

**Safeguarding Policy Statement**

Waltham Forest College has a both statutory and moral duty to ensure that it functions with a view to safeguarding and promoting the welfare of children[[1]](#footnote-1), young people and adults undertaking education and training. Safeguarding is closely linked to the College Prevent Strategy in its aim to keep students safe by preventing them from being drawn into terrorism or other forms of extremism

**The purpose of the policy:**

* To provide protection for the children, young people and adults undertaking education and training at Waltham Forest College
* To prevent students from being drawn into terrorism or other forms of extremism
* To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child, young person or adult in a vulnerable situation may be experiencing, or be at risk of, harm.

This policy applies to all staff, including senior managers, members of the Corporation, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the College, franchise partners and sub-contractors, and contractors on site

**The College recognises that:**

* The welfare of young people is paramount, as enshrined in the Children Act 1989
* All young people regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
* It is better to help children and young people as early as possible, before issues escalate and become more damaging
* Working in partnership with young people, their parents, carers and their agencies is essential in promoting young people’s welfare.

**Legal framework**

This policy has been drawn up on the basis of law and guidance that seeks to protect children and young people, namely:

* Children Act 1989
* United Convention of the Rights of the Child 1991
* Data Protection Act 1998
* Sexual Offences Act 2003
  + Position of Trust
* Children Act 2004
* Protection of Freedoms Act 2012
* Childcare (Disqualification) Regulations 2009
* Counter Terrorism and Security Act 2015
* Government statutory guidance
  + Working together to safeguard children 2015
  + Keeping Children Safe in Education 2015

**We will seek to safeguard and promote the welfare of children, young people and adults by:**

* Valuing them, listening to and respecting them
* Adopting safeguarding practices through procedures and a code of conduct for staff and volunteers
* Developing and implementing an effective e-safety strategy and related procedures
* Developing and implementing an effective Prevent strategy and related procedures
* Recruiting staff and volunteers safely, ensuring all necessary checks are made
* Sharing information and good practice about child protection with young people, parents, staff and volunteers
* Sharing information about concerns with agencies who need to know and involving young people and parents appropriately
* Providing effective management for staff and volunteers through supervision, support and training
* Promoting our policies and values to make it clear that ours is a tolerant and welcoming community for all learners
* Educating and supporting students to fulfil their potential and be successful in their future lives
* Fostering positive relationships with police and community partners and working in partnership to promote British values and to enable students to engage successfully with their communities and to engage with, rather than marginalise extreme political views
* Encouraging and developing learners’ resilience and critical thinking skills to challenge and debate in an informed way, through our teaching, learning and assessment strategies.
* Equipping staff with the knowledge of possible signs / indicators of concern with regards to extremist opinions, how to deal with these and challenge them effectively and / or refer through key reference and support channels
* Equipping staff with the knowledge of possible signs / indicators of concern with regards to grooming and recruitment, how to deal with these and / or refer through key reference and support channels
* Facilitating staff to develop and share teaching, learning and assessment strategies around resilience, e-safety and critical thinking skills as appropriate

We are committed to reviewing our policy and good practice annually.

**Named staff with designated responsibility for Safeguarding, Child Protection and Prevent**

All designated staff (with the exception of the Designated Corporation Member for Safeguarding) can be contacted on the College’s dedicated safeguarding ‘BeSafe email and the telephone line as below:

Email: [BeSafe@waltham.ac.uk](mailto:BeSafe@waltham.ac.uk)

Telephone: 0208 501 8111

Base room: 224

Names and personal contact details of Designated Officers, including the Designated Corporation Member for Safeguarding, are given below:

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| **Designation** | **Post Held** | **Name** | **Telephone/ Contact** |
| Designated Safeguarding Lead | Director of Services for Students | Amir Ahmed | 020 8501 8079 |
| Deputy Designated Safeguarding Lead | Team Leader for Welfare and Wellbeing | Shiguftah Gulzar | 020 8501 8330 |
| Safeguarding Practitioners | Guidance and Counselling Officer | Urmi Medhi | 020 8501 8113 |
| Welfare and Wellbeing Advisor | Jessica Kabra | 020 8501 8104 |
| Welfare and Wellbeing Advisor | Nicola Sands | 020 8501 8104 |
| Security Supervisor | David Hunte | 020 8501 8237 |
| Support and Improvement Manager | Linda Chesters | 020 8501 8041 |
| Team Leader: Learning Support | Martin Walsh | 020 8501 8411 |
| Prevent Lead | Assistant Principal – Adult Learning | Maxine Smith | 020 8501 8227 |
| Allegations against or concerns about staff | Head of Human Resources | Emma Thompson | 020 8501 8298 |
| Allegations against the Principal | Designated Corporation  Members for Safeguarding | Val Barlett | [Clerk@waltham.ac.uk](mailto:Clerk@waltham.ac.uk) |

Where staff have concerns about another member of staff, reports must be made to the Principal.

**Safeguarding Referral Process**

1. For the purposes of this policy, ‘children’ refers to everyone under the age of 18. [↑](#footnote-ref-1)