morgannwg Safeguarding Board](#) (CTMSB) and the [Wales Safeguarding Procedure](#).

Additional relevant legislation and guidance can be found in appendix 1. These documents along with this policy will enable the College to comply with requirements under statutory bodies including Estyn, Care Inspectorate Wales (CIW) and the Welsh Government.

## 3. Cyfrifoldebau (os yn berthnasol) / Responsibilities (if applicable):

**The Governing Body is committed to ensuring that the College:**

- Raises awareness of issues relating to safeguarding and promoting the welfare of children and young people in the College
- Provides a safe environment for children and young people
- Identifies children and young people who are suffering or are at risk of suffering significant harm and takes appropriate action to see that such children and young people are kept safe at the College
- Has a procedure for reporting and dealing with allegations of abuse against members of staff, other students and volunteers
- Operates safe recruitment procedures
- Designates a member of staff with sufficient authority to take lead responsibility for child protection, safeguarding and the Prevent duty
- Remedies any deficiencies or weaknesses with regard to safeguarding arrangements that are brought to the Governing Body's attention

The Governing Body will annually review and approve the College policy and procedure.

The Governing Body should undertake safeguarding training within the first term of starting the role.

### Designated Governor with responsibility for Safeguarding

The Designated Governor will be responsible for liaising with the Principal and Designated Safeguarding Person (DSP) to ensure that:

- The College's Policy meets Regional Safeguarding Children's Board requirements;
- The policy is subject to annual review by the Governing Body; and
- The Governing Body is informed of how the College and its staff have complied with the policy (*including training undertaken*)

The Designated Governor will also be responsible for overseeing liaison with appropriate agencies in connection with allegations against the Principal. This will not involve undertaking a formal investigation, but will ensure communication between parties and provide information to assist enquiries.

To assist the Designated Governor to fulfil these duties, they shall receive appropriate training.

### Principal

The Principal must ensure that all staff;

- Follow the safeguarding policy and procedures
- Have the resources needed to keep young people safe (including access to training)
- Know how to raise a concern and know who the College's DSP is and how to contact them

### Designated Safeguarding Person (DSP)

The Designated Safeguarding Person (DSP) responsible for safeguarding, child protection and Prevent within Bridgend College must:

- Ensure that all staff and volunteers receive training and regular updates on recognising, responding and reporting concerns, at least every two years
- Act as a single point of contact for external agencies, including the regional safeguarding children board (Cwm Taf Morgannwg Safeguarding Board) and the local authority multi-agency safeguarding hub (MASH)
- Have involvement where a Care and Support Protection Plan is in place for a young person

- Submit an annual report to the governing body which reviews how the duties have been discharged, including staff training and any recommendations
- Act as the single point of contact (SPOC) for Prevent and reporting concerns to the Counter Terrorism Policing Wales (formally WECTU)
- Ensure that the recruitment of staff (permanent and temporary) and use of volunteers meets safer recruitment guidelines, including the use of the Disclosure and Barring Service (DBS) and Education Workforce Council requirements
- Ensure that all staff and volunteers receive training and regular updates on recognising, responding and reporting concerns and that a training record is kept. Refresher training must take place at least every two year
- Ensure that new staff and volunteers receive training as part of a wider induction on safeguarding procedures within the College and have access to this policy document
- Ensure the mechanisms exist to ensure that the use of temporary and agency staffing comply with the Colleges safeguarding responsibilities and procedures
- Oversee and manage concerns and allegations in relation to staff

### **Designated Wellbeing and Safeguarding Manager**

- Ensure that applicants with a disclosed criminal conviction are appropriately and robustly assessed by investigating disclosures and assessing associated risks to both self and others based on their application to study
- Liaise with employers and training organisations that receive students from the College on short or long term placements (apprentices, traineeships, supported interns and work placements) to ensure that appropriate safeguarding procedures are operational
- Ensure a safe online environment by filtering and monitoring activity using appropriate software and investigating any online incident reporting logs
- Ensure that all safeguarding concerns are recorded accurately and securely in line with data protection regulations
- Liaise with the regional safeguarding children board (Cwm Taf Morgannwg Safeguarding Board) as appropriate



### **The Student Wellbeing Officers**

Student Wellbeing Officers are designated members of the safeguarding team and have responsibility for:

- Providing frontline contact for the reporting of safeguarding concerns
- Provide advice, supporting and training to staff and students
- Refer cases of suspected abuse, allegations of abuse or incidents of harm to the relevant agencies
- Maintain accurate records of any safeguarding referral, complaint or concern (even when that concern does not lead to a referral) in line with data protection regulations
- Deal with individual cases, including attending case conferences and review meetings as appropriate
- Keep the DSP and Wellbeing and Safeguarding Manager informed about all cases of suspected abuse, allegations of abuse or incidents of harm

### **The Registered Manager – Weston House**

The designated Registered Manager of Weston House, the College's specialist residential provision, is responsible for the safeguarding of residential students and for ensuring that reporting processes fulfil requirements under the Care Inspectorate Wales (CIW).

The Registered Manager must notify the Responsible Individual for the service immediately.

### **Person in Charge – Bridgend College Day Nursery and Playscheme**

The designated Person in Charge of the Bridgend College Day Nursery and Playscheme is responsible for the safeguarding of children attending the nursery and holiday playscheme and for ensuring that reporting processes fulfil requirements under the Care Inspectorate Wales (CIW). The setting will have its own policy in relation to safeguarding children, in line with the requirements of its registration.

The Person in Charge must notify the Responsible Individual for the service immediately.

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### All Staff

All staff have a responsibility and duty to;

- Keep students safe
- Contact a member of the Wellbeing Team if they have a concern relating to a student at risk of or experiencing abuse or radicalisation
- Ensure that they participate in and complete regular safeguarding training and updates. This must happen at least every two years
- Be aware of their roles and responsibilities in preventing violent and non-violent extremism
- Report to the Designated Safeguarding Person any personal circumstances which may be deemed to bring their professional practice or judgement into question. Examples include matters which may lead to a Professional Strategy Meeting, a Section 47 Child Protection Conference or other matters involving Social Services or the Police.

All staff are in a position of trust, with nearly all roles within the College classified as 'regulated activity', as defined by the [Disclosure and Barring Service \(DBS\)](#). Staff registered with the Education Workforce Council (EWC) have additional requirements placed upon them, as outlined within the [EWC Code of Professional Conduct and Practice](#)

### 4. Safer Recruitment and Selection

Bridgend College will ensure that all appropriate measures are applied in relation to everyone who works in the College who is likely to be perceived by the student as a safe and trustworthy adult, including volunteers and staff employed by contractors.

The College will commit to ensuring at least one interview panel member is Safer Recruitment trained.

Safer recruitment practice adopted by the College include scrutinising applicants, verifying identity, academic and vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and checking the candidate's Disclosure and Barring Service (DBS) status, Education Workforce Council registration and status and right to work and remain in the UK.

For supply staff, the College will seek written confirmation that the employment business providing the member of supply staff has carried out the relevant checks and obtained the appropriate certificates and whether any enhanced DBS check certificate has been provided in respect of the member of supply staff and the date that confirmation was received.

Under no circumstances will a volunteer in respect of whom no checks have been obtained be left unsupervised or allowed to work in regulated activity with a person under 18.

Where services such as student transportation are procured, contracting requirements will outline the College's requirement for any adult in direct contact with Bridgend College students, holds a valid enhanced DBS check.

## 5. Professional Relationships and Boundaries

Bridgend College recognises that positive professional relationships with students will support the best outcomes. Appropriate professional boundaries safeguard students and safeguard staff from unfounded allegations. It is the prime duty of the College to provide a safe and secure learning environment and protect the welfare of its students and staff.

It is essential that staff consider their conduct relating to communication with students both face-to-face and electronically.

### 5.1 Social Media

The College does not endorse connecting with students via personal social media accounts, including accepting friend / follow / connection requests via such platforms.

Where curriculum or course related accounts or online spaces are used to communicate with students, the College's Acceptable Use Policy and [Social Media Policy](#) should be adhered to.

### 5.2 Remote / Online Working, Teaching and Learning

There are a number of considerations which staff and students should take when engaging in remote or online working and teaching.

Support and detailed considerations can be found in appendix 7. Please also refer to section 8.

### 5.3 Home Visits

Efforts should be made to undertake meetings within the College. Where this cannot be achieved, it is expected that a risk assessment would be completed and two members of College staff would attend the visit.

### 5.4 Transporting Students

Wherever possible, it is expected that College transport (minibuses or cars) would be used for the purpose of transporting students. No member of staff should transport a student without the appropriate levels of insurance cover. Staff should ensure that the relevant tax

and MOT requirements are current and that the vehicle being used is appropriately roadworthy and that the maximum carrying capacity is not exceeded. It is a legal requirement that all passengers wear a seatbelt and it is the drivers responsibility to ensure that they do so.

### **5.5 Photography and Video**

Where photography or video footage is captured for the purposes of qualification evidence or marketing purposes, all subjects must have consented to images and footage being used. Staff must remember that some students will be subject to protection under a Public Protection Notice (PPN) or could be a child in care in a placement in a different local authority area to ensure their protection. The use of footage and images could contravene and place at harm a student in such a scenario.

### **5.6 Use of Personal Mobile Phones / Devices**

Staff must not disclose their personal mobile number or other personal information (e.g. personal email address, social media usernames, address) to students.

Where an off-site activity or trip is undertaken, a College mobile phone can be signed out via Reception at each campus and this number can be issued to students where this is required.

Further information and guidance can be found in section 8 and appendix 7 of this policy.

### **5.7 Out of Hours Contact with Students**

The College recognises the importance of flexible and agile working. This, along with evening session and flexible delivery model the College operates means that communicating with students within the parameters of core business hours (8:30-17:00) is not always possible or practicable.

Staff should consider the type, nature and tone of communication, particularly when sent during evening or weekend periods. Communication with students should be in relation to their learning programme, which might include reminders, course-related updates and opportunities or a check-in in relation to attendance. Staff should utilise the 'schedule send' feature within Gmail, where contact is not time sensitive out of hours.

Communication between students and staff should only be via a College account or College system (e.g. sent from a College email address, College phone or an SMS sent via MiHUB). See appendix 7 for further guidance and information.

### 6. Confidentiality, Information Sharing and the Police

The duty of confidentiality is not absolute and may be breached where it is in the best interest of the student and in wider public interest. If professionals judge that disclosure is necessary to protect the young person or others from serious risk of harm, confidentiality may be breached.

Staff must not disclose information relating to a student, their welfare or personal information without express authorisation to do so from the Designated Safeguarding Person (DSP) or Designated Safeguarding and Wellbeing Manager. This stipulation includes where a member of staff may receive an information request from a parent, guardian or the police. The police are required to provide the College with a Personal Data Request Form completed by a Detective Inspector.

Whilst the College has a duty to comply with the General Data Protection Regulation (GDPR), we will operate in accordance with lawful information sharing for the purposes of protecting and safeguarding students at risk of harm. [Further information on how we will do this can be found here.](#)

### 7. Children Missing in Education

In line with the Welsh Government statutory guidance on helping prevent children and young people from missing education, the College will endeavour to ensure that the regional SCB is notified where a concern is raised relating to the non-attendance of a student believed to be at risk or where concerns are raised associated to a non-attendance.

### 8. Online and eSafety

The College reserves the right to monitor the use of IT systems, WIFI and other College owned devices. The College uses appropriate levels of firewall to reduce the risks of students from accessing content deemed inappropriate. The College also uses monitoring software which is able to identify keystrokes based on local, national and international vocabulary threat libraries. Such monitoring enables notification of incidents directly to those responsible for safeguarding within the College, providing key information on the nature of the incident, the asset number and the user. Monitoring is used to ensure the safety of all students and to reduce risks associated with online grooming, sexual exploitation, trafficking, radicalisation, extremism and other illegal activities.

Where peer-to-peer bullying takes place, students should be encouraged to use safety and reporting features within online platforms and apps. These features include reporting to the platform provider and blocking users.

Where peer-to-peer bullying or harassment occurs between Bridgend College students, concerns can be shared with the College Wellbeing Team for further support, signposting and intervention.

### 8.1 Sharing Naked Images and Sexting

Whilst a student may consensually share a naked or semi-naked image of themselves, they are unable to control what happens once shared. It's a criminal offence to create or share explicit images of a child, even if the person doing it is a child. This includes images of themselves, an image received of someone else, or sharing an image of someone else.

If a student discloses or shared information with you in relation to sexting or the distribution of images, you must not;

- View the image (intentionally)
- Share the image
- Save or screenshot the image
- Request for the image to be sent to you

The above actions are illegal.

Staff must not investigate. You should pass on concerns and information immediately to the Wellbeing Team or the DSP, who will seek to establish facts and report.

Further information can be found via the [NSPCC website](#), along with [guidance from Welsh Government here](#).

Students can be supported (via the Wellbeing Team) to use the [Report Remove tool](#), which helps young people to have images and videos taken down from websites.

## 9. Work-based Learning and Work Experience

- 9.1 The College's apprenticeship and work-based learning provision is operated under a consortium agreement with [B-WBL](#), led by Pembrokeshire College. The College is responsible for completing any audit associated with safeguarding and attending relevant meetings as outlined by the consortium.
- 9.2 Where a safeguarding concern is raised relating to an apprentice whose programme is being delivered by a third party contractor, engaged by Bridgend College, it is expected that our own policy will be invoked.
- 9.3 Any student undertaking employment or a work placement in a place of education, health or social care, will be subject to the safeguarding policy and procedure of that employer. This does not mean that our own policy will not also be invoked to ensure the safeguarding and wellbeing of a student.
- 9.4 It is the responsibility of the College, not the employer, to lead any actions, investigation

or support associated with the safeguarding of an apprentice or student undertaking a work placement.

- 9.4 The College recognises its duty in vetting and ensuring due diligence in the sourcing and approval of employers for the purposes of work placement activity. The College is responsible for any risk assessment, checking of employer's public liability insurance and monitoring of the work placement.

## 10. Prevent Duty

Prevent is one of the key pillars of the [CONTEST strategy](#). Prevent is aimed at stopping people from becoming terrorists or supporting terrorism. There are four pillars to the CONTEST strategy; Prevent, Pursue, Protect and Prepare.

The objectives of Prevent are to:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

The College seeks to protect its students against the risks of radicalisation and/or extremism including, but not restricted to, those linked to Islamic ideology, far right and self-initiated terrorism (S-IT).

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

This will be achieved through:

- Seeking to reduce permissive environments and tackle ideological causes of terrorism by building staff and student understanding of the issues and confidence to deal with them through staff development, specialist tutorials, awareness campaigns and community engagement activities
- Deepening engagement with local communities and faith groups
- Active partnership and multi-agency working with the Bridgend Multi-Agency Safeguarding Hub (MASH), Cwm Taf Morgannwg Safeguarding Board and Counter Terrorism Policing Wales

The College will fulfil its responsibilities as outlined within the [Prevent Duty guidance for further education institutions in England and Wales](#). This includes a dynamic risk assessment of Prevent, based on local and national threats.

Where the College has reason to believe that a student may be at risk of being drawn into terror related activity or is at risk of radicalisation, the College has a duty to make a referral to Counter Terrorism Policing Wales (Channel), using the [All Wales Prevent Partners Referral Form](#).



### 11. Reporting and Investigations

Staff must share concerns that they have about a student with the Student Wellbeing Team or the DSP. Where the escalation of a concern is required, this will be shared in a report with social services (MASH) and/or the police.

Information must be;

- accurate, concise and clear;
- remain confidential and only shared for the purposed of ensuring safety and wellbeing
- shared within 24 hours

The College must inform the local authority where we have reasonable cause to believe that a young person is at risk (as defined within section 130 of the Social Services and Wellbeing (Wales) Act 2014).

### 12. Allegations or Concerns about Staff

Safeguarding concerns or allegations in relation to staff should be passed directly to the Designated Safeguarding Person (DSP) and not to the student Wellbeing Team or to a line manager.

Where an allegation or concern is raised about a member of staff, the College will take action to investigate under its disciplinary policy and procedures. Where necessary, a referral will be made to the Multi-Agency Safeguarding Hub (MASH) within the local authority. There may be instances where advice will be sought from the MASH in the first instance. A member of staff may be suspended pending investigation or placed on gardening leave if this is deemed to be in the best interest of all individuals involved.

Should an allegation or concern be raised as part of a police investigation, the College will generally wait for the police investigation or court ruling to conclude before completing its own investigation (including panel hearing, where applicable). Where it is evident from multi-agency working that an investigation and any outcome is likely to continue for an extensive period, the College reserved the right to continue with due process.

In instances where an allegation or concern results in a professional strategy meeting being convened, where the outcome of such meeting is found to be substantiated (allegation or concern established by evidence or proof), the College will proceed with its own disciplinary policy and procedures, using any such evidence to consider whether the role undertaken by the individual has been compromised and whether the individual is able to continue both in their role and in employment with the College.

In reaching an outcome, the College has a duty to ensure that the safeguarding of young people is at the centre of any decision-making, whilst considering whether an individual could safely continue within their role with appropriate and realistic risk assessments and mitigating measures and the



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extent to which a role is deemed to be in a position of trust. The College must also consider wider liability and reputational risk.

The College will consult with the Disclosure and Barring Service (DBS) and the Education Workforce Council (EWC) for advice and / or notification of disciplinary action which leads to dismissal. This will also be done by the Police, in cases resulting in prosecution.

The College will act in accordance with [Section 5 of the Wales Safeguarding Procedure](#) and the Welsh Government guidance on [handling allegations of abuse against teachers and other staff](#).

### 13. Dogfennau Cysylltiedig / Related Documents

A list of key legislation and further guidance can be found in appendix 1.

### 14. Adolygiad y ddogfen / Document review

This policy and associated procedures will be reviewed annually, although updated in line with the publication of any statutory guidance or legislation.

### 15. Safeguarding Reporting Procedure

#### RECOGNISE

A change in behaviour, attendance, appearance? Told or hear something?



#### RESPOND

Respond positively to the learner - do not judge, prompt or question what you are being told.



#### REPORT

**Students:** wellbeing@bridgend.ac.uk or 01656 302 302 ext 488

**Staff:** Report to Joe Baldwin, Deputy Principal  
jbaldwin@bridgend.ac.uk or 01656 302 302 ext 575



#### RECORD

Concern is investigated by trained safeguarding lead with inter-agency involvement where required.

All progress and outcomes recorded on central secure safeguarding database.

### Appendix 1: Legislation and Guidance\*

[Keeping Learners Safe Guidance 2022](#)

[Wales Safeguarding Procedure \(2019\)](#)

[Cwm Taf Morganwwg Safeguarding Board](#)

[All Wales Practice Guides](#)

[Statutory Guidance to help keep children and young people from missing education 2017](#)

Education Act 2002 (section 175)

Children Act 1989

Safeguarding Vulnerable Groups Act 2006

Female Genital Mutilation Act 2003

Safety on Learner Transport (Wales) Measure 2011

Rights of Children and Young Persons (Wales) Measure 2011

United Nations Convention on the Rights of the Child (UNCRC)

Social Services and Well-being (Wales) Act 2014

Well-being of Future Generations (Wales) Act 2015

[Handling allegations of abuse against teachers and other staff](#) (2014)

Prevent Duty Guidance for England and Wales (revised September 2023)

[Prevent Duty Guidance for Further Education Institutions in England and Wales](#)

Counter-Terrorism and Security Act 2015

[Guest Speaker and External Events Procedure \(Bridgend College\)](#)

[Social Media Policy \(Bridgend College\)](#)

*\*list not exhaustive*

### Appendix 2: Glossary of Key Terms

Abuse: Emotional	The persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional and behavioural development.
Abuse: Physical	The hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates or induces illness in a child whom they are looking after.
Abuse: Sexual	Forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening, including: <ul style="list-style-type: none"> <li>• physical contact, including penetrative or non-penetrative acts</li> <li>• non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities or</li> <li>• encouraging children to behave in sexually inappropriate ways.</li> </ul>
ACE	<p>Adverse Childhood Experience(s) - stressful experiences occurring during childhood that directly hurt a child (e.g. maltreatment) or affect them through the environment in which they live (e.g. growing up in a house with domestic violence).</p> <p>ACEs include childhood abuse (physical, sexual or emotional); neglect (emotional or physical); family breakdown; exposure to domestic violence; or living in a household affected by substance misuse, mental illness, or where someone is incarcerated.</p>
Antisemitism	<p>The College has adopted the following non-legally binding working definition of antisemitism from the <a href="#">International Holocaust Remembrance Alliance</a>:</p> <p>Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.</p>
British Values	Values identified as part of the Prevent Duty: democracy, the rule of law, individual and mutual respect, tolerance of different faiths and beliefs
CAMHS	Child and Adolescent Mental Health Services
Child in Need	<p>A child is a child in need if:</p> <ul style="list-style-type: none"> <li>• he/she is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by a local authority</li> </ul>

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	<ul style="list-style-type: none"> <li>his/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services or</li> <li>he/she is disabled.</li> </ul>
Child Protection	Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children who are suffering or are at risk of suffering significant harm as a result of abuse or neglect.
Development	Physical, intellectual, emotional, social or behavioural development.
Domestic Violence (DV)	An incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence, in the majority of cases by a partner or ex-partner, but also by a family member or carer.
Extremism	Vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs
Harm	Ill-treatment or the impairment of health or development, including, for example, impairment suffered from seeing or hearing the ill-treatment of another.
Ideology	A set of beliefs
MAPPA	Multi-Agency Public Protection Arrangement
MASH	Multi-Agency Safeguarding Hub
Neglect	The Social Services and Well-being (Wales) Act 2014 has defined neglect as “a failure to meet a person’s basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person’s well-being (for example, an impairment of the person’s health or, in the case of a child, an impairment of the child’s development)”
Peer-on-Peer Abuse	A broad term which could include the bullying or harassment of a young person by another young person. Abuse can be sexual, emotional or physical and can be linked to broader harmful sexual behaviours.
Professional Strategy Meeting	<p>The term is used in the Wales Safeguarding Procedure and relates to a meeting convened and chaired by a local authority, with relevant partners present, including the police and a school or College (where applicable).</p> <p>A more detailed overview of this meeting can be viewed here:  <a href="https://www.safeguarding.wales/chi/c5/c5.p5.html">https://www.safeguarding.wales/chi/c5/c5.p5.html</a> </p>
PoVA	Protection of Vulnerable Adults

Radicalisation	The process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
Safeguarding	Protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
Significant Harm	Section 31(10) of the Children Act 1989 states that “where the question of whether harm suffered by a child is significant turns on the child’s health or development, his health or development shall be compared with that which could reasonably be expected of a similar child”.
TrACE	Trauma informed and Adverse Childhood Experiences
Terrorism	An action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with intention of advancing a political, religion or ideological
Vulnerability	Factors and characteristics associated with being susceptible to abuse, harm or radicalisation
Vulnerable Adult	A person over 18 years of age who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of himself or herself, or unable to protect himself or herself against significant harm or serious exploitation.
Wellbeing	<p>The Social Services and Well-being (Wales) Act 2014 defines well-being in relation to any of the following:</p> <ul style="list-style-type: none"> <li>a. physical and mental health and emotional well-being</li> <li>b. protection from abuse and neglect</li> <li>c. education, training and recreation</li> <li>d. domestic, family and personal relationships</li> <li>e. contribution made to society</li> <li>f. securing rights and entitlements</li> <li>g. social and economic well-being</li> <li>h. suitability of living accommodation</li> </ul> <p>In relation to a child, “well-being” also includes:</p> <ul style="list-style-type: none"> <li>a. physical, intellectual, emotional, social and behavioural development</li> <li>b. “welfare” as that word is interpreted for the purposes of the Children Act 1989.</li> </ul>

### Appendix 3: Types of Abuse

**Physical abuse** may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

**Emotional abuse** may involve conveying to young people that they are worthless or unloved, inadequate. It may involve serious bullying (including cyberbullying), causing young people frequently to feel frightened or in danger, or the exploitation or corruption of children or vulnerable adults. Some level of emotional abuse is involved in all types of abuse though it may occur alone.

**Sexual abuse** involves forcing or enticing a young or vulnerable person to take part in sexual activities, not necessarily involving a high level of violence. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as looking at, or in the production of, sexual images or watching sexual activities, or grooming a child or vulnerable person in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children and young people.

**Neglect** is the persistent failure to meet a child's or vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of their health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Neglect may involve a parent or carer failing to provide adequate food, clothing or shelter.

**Discriminatory Abuse** includes behaviour towards a student that is racist, sexist, based on a person's disability and other forms of harassment.

**Financial or Material Abuse** is stealing possessions or money from a child or vulnerable adult or bullying to force them to hand over money or possessions.

**Institutional abuse/Poor practice** is inappropriate or disrespectful or insufficient care, which affects the whole setting and denies or restricts dignity, choice or fulfilment of persons at risk.

**Non - Contact Abuse** are abusive acts which do not involve actual physical contact; pornographic or violent films, sexual acts performed in front of the victim, violent acts with the abused present.

**Risk to self and/or others** may include but is not exclusive to self-harm, suicidal tendencies or potential risk of harming others, which may or may not include children. This may be a consequence of an individual experiencing a significant level of personal, emotional trauma and/or stress.

Self-harm is a term that covers a range of behaviours used as a coping mechanism where an individual harms themselves by psychically inflicting pain or excess to deal with emotional pain. Common methods of deliberate self-harm include:

- Cutting



- Over - eating or undereating
- Burning your skin
- Inserting objects into your body
- Hitting yourself or walls
- Taking an overdose
- Swallowing hazardous substances
- Exercising excessively
- Scratching and hair pulling

**Financial or Material Abuse** including theft, fraud, exploitation, pressure in connection with wills, property or inheritance of financial transactions, or the misuse or misappropriation of property, possessions or benefits.

**Sexual Exploitation** is a form of sexual abuse where a child or young person are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. Consent cannot be given (under the age of 18 years) even where a young person believes they are voluntarily engaging in sexual activity with the person who is exploiting them Sexual exploitation does not always involve physical contact and can happen on - line.

**Sexting** is sexual messaging and/or a naked or semi-naked image, video or text message shared with another person. It's also known as nude image sharing. Young people (under 18) sharing naked or semi-naked images of themselves or others are committing a criminal offence.

**Forced Marriage** forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage.

**Honour Based Violence (HBV)** encompasses crimes which have been committed to protect or defend the honour of a family and/or community, including female genital mutilation, forced marriage and practices such as breast ironing. All forms of HBV are abuse and should be handled and escalated as such.

**Female Genital Mutilation (FGM)** is a mandatory reporting duty and comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse. Section 5B of the Female Genitalia Mutilation Act 2003 (as inserted by section 74 of the serious crime act 2015) places a duty upon teachers/tutors to report to the Police where they discover that FGM appears to have been carried out on a child under 18 years.

**County Lines** is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move [and store] the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons.



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**Peer-on-Peer Abuse (Harmful Sexual Behaviour)** is developmentally inappropriate sexual behaviour displayed by children and young people which is harmful or abusive. You can read more about the continuum of appropriate and harmful sexual behaviours within the [NSPCC learning library](#).

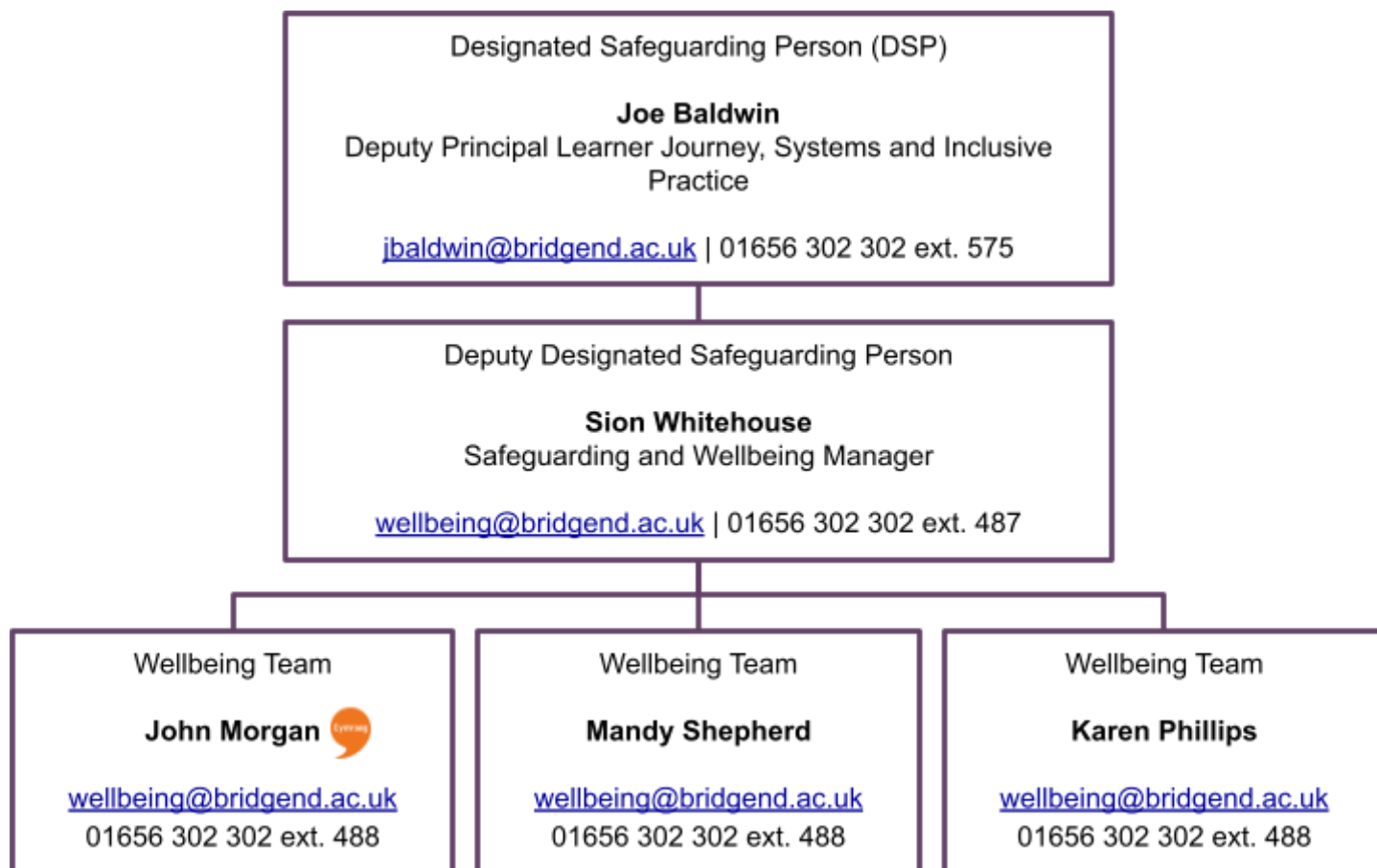
### Appendix 4: College Safeguarding Team Structure and Contacts

You can report a safeguarding concern in several ways:

1. Email [wellbeing@bridgend.ac.uk](mailto:wellbeing@bridgend.ac.uk)

This inbox can be accessed by all of the Wellbeing Team and is monitored Monday-Thursday 8:30-17:00 and Friday 8:30-16:30 throughout the year, including holiday periods but excluding bank holidays and Christmas closure.

2. Telephone 01656 302 302 ext. 488
3. Complete a disclosure form found on the staff portal
4. Face to face. Anyone trained in managing safeguarding concerns can be easily identified wearing a purple 'Wellbeing Team' lanyard.



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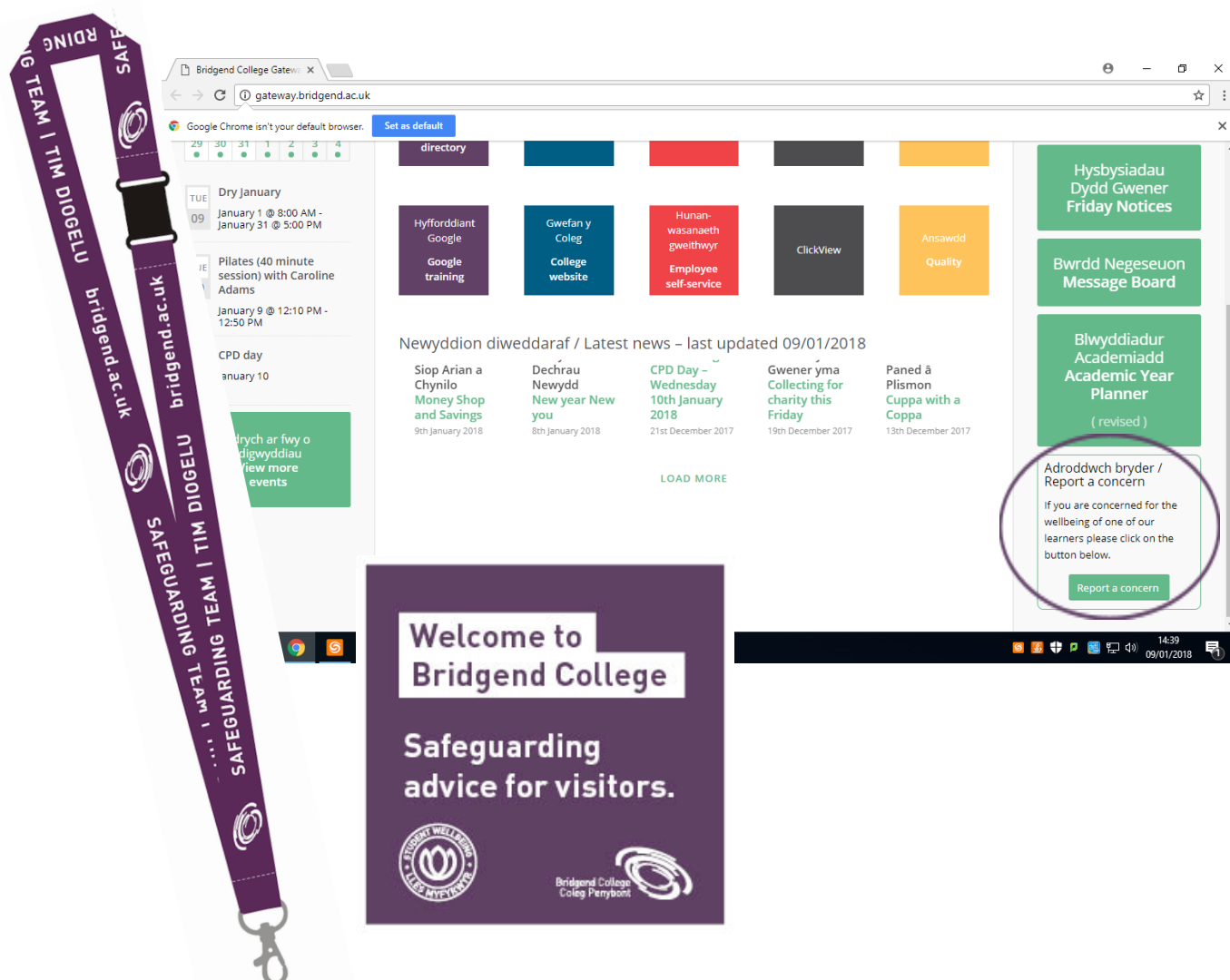


## Appendix 5: Awareness Assurances

A number of assurances exist to ensure that staff, students, visitors and other stakeholders are aware of our duties and expectations in relation to safeguarding and prevent.

Assurances include:

- Wellbeing Team with responsibility for safeguarding are easily identifiable wearing a purple 'Safeguarding Team' lanyard.
- All visitors and contractors sign in at reception and are issued with a personalised photographic identity badge to wear whilst on College premises.
- All visitors and contractors are issued with a bilingual safeguarding advice booklet upon sign-in.
- Key reporting messages posted on electronic screens across College campuses.
- Online safeguarding training module for all staff.
- 'Report a Concern' button on the staff portal.



### Appendix 6: Emergency Contact Details – Social Services

You should only report a safeguarding concern where you are unable to speak to the College Wellbeing Team, Designated Safeguarding and Wellbeing Manager or the Designated Safeguarding Person (DSP). You can also seek advice using the Police non-emergency number 101.

If you are making a referral regarding the protection of children and vulnerable adults, you will need to contact the appropriate department within each Council for where the person lives.

**In an emergency you should dial (9)999 if using a College phone and 999 otherwise.**

Bridgend Police Public Protection Unit  
Coychurch Police Station  
Bridgend  
01656 651 660

Children Services	Adult Protection
<b>Bridgend County Borough Council</b> Children Services Intake and Assessment Team: 01656 642320 (24 hrs)	<b>Bridgend County Borough Council</b> Adult Protection Coordinator Assessment Team Tel: 01656 642479
<b>Caerphilly County Borough Council</b> Safeguarding Children Board Contact & Referral Team: 0808 100 1727 Out of Hours South East Wales Emergency Duty Team Tel: 0808 328 4432	<b>Caerphilly County Borough Council</b> Adult Services Tel: 0808 100 2500 or 01443 873635 (Manager) Out of Hours Emergency Duty Team: Tel: 0808 328 4432
<b>Cardiff County Council</b> Children Services Team: 02920 536 400 Out of Hours Emergency Duty Team: 02920 448 360	<b>Cardiff County Council</b> Protection of Vulnerable Adults Team 02920 536436 Out of Hours Emergency Duty Team: 02920 788 570
<b>City and County of Swansea</b> Access & Initial Assessment Team: 01792 635700 Out of Hours Emergency Duty Team: 01792 775 501	<b>City and County of Swansea</b> Protection of Vulnerable Adults Team: 01792 636 854 Out of Hours Emergency Duty Team: 01792 775 501
<b>Merthyr Tydfil County Borough Council</b> Intake and Assessment Team Duty Officer: 01685 724 525 Out of Hours Emergency Duty Team: 01443 849944	<b>Merthyr Tydfil County Borough Council</b> Protection of Vulnerable Adults Team Tel: 01685 724 507 / 725000 / 724594 (Manager) Out of Hours Emergency Duty Team: 01443 849944
<b>Neath Port Talbot County Borough Council</b> Intake and Assessment Team Duty Officer: 01639 685717 Out of Hours Emergency Duty Team: 01639 895 455	<b>Neath Port Talbot County Borough Council</b> Protection of Vulnerable Adults Team Tel: 01639 763 009 Out of Hours Emergency Team: 01639 895 455
<b>Newport County Borough Council</b> Contact Centre: 01633 656 656 Out of Hours Emergency Duty Team: 0800 328 4432	<b>Newport County Borough Council</b> Contact Centre: 01633 656 656 Out of Hours Emergency Duty Team: 0800 328 4432
<b>Rhondda Cynon Taff County Borough Council</b> Duty Social Work Team: 01443 486731 Out of Hours Emergency Duty Team: 01443 849 944	<b>Rhondda Cynon Taff County Borough Council</b> Adult Protection Coordinator: 01443 427755 Out of Hours Emergency Duty Team: 01443 849 944
<b>Vale of Glamorgan</b> Intake and Assessment Team: 01446 725206 Out of Hours Emergency Duty team: 02920 448 360	<b>Vale of Glamorgan</b> Protection of Vulnerable Adults Coordinator Tel: 01446 704 740 Out of Hours Emergency Duty team: 02920 448 360

### Appendix 7: Remote / Online Working, Teaching and Learning

We know that remote and online connectivity is essential in delivering a responsive and agile organisation. We have a responsibility to ensure that all staff and students are able to access and utilise online opportunities safely.

The parameters and guidance outlined is designed to ensure that everyone can benefit from digital tools and online capabilities, designed to enhance working, engagement and connectivity.

#### Live Video Calling and Conferencing

- Ensure your work area is clear, well-lit and check your surroundings / backdrop
- Ensure that you are wearing appropriate clothing
- Ensure that others within your location or household are aware that you are on video
- Do not record or photograph a session without knowledge and permission from everyone involved in the session or call
- Do not distribute or share any recordings, photos or screenshots without the knowing and approval of all participants. Failure to do so contravenes legislation governing individual privacy and consent
- Consider whether the audio only option would meet the requirements of the communication, in which case, participants can disable the video functionality

If you have a concern about any action or incident during a video call, you should terminate it and report the facts immediately to a member of the safeguarding team (page 16 of Bridgend College Safeguarding policy).

#### Online Platforms

Staff must only communicate with students via College approved platforms and only for purposes associated with official College business.

Staff must not use personal accounts to connect or communicate with students (see section 5 of the Bridgend College Safeguarding policy).

Platforms including (although not exhaustive) including WhatsApp, FaceTime, Houseparty, Facebook or Facebook Messenger must not be used to communicate or connect with students.

Why?

- To maintain professional boundaries and to reduce any unintended risk
- Other platforms are not monitored by College online safety software. The College's Google Workspace environment is monitored and also uses Google Vault to back-up history
- User terms associated with data usage and rights cannot be controlled as personal and enterprise/business licences and terms or use are different
- Free platforms including YouTube and Facebook Live do not allow users to restrict audiences

### Staff / Learner Meetings Online

A 1:1 online video meeting between a member of staff and a student should be avoided. Where circumstances mean that this would be challenging (e.g. assessment), a second member of staff should be present on the call or preferably, the call should be recorded via the feature within Google Meet. Permission should be sought from the student prior to recording.

Consider whether video is required for the purpose of the communication – could the audio only function have the desired outputs.

### Contacting Learners at Home / Remotely

Learners can be contacted via the following methods, and staff must only use their Bridgend College user account;

- Google Hangouts / Google Meet / Spaces
- Google Classroom
- Email (from a *bridgend.ac.uk* domain account)
- SMS via MiHub
- eILP and comment functions via MiHub
- Telephone only via the Mitel software when logged in via remote or from a College mobile

### Online Bullying and Harassment

See section 8 of the Bridgend College Safeguarding policy.

### Useful Guidance and Resources

[NSPCC: Undertaking remote working safely](#)

[NSPCC: eSafety \(including livestreaming and social media\)](#)

[NSPCC: Internet Connected Devices \(e.g Google Home or Amazon Alexa\)](#)

## Appendix 8: Bridgend College Safeguarding and Wellbeing Procedures

The following list of links signpost to a number of supporting College procedures associated with specific safeguarding and wellbeing topics.

[Hospitalisation of a Student](#)

[Self-Harm \(students\)](#)

[Substance Misuse](#)

[Sudden Death of a Person](#) (including suicide)

### EQUALITY IMPACT ASSESSMENT FORM

<b>Enw Polisi / Gweithdrefn</b> <b>Name of Policy / Procedure</b>	Safeguarding Young People and Vulnerable Adults					
<b>Perchennog Polisi</b> <b>Policy Owner (to complete this EIA)</b>	Joe Baldwin					
<b>Nod(au'r) a Pwrpas y Polisi</b> <b>Aim(s) and Purpose of Policy</b>	To ensure that the College meets its legal duty in safeguarding young people and adults					
<b>I bwy mae'r polisi hwn yn effeithio?</b> <b>Who does the policy affect?</b>	<b>Dysgwyr</b> <b>Learners</b>	✓	<b>Staff</b>	✓	<b>Y Cyhoedd</b> <b>Gyffredinol /</b> <b>General Public</b>	✓

Equality characteristic	Positive impact	Neutral impact	Negative impact	Reason/comment
Age	✓			The policy seeks to protect and safeguard young people and vulnerable adults, putting their views and experiences central to decision making and safety.
Disability		✓		
Gender reassignment		✓		
Marriage and civil partnership		✓		
Pregnancy and maternity		✓		
Race		✓		
Religion or belief		✓		
Sex		✓		
Sexual Orientation		✓		

Date completed: 23.03.23

Signed by Manager completing the assessment: J.Baldwin



### Asesiad Effaith Iaith Gymraeg/ Welsh Language Impact Assessment

<b>Enw Polisi / Gweithdrefn</b> <b>Name of Policy / Procedure</b>	Safeguarding Young People and Vulnerable Adults					
<b>Perchennog Polisi</b> <b>Policy Owner (to complete this EIA)</b>	Joe Baldwin					
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### Safonau Iaith Gymraeg / Welsh Language Standards

Rhif/ No.	Math/ Type	Safon / Standard	Cadarn haol (gallai fod o fudd)  Positive (could benefit)	Negyddo I (gallai effeithio)  Negative (could impact)	Dim Effaith  No Impact
94	Safonau Llunio Polisi  Policy Making standards	<p>Pan fyddwch yn llunio polisi newydd, neu'n adolygu neu'n addasu polisi sydd eisoes yn bodoli, rhaid i chi ystyried pa effeithiau, os o gwbl (pa un ai yw'r rheini'n bositif neu'n andwyol) y byddai'r penderfyniad polisi yn eu cael ar— (a) cyfleoedd i bersonau ddefnyddio'r Gymraeg, a (b) peidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg.</p> <p>When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the policy decision would have on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	✓		

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### Cynllun Gweithredu / Action Plan

Dylai camau gweithredu ddangos camau i'w cymryd i leihau neu, lle bo modd, ddileu unrhyw effaith negyddol ar yr Iaith Gymraeg.

Actions should demonstrate steps to be taken to reduce or where possible, eliminate any negative impact on the Welsh Language.

Gweithredu/ Action	Pwy/ Who	Erbyn Pryd/ By When	Mesur Llwyddiant/ (sut y byddwn ni'n gwybod ein bod wedi cyflawni'r camau gweithredu)  Success Measure (how will we know we have achieved the action)

Dyddiad Cwblhau Asesu / Assessment Completion Date: 23.03.23