

RNC Policy: Safeguarding Children Policy and Procedure

Responsibility:	Residential Manager and Head of Safeguarding		
Approved by SMT:	October 2019		
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Other relevant Policies and reference documents:			
Prevent Strategy and Duty			
Equality, Diversity and Inclusion Policy			
Acceptable Use Policy			
E-Safety Policy			
BYOD Policy			
Recruitment & Selection Policy			
DBS Policy			
Guidance for Safer Working Practice for Staff who Work with Children and Young People			
Code of Conduct			
Student Anti-Bullying & Harassment Policy			
Whistle Blowing Policy			
Missing Student Policy			
Student Substance Misuse Policy			
Child Exploitation - Introductory Information			
Female Genital Mutilation - Introductory Information			
Faith Abuse - Introductory Information			
Forced Marriage - Introductory Information			
Gender Based Violence - Introductory Information			
Sexual violence and sexual harassment - Introduction Information			
Teenage Abuse - Introductory Information			
Trafficking and Modern Slavery - Introductory Information			
Fabricated and Induced Illness - Introductory Information			
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		Additional Section 5. Early Help and Section 6. Information Sharing Section 7. Peer on peer abuse Re-numbering of future sections 10.3 – inclusion of CCE 11.1 – addition of referral to MASH/LADO Appendix 6 – updated Approved at SMT	
1.4	October 2019	Reviewed in line with KCSinE 2019; links and contact numbers checked/updated. Update of DSO team information and job titles Addition of 2.13 regarding provision of Safeguarding Summit Inclusion of ref. to up skirting in section 7 Insert of information relating to serious violent crime 9.1 inclusion of CCE	MKJ

Commitment Statement

RNC is committed to the fundamental values of equality, diversity and inclusion, which creates a supportive environment for all members of our community to live, work and study. Our commitment to equality and diversity means that this policy has been screened in relation to the use of plain English, the promotion of the positive duty in relation to race, gender and disability and to eliminate discrimination to other equality groups related to age, sexual orientation, gender identity, marital or civil partnership status, pregnancy or maternity and religion or belief. We believe that safeguarding has paramount importance and RNC recognises its responsibility and duties within the Government Prevent Strategy to be aware of and where appropriate act to ensure the safety of all students from radicalisation and extremism.

This document is available in alternative formats on request. If you think RNC can improve the fairness of this policy please contact the author who has responsibility for the review and update

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Safeguarding Policy

All staff at RNC share an objective to help keep young people and vulnerable adults safe. We believe that the safeguarding of all RNC students has paramount importance and we have a zero tolerance of abuse and other harmful behaviour. RNC recognises its responsibility to prevent unsuitable people working with children and is committed to ensuring safer recruitment of staff and volunteers. In line with the Counter-Terrorism and Security Act 2015, RNC recognises its responsibility within the Prevent Duty to be aware of and, where appropriate, act to ensure the safety of all students from radicalisation and extremism.

We believe in creating a supportive environment that enables students to be able to speak out, and that staff should be empowered to promote safe practice and challenge poor and unsafe practice.

We are committed to working with other local colleges, the Herefordshire Safeguarding Children framework and other health and social care partnerships, and accept our responsibility to apply procedures for addressing any breach.

RNC is committed to the principles and practices of safeguarding as set out in the Department for Education Keeping Children Safe in Education September 2018 and Working Together to Safeguard Children 2018. We respect and value differences in race and ethnic origin, gender, disability, mental health, sexual orientation, age, religion and belief, economic and social background.

This policy and procedure is in line with the West Midlands Safeguarding Children Procedures and safeguarding Children and Young People in Herefordshire arrangements policies and procedures and the Herefordshire Levels of Need and Response Guidance (July 2018). These documents can be accessed using the link below:

<http://westmidlands.procedures.org.uk/assets/clients/6/Herefordshire%20downloads/LEVELS%20OF%20NEED%20LEAFLET%20V2%20HFD3549.pdf>

<https://herefordshiresafeguardingboards.org.uk/safeguarding-children-young-people-in-herefordshire/for-professionals/three-steps-to-safeguard-children/>

Procedures

1. Staff Named Person

1.1 RNC is required to ensure that a nominated senior member of staff holds a management responsibility for safeguarding arrangements at the College. The 'Named Person' will liaise with social services and other relevant agencies on safeguarding issues on behalf of the organisation.

1.2 At RNC the Named Person is referred to as the Lead Designated Safeguarding Officer (LDSO); in their absence any member of the Designated Safeguarding Officer (DSO) Team will hold this responsibility.

1.3 At RNC the LDSO position is held by the Head of Residential Support Services who has over many years developed established working protocols to execute the requirements of the Named Person role. This member of staff reports directly to the Governing Board and no decisions relating to safeguarding are taken by the SMT without

direct consultation having taken place. The College position of this would be reviewed in the event of the current LDSO ceasing employment at the College

1.4 RNC College senior managers with responsibility for safeguarding are listed in Appendix 6.

2. Raising Safeguarding Awareness and Continuing Professional Development

2.1 All new staff members receive a Safeguarding Induction from a DSO within the first week of employment. The induction includes ensuring new staff are aware of the identity of the LDSO and designated deputies and the requirement for staff to sign an agreement that they have read and understood the following documents:

Safeguarding Children Policy

Guidance to Safer Working Practices for staff who work with Children and Young People

Keeping Children Safe in education – Part 1

2.2 All staff are required to attend Safeguarding training in line with national and local standards at least once every three years. New staff members who are student-facing must have attended this training within three months of commencement of employment.

2.3 All new staff members are required to complete the Home Office online WRAP training within the first month of employment. Face to face training will be provided to staff that cannot access the online WRAP training.

2.4 All staff members are required to attend face to face approved Home Office WRAP training within the first three months of employment and thereafter every three years.

2.5 All volunteers are required to attend a Safeguarding Induction from a DSO; volunteers who are student facing and therefore considered to be in regulated activity must also attend safeguarding training in line with national and local standards at least once every three years.

2.6 All RNC staff receive an annual mandatory safeguarding update at the start of the Autumn term. Staff are required to read the update in full, including any linked documents.. Staff who are on long term absence leave will receive a briefing on their return to work.

2.7 Two further updates are provided to staff during the Spring and Summer terms via an all staff email (hard copies are made available for teams who do not routinely access email). The updates advise staff of College policy and procedures, how to recognise potentially abusive situations, how to report, and how the College is linked to external safeguarding authorities.

2.8 The DSO team ensure that up to date flow charts are displayed in prominent positions around College informing all students, staff and volunteers of the procedures for reporting safeguarding allegations or concerns (Appendix 2).

2.9 The Residential Management Team advise new students of the RNC Safeguarding Policy as part of their induction to College.

2.10 A representative cross-College Safeguarding Panel meets half-termly to ensure that Safeguarding is embedded within all organisational activities.

2.11 Safeguarding is a standing agenda item on Senior Management Team, College Managers Group, Teacher in Charge, Residential Managers and all residential department meetings.

2.12 A member of the SMT will undertake a biannual safeguarding audit to assure policy and procedure is embedded throughout the organisation and inform areas for improvement. The Safeguarding Committee will review finding and if required develop an action plan. The audit and action plan documents may be shared with local authorities on request.

2.13 A Safeguarding Summit will be held biannually facilitated by an external consultant; this will provide additional independent scrutiny of safeguarding policy and procedures and inform areas for improvement. This summit also provides Level 5 – DSO training for all attendees.

3. Vetting process for staff, governors and volunteers

3.1 The RNC campus comprises of all College learning areas, halls of residences and their surrounding grounds. All College paid staff and volunteers may be required to work unsupervised in a regulated activity and as such are subject to full Disclosure and Barring Service (DBS) checks in addition to standard vetting checks. The DBS is renewed for all staff every three years. (Regulated activity is work that a person barred from working with vulnerable people/children must not do)

3.2 Within the recruitment stage, if information is disclosed on a DBS, actions will be taken in line with the College DBS Policy to determine the suitability of the candidate's employment.

3.3 At renewal stage for existing staff, actions will be taken in line with the College DBS Policy to determine the continued suitability for employment.

3.4 Any staff who have not received an Enhanced DBS will not be permitted to work on the College campus unsupervised and without an appropriate risk assessment being in place and on file with the Human Resources (HR) department.

3.5 Reference request letters specifically ask for information relating to any known reason why the person should not be employed to work with young people or vulnerable adults. The letter also includes the statement 'there should be no material mis-statement or omission relevant to the suitability of the applicant'.

3.6 There is always direct contact by the RNC HR team or recruiting manager with the referees to verify the references.

3.7 Written records of interviews are stored on successful applicants' employee files, and unsuccessful applicants' interview sheets are stored for 6 months.

3.8 Essential qualifications are routinely checked for every successful applicant. The requirement for a full employment history is made clear on the RNC application form and any gaps are discussed at interview stage.

3.9 RNC ensures the reference contact provided is appropriate to the role applied for and checks the reasons previous employment ended.

3.10 The College Senior Management Team will undertake quarterly internal audits of staff files (two files from each directorate) to check that the above measures are routinely and robustly implemented.

4. Safeguarding Measures for Under 18 Residential Students

4.1 All Under 18 students will be placed in living accommodation (currently Campbell Hall) specifically for under 18 students. In exceptional cases Residential Managers may

consider accommodating Over 18 local authority funded students in the same accommodation but this can only happen with a recorded risk assessment. On occasions Under 18 students may be accommodated in Stephens Hall (currently primarily used for over 18 local authority funded students) where there is a need for specialist accessible accommodation, equipment and/or support. Those students will be required to observe all regulations relevant to all Under 18 students.

4.2 Under age consumption of alcohol is prohibited in the Under 18 hall of residence.

4.3 Under 18 students are required to abide by the night time signing in rules, set out in the Student Handbook.

4.4 Student visitors are welcomed by the College but must be approved by Residential Managers and must abide by the RNC Visitor Policy.

4.5 Under 18 students requiring medical attention will be accompanied by a member of RNC staff where requested. The young person must give consent for the member of staff to be present during any discussions between the student and the medical advisor.

4.6 All RNC students are made aware of the Acceptable Use, Bring your own Devices, Computing and IT Systems and Resource Policy and attend an induction focused on appropriate use of electronic communication equipment.

4.7 Written parental consent is required for all Under 18 students for off-site activities, medical treatment and any overnight absences.

4.8 As RNC is a residential college where students may have unsupervised contact with each other, the College will undertake checks during Pre-entry Assessment to establish if any prospective student has unspent convictions held on record.

5. Early Help

5.1 When concerned about the welfare of a child, staff should always act in the best interests of the child. Any concerns about a child's welfare, they should act on them immediately by contacting one of the DSO Team.

5.2 Any child may benefit from early help, college staff should be particularly alert to the potential need for early help for a young person who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from college care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the young person, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves

5.3 Staff should not assume a colleague or another professional will take action and share information with the DSO Team that might be critical in keeping children safe. They should be mindful that early information sharing is vital for effective identification, assessment and

allocation of appropriate service provision

5.4 On receipt of information the DSO Team will then consider the following options:

- managing any support for the child internally via the college's own pastoral support processes;
- an early help assessment
or
- a referral for statutory services,

5.5 The LDSO will lead when early help is appropriate, liaising with other agencies and setting up an inter-agency assessment as appropriate.

6. Information Sharing

6.1 Information sharing is essential for effective safeguarding and promoting the welfare of children and young people.

6.2 Within this policy RNC provides clearly set out guidance for staff to follow regarding the processes and the principles for sharing information internally.

6.3 The DSO team will always work to the Government guidance:

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

6.4 Security of information sharing must always be considered and should be proportionate to the sensitivity of the information and the circumstances.

7. Peer on peer abuse

The College Student Code of Conduct clearly states that peer on peer abuse of any kind within the College community will not be tolerated. This is reinforced at induction and throughout the academic year via tutorials and pastoral support within the residential provision.

Peer on peer abuse can take, such as:

- sexual violence and sexual harassment.
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexting (also known as youth produced sexual imagery)
- initiation/hazing type violence and rituals
- upskirting – which is the act of taking a photograph underneath a person's skirt without their consent

Allegations of peer on peer abuse dependant on the nature will be dealt with either within the Student Disciplinary Procedures

or

if relating to sexual violence, harassment or sexting under sections 7 and 8 of this procedure taking due regard to the Department of Education sexual violence and sexual harassment between children in schools and colleges.

<https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges>

8. Serious violent crime

All staff should be aware of indicators, which may signal that children are at risk from, or are involved with, serious violent crime.

These may include:

- increased absence from school,
- a change in friendship or relationships with older individuals or groups,
- a significant decline in performance,
- signs of self-harm or a significant change in wellbeing,
- signs of assault or unexplained injuries.

Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.

Advice for schools and colleges is provided in the Home Office's 'Preventing youth violence and gang involvement' and its 'Criminal exploitation of children and vulnerable adults: county lines' guidance.

9. Responding to Protection Allegations or Concerns

Quick reference Action Guidelines for Staff Receiving Disclosure/ Suspicion can be found in Appendix 3

9.1 Any member of staff or volunteer who is told of any incident or strong suspicion of abuse of a child or young person occurring in the College, or to a student of the College at home or outside the College, must report the information the same day to a DSO. **The Principal or, in their absence, the Charity Chief Executive, must be informed immediately and kept informed of all decisions, actions and outcomes.**

9.2 If the allegation or suspicion is about a member of staff or a volunteer refer to the guidance in Section 7 of this policy.

9.3 No member of staff should investigate reports of physical or sexual abuse themselves. Alleged victims, perpetrators, those reporting abuse and others involved should not be interviewed by College staff beyond the point at which it is clear that there is an allegation.

9.4 Any staff member to whom an allegation of abuse is made must:

- Limit any questioning to the minimum necessary to seek clarification only, strictly avoiding "leading" the student who has approached them by making suggestions or asking questions that introduce their own ideas about what may have happened.
- Stop asking any more questions as soon as the student has disclosed that he or she believes that something abusive has happened to him or her, or to someone else.
- With the knowledge of the student concerned (and, where appropriate, student consent) refer the matter immediately, with all relevant details, to a DSO.

9.5 Staff members must never give absolute guarantees of confidentiality to students or other staff members who wish to tell them something serious. However, they should guarantee that they will only pass on information to the minimum number of people who must be told in order to ensure that the proper action is taken. They should guarantee that they will not tell anyone who does not have a clear "need to know" and that confidentiality will be respected within the designated team.

9.6 The informing or disclosing student or staff member should be assured of safeguarding from any retaliation or unnecessary stress that might be feared after a disclosure of alleged abuse has been made.

9.7 Dealing with disclosures or allegations can be upsetting for individuals. The DSO Team are available to meet with staff to provide debrief and support.

10. Procedures for Designated Safeguarding Officer

The DSO, on receiving an allegation or concern of a safeguarding nature should:

10.1 Meet with the student and seek clarification of the report or disclosure.

10.2 Ask the informing student what steps they would like taken to protect them now that they have made an allegation, and assure them that the College will try to follow their wishes.

10.3 Take any steps needed to protect any student involved from risk of immediate harm whilst remaining aware of the possibility of forensic evidence.

10.4 Start a confidential Safeguarding Incident Log (Appendix 4); this timeline of contact and actions will be maintained throughout the reported case. A copy of this log must be available to the Principal and be available for inspection purposes if required by the Lead Inspector or other agency representatives.

10.5 For students under the age of 18, if the nature of the allegation or disclosure is that there is potential that a crime has been committed, the DSO will report this to the Police immediately and inform the Principal.

10.6 The DSO will not investigate the allegation further.

10.7 For all disclosures the DSO will refer the matter within 24hrs to the Herefordshire Multi Agency Safeguarding Hub (MASH). In some circumstances this referral will be made to the Children's Social Care Team and Police force in the young person's home area.

Herefordshire MASH team

Telephone: 01432 260 800 (last checked October 2019)

Emergency Duty Team (currently being covered by Worcester County Council)

Telephone: 01905 768 020 (last checked October 2019)

Weekdays after 5.00 pm

Friday 4.30 pm – Monday 9.00 am

Police 101

11.8 The DSO will follow the advice from the Police or MASH of any necessary next steps in relation to:

- informing a student's parents/guardians/carers
- medical examination or treatment of the student
- immediate safeguarding measures that may be needed for a student who has been the victim of abuse, a student who has given information about abuse or a student about whom an allegation has been made
- referral to other appropriate agencies, for example the Forced Marriages Unit

10.9 The DSO will inform the student and/or the person who made the initial allegation of what the next steps are to be, having been advised of these by the Police, MASH or Children's Social Care Referral Team or other relevant agency.

10.10 The DSO will take any necessary steps for the longer-term safeguarding and support of each student who has made allegations of abuse, or is alleged to have suffered from abuse, taking his or her wishes into account.

10.11 The DSO will take any necessary steps to protect and support a student who is alleged to have abused another.

10.12 The DSO will ensure that any student being interviewed by the Police has a supportive member of staff (appropriate adult) of their own choice within available staff resources to accompany them if this becomes necessary.

10.13 The DSO will ensure the notification of external bodies such as the sponsoring authorities.

10.14 The DSO will ensure the cooperation by the College in any subsequent investigation by the Social Services, Police or other relevant agency.

10.15 The DSO will oversee arrangements, where feasible, for any student who has been the subject of abuse to receive any necessary continuing counselling and support.

11. Allegations of Abuse of Students by Staff or Volunteers

11.1 All allegations of abuse of students by staff or volunteers will be taken seriously and treated in accordance with the local safeguarding procedures and national guidance. These procedures will be used in respect of all cases in which it is alleged that a member of staff or a volunteer at RNC has:

- behaved in a way that has (or may have) harmed an Under 18 student or students
- possibly committed a criminal offence against or related to an Under 18 student or students or
- behaved towards an Under 18 student or students in a way that indicates they may pose a risk of harm to children.

11.2 Where allegations of abuse are made against a member of staff or volunteer the DSO Team will notify the Principal immediately. In cases where members of the designated team are the subject of the allegation any staff member receiving the allegation must pass on the allegation directly to the Principal.

11.3 In cases where the Principal or Charity Chief Executive (CCE) is the subject of the allegation the Lead Designated Officer will contact the Designated Governor (see Appendix 6).

11.4 The senior member of staff or Governor assigned to oversee the allegations will report without delay to the MASH team (see contact details above) and seek a Local Authority Designated Officer (LADO) referral.

11.5 The MASH team will advise on three strands in the consideration of an allegation:

- (i) a Police investigation of a possible criminal offense
- (ii) enquiries and assessment by MASH team about whether the student is in need of protection

(iii) consideration of disciplinary action in respect of the individual, which includes guidance for suspending a member of staff/volunteer.

11.6 The Principal, if necessary and following advice from the MASH team, will suspend from duty, pending investigation, any member of staff who is alleged to have abused a student or students.

11.7 The RNC HR department will ensure that the person who is the subject of the allegation is informed of the progress of the case.

11.8 RNC will ensure that every effort is made to maintain confidentiality and guard against unwanted publicity.

11.9 RNC will ensure that any allegation will be followed through, regardless of whether the subject of the allegation chooses to resign or cease to provide their services.

11.10 RNC will not enter into so-called 'compromise agreements' (by which the person agrees to resign and the College agrees not to pursue disciplinary action and both parties agree a form of words to be used in a reference) in relation to any allegations of abuse.

11.11 RNC will work under the direction of the LADO and engage fully with strategy discussions and information sharing protocols.

11.12 If the allegation is substantiated RNC will ensure that Independent Safeguarding Authority is notified (usually via the LADO).

11.13 If the outcome concludes that a person who has been suspended can return to work RNC will consider how best to facilitate this, which will include consideration of supportive measures to deal with possible stress issues.

11.14 At the conclusion of the case RNC SMT and Governors will consider the lessons of the case and how they should be acted upon.

11.15 If an allegation is determined to be false the LADO should refer the matter to the MASH team to determine whether the child concerned is in need of services or may have been abused by someone else.

11.16 In a case where the LADO or the Police provides information to the college in regard to a criminal conviction or a member of staff being on the barred list, actions will be taken in line with the College Disclosure and Barring Service Checks Policy.

12. Internal Case Review

12.1 In all cases where there has been a requirement to make a referral to MASH, the LADO or report to the Police an internal case review will be held.

12.2 A minimum of two members of the Senior Management Team will meet with the Director of Student Support Services and relevant members of the Designated Safeguarding Team.

12.3 The relevant DSO will provide a full written report to the identified members of SMT which will include all activity, decision making rationale and actions as detailed in the Safeguarding Log, no later than five days prior to the date of the review meeting.

12.4 The intended purpose of the case review is to provide a vehicle for reflection, identify

good practise, provide challenge where required in relation to decision making and to make recommendations for changes to procedure and policy as required.

12.5 The outcome and any recommendations will be reported to SMT and the College Safeguarding Committee.

13. External Work Placements for Under 18 students

13.1 The responsibility of the students' welfare always remains with the College.

13.2 The College has a Work Placement Co-ordinator who has received Safeguarding training.

13.3 The Work Placement Co-ordinator is responsible for organising and confirming that a pre-placement visit is undertaken to ensure the suitability of the placement and of the student for the placement.

13.4 Transportation for work placements arranged by the College is always with approved Taxi companies whose drivers have enhanced DBS in place.

13.5 The Work Placement Co-ordinator will put in place reporting systems for the student and employer.

13.6 The Work Placement Co-ordinator is responsible for agreeing with the student and employer a monitoring process for the duration of the placement.

13.7 The Work Placement Co-ordinator is responsible for providing a Placement Safeguarding Briefing sheet for the student and employer which clarifies safeguarding responsibilities and who to contact in the event of any concerns.

13.8 The Work Placement Co-ordinator will ensure that the employer appoints a Placement Supervisor. The Supervisor will be required to sign their understanding and agreement to work within the guidance stated within the Placement Safeguarding Briefing which is in line with RNC Safeguarding Policies and Procedures.

13.9 Enhanced DBS checks are not required for short-term placements i.e. half day/full day a week if lasting one term; block placements of up to three weeks.

The above steps will be taken in relation to all work placements for Under 18 students.

13.10 Long term placements require the Placement Supervisor to receive a safeguarding briefing and undergo an enhanced DBS check.

13.11 Special cases: the Lead Designated Officer must be consulted in the event of consideration being given to a work placement with a sole trader, where travel is required as part of the placement or if there is a residential component required.

14. Work Placements at RNC

14.1 Requests for work placements at RNC from external bodies or individuals should be referred to:

- LDSO for placements within Student Support Services and the Learning Directorate (with the exception of Mobility placements)

- Teacher in Charge of Skills for Life for Mobility placements
- Commercial Manager for placements within commercial areas of the college
- Charity Chief Executive for placements with Marketing, Registry and Fundraising
- Director of Finance and Resources for placements with Finance, HR and Estates

14.2 The HR Department should be informed of all placement requests to enable them to track procedural compliance.

14.3 The TiC or Manager for the area where the placement is requested will decide on the suitability of the placement.

14.4 RNC will appoint a Placement Supervisor who will meet with the school/college who made the request for the placement to agree expectations.

14.5 Individuals requesting a work placement will be required to provide an Enhanced DBS or have an appropriate risk assessment in place and filed with HR.

14.6 The RNC Placement Supervisor will ensure that the Placement Organiser and individual on placement receive the RNC briefing sheet (Appendix 5).

14.7 The Placement Supervisor will provide the HR department with a signed copy of the briefing sheet (Appendix 5).

14.8 The Placement Supervisor will be responsible for ensuring compliance with expectations set out in Appendix 5 and report any concerns without delay to their TiC or Manager.

15. What staff should do if they have concerns about safeguarding practices within College

15.1 All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the College Safeguarding Policy or Procedures and know that such concerns will be taken seriously by the Senior Management Team (SMT).

15.2 Appropriate whistleblowing procedures are in place for such concerns to be raised with the College SMT.

15.3 Where a staff member feels unable to raise an issue with SMT or feels that their genuine concerns are not being addressed, they may contact the Safeguarding Governor.

15.4 Alternatively other whistleblowing channels are open to them:

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection internally. Staff can call 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: help@nspcc.org.uk

