

## SAFEGUARDING AND PREVENT:

### INFORMATION FOR ALL STAFF – JANUARY 2016.

- Ethical
- Respectful
- Challenging
- Inclusive & Fair
- Transparent
- Confident
- Collaborative
- Professional

These are our core values; values which guide the decisions we make and how we engage with communities, our partners, staff and students both locally and globally. It is in the context of these values that the University considers all aspects of **safeguarding** including our legal duty to “have due regard to the need to **prevent** people being drawn into terrorism”

<b><i>What is Safeguarding (Children)?</i></b>	Many of us will be familiar with the concept of safeguarding children from harm, neglect or abuse. Where staff and students interact with children on University business and premises there are clear policies and guidance that must be followed so that children are not put at risk of harm.
<b><i>What is Safeguarding (Adults)?</i></b>	The same responsibilities extend to adults including protecting the rights of adults to live in safety, free from abuse or neglect; and working together to prevent and stop the risks and experience of adult abuse and neglect – including exploitation and radicalisation.
<b><i>What is PREVENT?</i></b>	Prevent is about safeguarding people and communities from the threat of terrorism. Prevent is part of CONTEST, the Government’s counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.
<i>The University has a new legal duty (established in The Counter Terrorism and Security Act 2015) to have proper policies and procedures in place, alongside guidance for staff and support for students to monitor and mitigate the threat of terrorism through the exploitation of vulnerable individuals and challenging extremist views and ideologies.</i>	

The University takes each of these responsibilities seriously in the interests of safeguarding our staff and students and supporting the communities in which we operate.

The University must balance a wide-ranging set of responsibilities including our legal duty to ensure and promote freedom of speech and academic freedom and our duty to advance equality of opportunity, foster good relations between communities and eliminate unlawful discrimination (also a legal obligation under the Equality Act 2010)

The University believes that these responsibilities and ambitions are not incompatible and that the University community and student experience fosters and promotes tolerance and multi-culturalism.

Our duties as staff members (within the University community) extend to safeguarding concern for our students, each other, guests and visitors. This would include concerns over mental and physical

health, abuse, harassment and bullying, sexual and emotional abuse, discrimination, extremist and unlawful radicalisation, threatening behaviour and the threat of physical harm.

So together we should aim to **Notice, Check and Share ...**

<b>✓ NOTICE</b>	<i>You may notice or observe something that gives you cause for concern about a student's (or colleague) wellbeing...</i>
<p>You might consider that someone is being harmed or abused because:</p> <ul style="list-style-type: none"> <li>You have serious concerns about someone's wellbeing.</li> <li>You see or hear extreme changes in behaviour and attitudes.</li> <li>You see or hear expressions of suicidal intent.</li> <li>You see or hear about something which could cause abuse.</li> <li>Someone tells you something has happened or is happening to them which could be abuse.</li> </ul>	
<p><b>Other behaviours that would properly be a cause for concern include –</b></p> <ul style="list-style-type: none"> <li>Bullying and threatening behaviour or harassment.</li> <li>Possessing or accessing unlawful material (e.g. extremist materials, child pornography or other indecent images)</li> <li>Promoting extremist views, hate speech, or other discriminatory behaviours.</li> </ul>	

<b>✓ CHECK</b>	<i>Question your views, share your concerns with a colleague, get a second opinion...</i>
<p>In the first instance you should share your concerns with your line manager / supervisor, who, in turn, can share these concerns with the designated lead within the University. If you have an urgent concern or wish to speak to any of the lead officers directly <b>and confidentially</b> contact details are provided below.</p>	

<b>✓ SHARE</b>	You should always share any genuinely held concerns as soon as possible.	
<b>University Safeguarding Officer (Designated Lead)</b>	<b>Steph Harris, Director of Human Resources</b> <a href="mailto:Steph.harris@wlv.ac.uk">Steph.harris@wlv.ac.uk</a> (extn. 1299)	
<b>University Safeguarding Officer (Designated Deputy)</b>	<b>Leigh Clarke, University Safety Advisor</b> <a href="mailto:l.clarke@wlv.ac.uk">l.clarke@wlv.ac.uk</a> (extn. 1289)	
<b>University Prevent Lead (Strategic)</b>	<b>Jon Elsmore, Dean of Students</b> <a href="mailto:j.elsmore@wlv.ac.uk">j.elsmore@wlv.ac.uk</a> (extn. 2618)	
<b>University Prevent Lead (Operational)</b>	<b>Steve Baggott, Campus Operations Manager (Walsall)</b> <a href="mailto:StephenRBaggott@wlv.ac.uk">StephenRBaggott@wlv.ac.uk</a> (extn. 1545)	
<b>University Mental Health Coordinator</b>	<b>Clare Dickens (Student Enabling Centre)</b> <a href="mailto:Clare.dickens@wlv.ac.uk">Clare.dickens@wlv.ac.uk</a> (extn. 2637)	

#### What happens next –

In many cases you may not be involved in the next stage of the referral process; this is usually for good reason and to preserve the confidentiality of the individual and the referral process. By reporting your concerns you have taken the right first step and can be assured that your concerns will be considered by the expert designated lead and, where necessary, in consultation with the University Safeguarding Panel. Where appropriate the designated lead will make a referral to the

relevant agency or make arrangements for any referral to support that is available within the University.

Many of our staff have regular and trusted contact with students; staff develop professional relationships with students and will already be using their professional judgement and experience to support and refer students with a range of complex needs (including safeguarding concerns). This guidance seeks to build on that existing good practice with advice for staff about how to handle the most difficult circumstances and where there is expertise to refer to. With complex and often conflicting circumstances there is not always an obvious response and so our advice is always to report any concerns.

Further training is already available for “How to respond to Students in Distress”; “Supporting students mental health” (via the Staff Development Programme: [www.wlv.ac.uk/sdu](http://www.wlv.ac.uk/sdu)) and further specific training will be developed and made available throughout the year.

Students may also seek to highlight a concern and can be directed to any of the Safeguarding and Prevent Leads. Further support for students who may have any concerns is available through the Students’ Union: [www.wolvesunion.org](http://www.wolvesunion.org)

#### **IN SUMMARY:**

The purpose of this guidance is to remind colleagues of their safeguarding responsibilities - which extend to and include our responsibility to have a due regard to prevent people from being drawn into terrorism.

If you **notice** something that gives you a cause for concern, first **check** your concerns with a colleague or raise your concerns with your supervisor. If you are concerned about the wellbeing of a student or a colleague **share** this information, sensitively and confidentially with your line manager or directly to one of the designated contacts – **thank you**.

<b>DOCUMENT CONTROL:</b>	<b>FINAL VERSION 3.0 DECEMBER 2015.</b>
<b>Approved by:</b>	Corporate Management Team – 09/11/2015.
<b>ISSUED:</b>	<b>To All Staff – January 2016.</b>
<b>Review and Renewal:</b>	CMT and Governors – by end 2017.