



Policy on Safeguarding and Prevent and dealing with Young People and Vulnerable Adults

(This policy should be read in conjunction with the College's Equal Opportunities Policy)

1.0 Introduction

European College of Law (ECL) is a further and higher education institution offering various courses including apprenticeship courses for the young people and adults. The College is committed to Safeguarding and promoting the welfare of young people and adults, and expects all staff, volunteers and partners to endorse and practise this commitment at all times. ECL staff regards each learner as a unique individual and therefore seek to support learner development, which will foster security, confidence and independence. Prevention of Extremism and Radicalisation is one vital element within our overall College arrangements to Safeguard and Promote the Welfare of all young persons in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002).

When operating this policy European College of law uses the following accepted Governmental definition of extremism which is:

'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'.

There is no place for extremist views of any kind in our College, whether from internal sources — students, staff or governors, or external sources - College community, external agencies or individuals. Our students see our College as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this — we have a duty to ensure this happens.

As a College we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for young persons and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our students.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, at ECL we will provide training to our staff and students in identifying radicalisation. This training is designed by the Met Police and is mandatory for all our staffs and students. The training is delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at ECL we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Student Charter signed by every students. Where misconduct by a teacher is proven the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether to a Prohibition Order is warranted.

As part of wider safeguarding responsibilities College staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of College, such as in their homes or community groups, especially where students have not actively sought these out;
- Graffiti symbols, writing or art work promoting extremist messages or images;
- Students accessing extremist material online, including through social networking sites;
- Parental reports of changes in behaviour, friendship or actions and requests for assistance;
- Partner Colleges, local authority services, police reports of issues affecting students in other Colleges or settings;
- Students voicing opinions drawn from extremist ideologies and narratives;
- 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;
- Anti-western or Anti-British views.

Our College will follow the nationally set out agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. At European College of law, we have determined "British Values" to be:

- Democracy
- The rule of law
- Individual liberty

- Mutual respect
- Tolerance of those with different faiths and beliefs

The College recognises that high self-esteem, peer support, a safe and secure College environment and clear lines of communication with trusted adults helps all young people and adults. These are regarded as central to the wellbeing of the individual and are therefore seen to be an intrinsic part of all aspects of the curriculum and ethos of the College.

In safeguarding and promoting the welfare of young people and adults, ECL is committed to creating an ethos which values working collaboratively with others, respects diversity (including culture, race, disability and sexual orientation), promotes equality, and promotes participation of young people and adults in the processes.

The College expects that all members of staff and volunteers who come into contact with young people and vulnerable adults treat them as individuals and make them feel respected and valued as an essential part of the College's commitment to safeguarding young people and vulnerable adults.

2.0 Policy statement

Safeguarding is protecting an individual especially children, young people and vulnerable adults to live free from abuse, harm and neglect.

The overall aim of this policy is to:

- safeguard all learners of the College;
- safeguard College staff, volunteers and visitors in carrying out their duties in teaching, supervising and supporting learners at the College premises, and carrying administrative responsibilities in the workplace.

The College management are committed to ensure safeguarding and promoting the welfare of all learners by:

Prevention - providing a safe environment for young people and adults to learn and live in, e.g. through robust staff recruitment, policies and procedures that support safeguarding, a positive College atmosphere which promotes our College values and provides excellent pastoral and welfare support for all learners.

Protection - identifying young people and adults who are suffering, or likely to suffer significant harm, e.g. by neglect, physical injury or abuse, psychological abuse, sexual abuse, emotional abuse, financial abuse, discriminatory abuse or any aspect of bullying, harassment or coercion.

Support - taking appropriate action to see that all young people and adults are kept safe while studying at the College.

In pursuit of these aims, the College management will ensure safeguarding as a high priority and review policies and procedures annually with the aim of:

- Raising awareness of issues relating to the welfare of young people and adults and ensuring the promotion of a safe environment for all learners within the College, work placements and related environments. This will be achieved by regularly promoting and embedding safeguarding and health and safety key messages into our teaching, learning and student support.
- Following appropriate procedures to ensure staff are trained and supported to respond appropriately and sensitively to safeguarding. This will be achieved by close monitoring of staff Continuous Performance Development (CPD) training records.
- Identifying young people and adults who have additional needs and/or at risk of significant harm and providing procedures for reporting concerns. This will be achieved by linking with all College staff and the office of the Admissions, where disclosures may be discussed.
- Additionally, the use of Complaint Procedure is used to record concerns and monitor actions put in place. Establishing clear procedures for reporting and dealing with allegations of abuse against members of staff and or learners. This will include seeking timely advice from external safeguarding agencies when learners are potentially at risk of any harm.
- The safe recruitment and employment of staff. This will be achieved by the Human Resource Team and all staff involved in the recruitment process following legislation, policy and procedures.
- Providing suitable systems to ensure the safety of visitors and all who visit the College premises. This will be achieved by the Health and Safety Manager and ensuring all risks are adequately controlled and regularly reviewed, as necessary.
- Providing environments where everyone feels valued, safe and respected where individuals are encouraged to talk and are listened to and valued. This will be achieved by the regular promotion of the College values and embedding these across every area of College activity.

3.0 Responsibility for Safeguarding

All staff working with young people and adults receives appropriate training to familiarise themselves with safeguarding issues and their responsibilities and the College procedures and policies, with refresher training at least every three years. There is a senior member of staff with main responsibility for safeguarding. She/he ensures that a range of resources and opportunities are in place, throughout the year to remind learners and staff of their responsibilities in relation to safeguarding. These include inductions for both staff and learners, safeguarding awareness activities, constantly reminding learners and staff who they should refer issues to.

4.0 Staff Member with Lead Responsibility

Key duties include: raising awareness with all staff relating to the safeguarding issues and welfare of young people and adults, and the provision of a safe environment for all those learning within the College. The staff member with Lead Responsibility undergoes Safeguarding training to keep him/her up to date with developments in Safeguarding.

The responsibilities of the designated staff member with Lead Responsibility are to:

- Ensure that there are policies, procedures and systems in place to safeguard and promote the welfare of all young people and adults.
- Ensure that the Safeguarding procedures are followed and agreed actions are implemented and monitored.
- Deal with the referral of cases of abuse, allegations by referring them to the Local Authority Designated Officer for Allegations.
- Provide advice and support to staff and volunteers on issues relating to Safeguarding.
- Maintain a proper record of any referral, complaint or concern in respect of abuse or safeguarding.
- Ensure that the parents or carers of young people or adults with additional needs within the College are aware of the College's Safeguarding Policy.
- Liaise with employers and training organisations including work placements for young people and adults with additional needs at College to ensure that appropriate safeguards are put in place.
- Ensure that all staff and volunteers receive basic training on Safeguarding issues and are aware of the College's Safeguarding Policy and Procedures.
- Make recommendations' in relation to the overall "duty of care" for all learners, staff and visitors.