

Black Mountains College

Safeguarding and Protection Policy

1. Purpose

Black Mountains College is committed to providing a safe, inclusive and supportive environment for all students, staff, volunteers and visitors.

The College recognises its responsibility to safeguard and promote the welfare of children, young people and adults at risk, and to take all reasonable steps to protect individuals from harm, abuse, neglect, exploitation, bullying, harassment, radicalisation and discrimination.

This policy sets out the College's safeguarding principles, responsibilities and reporting arrangements.

2. Scope

This policy applies to:

- All employees
- Trustees and directors
- Volunteers
- Contractors and visiting lecturers/tutors
- Students
- Individuals participating in or supporting College activities

The policy applies to all College premises, learning activities, placements, field trips, online learning environments and events organised by or on behalf of the College.

3. Definitions

For the purposes of this policy:

Child or Young Person

A child or young person is anyone under the age of 18.

Adult at Risk

An adult at risk is an individual aged 18 or over who is experiencing, or is at risk of, abuse or neglect and has needs for care and support.

Safeguarding

Safeguarding means protecting the welfare, rights and wellbeing of children, young people and adults at risk and taking appropriate action where concerns arise.

4. Policy Statement

Black Mountains College will:

- Promote a culture where safeguarding is everyone's responsibility.
- Take all safeguarding concerns seriously and respond promptly.
- Provide clear reporting and referral procedures.
- Work in partnership with statutory agencies where appropriate.
- Promote equality, dignity, inclusion and respect.
- Support students and staff who may be vulnerable or at risk.
- Maintain safe recruitment and selection practices.
- Provide safeguarding training appropriate to roles and responsibilities.
- Promote online safety and responsible use of digital technologies.
- Fulfil its responsibilities under Welsh and UK safeguarding legislation and guidance.

The welfare of children, young people and adults at risk will always be at the forefront of College decision-making.

5. Safeguarding Responsibilities

Board of Trustees

The Board of Trustees has overall responsibility for ensuring that appropriate safeguarding arrangements are in place and effective.

The Board will:

- Receive regular safeguarding reports.
- Monitor safeguarding performance and risks.
- Review safeguarding policies and procedures.
- Ensure adequate resources are available to support safeguarding activity.

Chief Executive Officer and Senior Leadership Team

The Chief Executive Officer and Senior Leadership Team are responsible for:

- Promoting a strong safeguarding culture.
- Ensuring safeguarding arrangements are implemented effectively.
- Providing appropriate resources, training and support.
- Monitoring safeguarding compliance and improvement actions.

Designated Safeguarding Lead (DSL)

The College will appoint a Designated Safeguarding Lead (DSL) with overall operational responsibility for safeguarding.

The DSL will:

- Receive and manage safeguarding concerns.
- Make referrals to external agencies where required.
- Maintain safeguarding records.
- Advise staff and students on safeguarding matters.
- Liaise with partner organisations and statutory agencies.
- Support safeguarding training and awareness.

Deputy Designated Safeguarding Leads may be appointed to support this function.

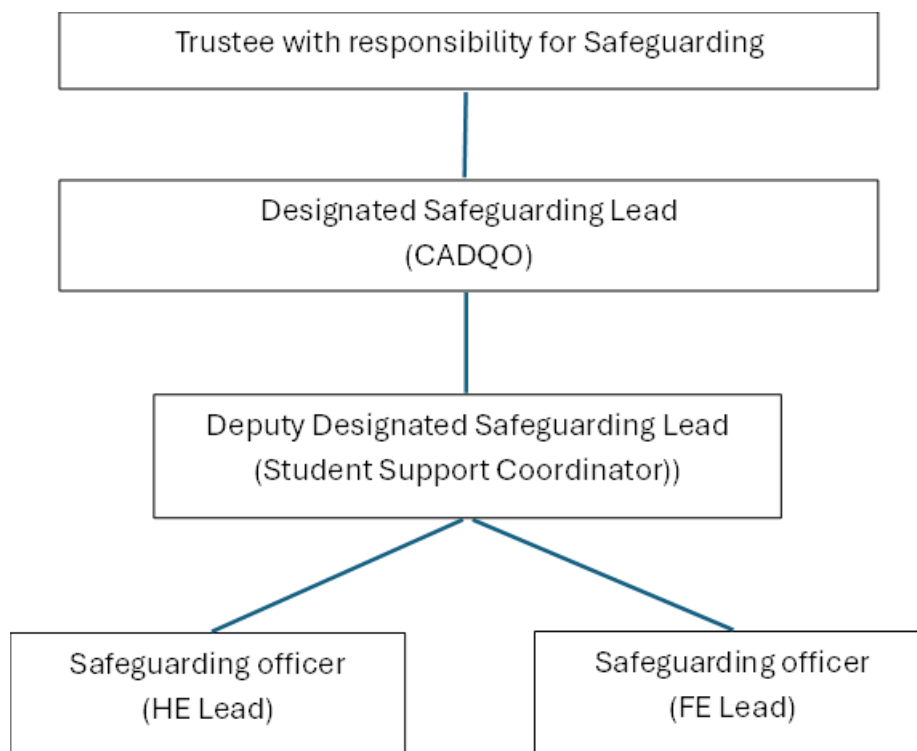
All Staff, Volunteers and Contractors

All staff, volunteers and contractors are responsible for:

- Promoting the wellbeing and safety of students.
- Remaining alert to signs of abuse, neglect or harm.
- Reporting concerns immediately through the College's safeguarding procedures.
- Maintaining appropriate professional boundaries.
- Participating in safeguarding training relevant to their role.

Safeguarding is everyone's responsibility.

Black Mountains College Safeguarding Team structure



6. Reporting Concerns

Any member of staff, volunteer or student who has concerns about the welfare of a child, young person or adult at risk must report those concerns immediately to the Designated Safeguarding Lead or Deputy DSL.

Where there is an immediate risk of serious harm, emergency services should be contacted without delay.

Individuals should not investigate safeguarding concerns themselves.

The College will maintain clear reporting procedures, referral forms and guidance documents to support the reporting process.

7. Students Under the Age of 18

Although Black Mountains College primarily serves adult students, the College also enrolls students aged 16–18 and may occasionally engage children and young people through outreach, educational and community activities.

The College recognises its enhanced safeguarding responsibilities towards children and young people and will ensure that appropriate arrangements, supervision, risk assessments and support measures are in place whenever individuals under the age of 18 participate in College activities.

Further guidance is provided within the College's Under-18s Policy and Procedure.

8. Adults at Risk

The College is committed to supporting adults at risk and responding appropriately where concerns of abuse, neglect, exploitation, coercion or self-neglect arise.

Safeguarding concerns involving adults at risk will be managed in accordance with Welsh safeguarding procedures and relevant legislation.

9. Safer Recruitment and DBS Checks

The College is committed to safer recruitment practices, as stated in the College Safer Recruitment Policy.

Disclosure and Barring Service (DBS) checks will be undertaken where required by legislation, regulatory requirements or the nature of the role.

The College reserves the right to undertake risk assessments and make decisions regarding recruitment, deployment and access to activities where safeguarding concerns are identified.

10. Online Safety and Prevent

The College recognises that safeguarding risks may arise both in person and online.

The College is committed to promoting online safety, responsible digital behaviour and awareness of risks including:

- Online exploitation
- Cyberbullying
- Harmful online content
- Grooming
- Fraud and coercion

The College also recognises its responsibilities under the Prevent Duty and will take appropriate steps to identify and respond to concerns relating to radicalisation and extremism, as stated in the College Prevent Policy.

11. Training

The College will provide safeguarding training appropriate to the responsibilities of staff, volunteers and trustees.

All staff will receive safeguarding information during induction and regular updates thereafter.

All teaching related staff will undertake basic safeguarding training during induction and refresh this training every three years or when legislative/regulatory changes require.

Designated Safeguarding Leads will undertake specialist safeguarding training and maintain their professional knowledge through continuing professional development.

12. Confidentiality and Record Keeping

Safeguarding information will be handled sensitively, securely and in accordance with data protection legislation.

Information will be shared only with those who need to know in order to protect individuals and fulfil safeguarding responsibilities.

The College will maintain secure records of safeguarding concerns, actions taken and referrals made.

13. Related Policies

This policy should be read alongside:

- Under-18s Policy and Procedure
- Health, Safety and Wellbeing Policy
- Equality, Diversity and Inclusion Policy
- Staff Code of Conduct
- Prevent Policy
- Safer Recruitment Policy
- Student Behaviour and Disciplinary Procedures
- Whistleblowing Policy
- Data Protection Policy

14. Monitoring and Review

The College will review this policy annually or sooner where required by legislative, regulatory or organisational change.

Safeguarding arrangements will be monitored regularly to ensure they remain effective, proportionate and aligned with current Welsh safeguarding guidance and best practice.

Version	Date Reviewed	Who reviewed	Next review date
1	15/6/26	Christianne Wakeham	July 2027