

## General Policy Statement GPS3

### Safeguarding

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#### 1 Introduction

- 1.1 Middlesex University is committed to providing a safe and secure environment for all students, employees and individual visitors who access its facilities and services. The University acknowledges its particular responsibility to safeguard the wellbeing of under-18s and adults at risk engaged in the range of the University's activities. This is achieved by ensuring that there are appropriate arrangements in place to enable the University to discharge its duty to provide a safe and secure environment, to prevent abuse, and to respond appropriately to suspected or reported abuse of under-18s or adults at risk. Outside the University: Placements in schools, nurseries, children's activities where it is not guaranteed that there will be direct supervision at all times, mentoring outside of a supervised setting. Inside the University: events for individual or groups of children/young people who are not being supervised by a teacher/parent.
- 1.2 This policy is intended to give a framework for employees in the unlikely event that a safeguarding issue arises and to provide a framework to help the University prevent occurrences.
- 1.3 This policy recognises that under 18s study at the University and hence this policy has been written with reference to Tier 4 sponsor guidance.

#### 2 Statutory Duty

- 2.1 Under the Children Act 1989 educational institutions have a duty to promote and safeguard the welfare of children and young people under the age of 18, and under The Children and Families Act 2014 and the Care Act 2014 Act, to protect the welfare of adults at risk. The Children Act 2004 also requires that agencies work co-operatively to protect the welfare of children.
- 2.2 There is no legislation in the area of safeguarding that is directed specifically at HEIs. However, there is guidance. An extract from the Executive Summary: Safeguarding Children: Guidance for English Higher Education institutions (HEIs), Department for Innovation, Universities and Skills (2007) reads:

*“Effective safeguarding practice starts with having in place effective procedures. Lines of responsibility should be clear, with leadership from the highest level. Representatives from across the HEI should be involved in implementation and in*

*contributing to a culture in which safeguarding is discussed openly. Staff with particular responsibilities will need appropriate training, and all staff need to be aware of the HEI's policy and procedures."*

- 2.3 This policy has been written with reference to the Pan London Child Protection procedures.
- 2.4 Following the publication of the Safeguarding Vulnerable Groups Act in 2006, a new vetting and barring scheme was established in 2008. All representatives from organisations working with the university are required to produce to the university a declaration stating that their staff members have had the appropriate checks (e.g. Disclosure and Barring Service – DBS) to permit them to work with under 18s and adults at risk. In some cases (for example, work placements) it may be necessary for the organisation to evidence existence of its own child and adult at risk protection policy, procedures and officer.

### **3 Scope**

#### 3.1 The University:

- believes that people, whatever their age, gender, disability, ethnic origin, religious belief and sexual orientation, have the right to protection from abuse, and a right to be safe in the activities that they choose,
- acknowledges its particular responsibility to safeguard the wellbeing of under-18 year olds and adults at risk,
- is committed to providing a safe and secure environment for all university members who access its grounds, facilities and services,
- recognises its duty to help university members, through guidance, support and training, to understand their responsibilities to minimise the risk of harm and exploitation of under 18s and adults at risk, and where possible, to act to prevent situations where abuse or neglect might arise or be alleged.
- accepts its responsibility to safeguard under 18s and adults at risk who participate in University life - including registered and enrolled students as well as those who come onto university premises for organised activity. This protection covers (not exclusively):
  - i) Abuse;
  - ii) Harassment (including e-safety);
  - iii) Forced marriage, honour-based violence or FGM;
  - iv) Radicalisation.

- 3.2 For the purposes of this policy, the term “university member” is used to describe anyone at the university (or approved to work with the university, by the university)

who is engaged in working with children, or adults at risk, whether as an employee, interns, volunteer, contractor, visitor or student. This includes all staff in the Sports Development and Recreation services, Students' Union, Nursery, Security services, those involved in outreach or work experience, professional placements, widening participation and marketing activities in for example local schools and/or Further Education Colleges. It includes university members whose courses may involve access to children or adults at risk (e.g. in the School of Health and Education) and includes staff and students whose research, involves contact with children and/or adults at risk. It also includes staff working for services that are outsourced by the University such as catering and administration services.

- 3.3 The definition of a "child" in child protection guidance is anyone who has not yet reached their 18<sup>th</sup> birthday. Any 16-18 year olds in this document are referred to as "under-18s".
- 3.4 The definition of an adult at risk is an adult who needs community care services because of mental or other disability, age or illness and who is, or may be, unable to take care of themselves against significant harm or exploitation. This term replaces "vulnerable adult".
- 3.5. The definition of regulated activity relating to adults no longer labels adults as vulnerable but defines the activities which might lead to an adult being considered at risk at that particular time. The focus is on the activities required by an adult and not on the setting in which the activity is received. The activities which may render an adult at risk are the provision of assistance with:
  - Healthcare
  - Personal care
  - General household matters e.g., with cash, bills and/or shopping
  - Conducting their own affairs
  - Transport to a place where they will receive healthcare, personal care or social care.
- 3.6 Safeguarding is described as putting in place "arrangements to take all reasonable measures to ensure that risks of harm to children or adults at risk are minimised".
- 3.7 Research projects or programmes involving children and adults at risk require Ethics Committee approval to ensure compliance with statutory requirements and best practice guidelines.

#### **4 Approach to Reducing Risk**

- 4.1 Middlesex University aims to maintain the highest possible standards to meet its social, moral and legal responsibilities to protect and safeguard the welfare of children and adults at risk with whom the University's work brings it into contact. The University puts this into practice through the following actions:
- 4.2 The appointment of a Lead Safeguarding Officer who will be responsible for:
  - Leading on the implementation and promotion of this Policy;

- Ensuring that the Policy is monitored and reviewed in accordance with changes in legislation and guidance on the protection of children and adults at risk;
- Acting as the main contact within the University for the protection of children and adults at risk;
- Ensuring that appropriate University Members are provided with information, advice and training on the protection of children and adults at risk;
- Establishing and maintaining contacts with the local Children's Social Care Services departments and Police;
- Maintaining confidential records of reported child abuse cases and action taken;
- ensuring data is used intelligently to prevent future incidents.

- 4.3 The appointment of Deputy Safeguarding Officers who may be nominated to deputise for the Lead Safeguarding Officer; and the appointment of Departmental Designated Safeguarding officers as appropriate.
- 4.4 The University, through DSOs, will train and supervise appropriate University Members to adopt best practice to safeguard and protect children and adults at risk from abuse and to minimise risk to themselves. This includes providing adequate information on this Policy as part of the induction process for any new University Members.
- 4.5 Line Managers and Heads of Departments have a duty to ensure adequate training and information is undertaken.
- 4.6 A Safeguarding Board will be established to oversee safeguarding within the University and will have overall responsibility for leading and monitoring the implementation of this policy. The Safeguarding Board will report annually to the Assurance Committee (a sub-committee of Academic Board).
- 4.7 Where appropriate, breaches of this Policy and/or allegations of misconduct concerning children and/or adults at risk and/or abuse of children and/or adults at risk will result in the University invoking its Disciplinary Procedure in respect of staff or students.

## **5. Radicalisation and Safeguarding**

- 5.1 The University recognises the positive contribution it can make towards protecting its students from radicalisation to violent extremism. The University will continue to support and empower its students to create communities that are resilient to extremism and protect the wellbeing of particular students who may be vulnerable to being drawn into violent extremism or crime. It will endeavour to promote the development of spaces for free debate where shared values can be reinforced.
- 5.2 Radicalisation is the process by which individuals come to support terrorism or violent extremism. There is no typical profile for a person likely to become involved in extremism, or for a person who moves to adopt violence in support of their particular ideology. Although a number of possible behavioural indicators are listed below, staff

should use their professional judgement and discuss with other colleagues if they have any concerns regarding:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

If staff have any significant concerns about a student beginning to support terrorism and/or violent extremism, they should raise them with the nominated safeguarding officer, who can work together with external partners to address the issues.

## **6 Safeguarding Procedure**

- 6.1 This policy should be read in conjunction with Middlesex University's Safeguarding Procedure.

<b>Revision history</b>	This policy was approved by Academic Board at its meeting in October 2015 and is due for review in April 2016.
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<b>Date of publication</b>	October 2015
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