


Vulnerable Adult Safeguarding Policy

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Owner	Vice Principal Teaching, Learning and Completion
Approved by Corporation	N/A
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Policy Statement

Farnborough College of Technology (FCOT) is committed to safeguarding and promoting the welfare of vulnerable adults, as well as children and young people.

When students engage in the breadth of its activities, we aim to ensure that there are appropriate arrangements in place to enable us to discharge our duty to provide a safe and secure environment, and to deal with issues concerned with suspected or reported abuse to vulnerable adults.

The College seeks to ensure that its policy and procedures comply with statutory duties; reflect guidance and good practice in safeguarding vulnerable adults; and that safeguarding arrangements are proportionate and based upon common sense. We recognise that we also have a duty to help staff and students recognise their responsibilities (through guidance, support and training), minimise risk and avoid situations (where possible) where abuse or neglect might be alleged.

Purpose

Section 175 of the Education Act 2000, which reinforces the Children Act 1989, places a statutory duty on governing bodies of schools and colleges to promote the welfare and safety of children. The Department for Education's "Keeping Children Safe in Education" provides statutory guidance for schools and colleges. In addition, the Safeguarding and Vulnerable Groups Act 2006 (SVGA) and the Further Education (Providers of Education) (England) Regulations 2006 extend this statutory duty to vulnerable adults.

The SVGA as amended by The Protection of Freedoms Act 2012 (TPoFA) places a legal obligation on the College to ensure that every person who is engaged in Regulated Activity has been assessed using data gathered by the Disclosure and Barring Service (DBS), including relevant criminal convictions, cautions, police intelligence and other appropriate sources. Anyone who has been barred by the Disclosure and Barring Service is not permitted to be employed in Regulated Activity.

Who is a Vulnerable Adult?

A vulnerable adult is, as defined by The Protection of Freedoms Act 2012, a person aged eighteen and over, 'and who requires the provision of "regulated" activity'. For FCOT "regulated activity" is defined as those who require significant support with emotional, mental or physical health issues.

Adults are not "vulnerable" under the provisions of the Act because of the setting in which they receive this activity or because of their own personal characteristics or circumstances. However, the College recognises that it has a more general moral duty to safeguard the well-being of those who are in need of community care services by reason of mental health difficulty or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm.

Aims

The College takes seriously its duty of pastoral care and will be proactive in seeking to prevent vulnerable adults becoming the victims of abuse or neglect.

It will do this in several ways:

- We take pride in supporting vulnerable adults in their studies, not only by including courses specifically for adults with learning and other disabilities in our course offer, but by facilitating their participation in our main and community learning programmes.
- Through the creation of an open culture which respects all individuals' rights, discourages bullying and discrimination of all kinds and, while recognising the right to freedom of speech, does not accept the expression of violent extremist views.
- By identifying a member of the Board of Governors and a member of the Senior Management Team who have overall responsibility for vulnerable adult matters and two other staff as Designated Persons, who will receive training in this field and act as a source of advice and support to other College staff especially tutors and front-of-house staff.
- By informing vulnerable adults of their rights to be free from harm and encouraging them to talk to College staff if they have any concerns
- Through the ongoing programme of support, at an appropriate level, to promote self-esteem and social inclusion and address the issue of the protection of vulnerable adults in the wider context.

Roles and Responsibilities

This Policy applies to all staff (including agency staff and governors), academic and business support staff employed by the College, temporary staff and volunteers. All have a legal responsibility to take seriously any vulnerable adult concerns that come to their attention and follow the procedures given.

Subcontractors must be informed of this Policy and deal with any concerns reported to them by contacting the Designated Person with responsibility for Vulnerable Adult Protection in College.

Students who have concerns about other students or the behaviour of others towards them can use this Policy to ensure they are taken seriously. It is not the College's responsibility to investigate abuse.

Nevertheless, it has a duty to act if there is a cause for concern and to notify the appropriate agencies so that they can investigate and take any necessary action.

Staff

The College has identified an organisation structure for safeguarding vulnerable adults, with key staff having designated safeguarding responsibilities including:

- **Vice Principal (DSL):**

Overall leadership of Safeguarding discussing issues as required with the Principal.

- **For student-related issues:**

Vice Principal (DSL), Deputy Designated Safeguarding Officer (DDSL) and the Learner Services Manager provides management and coordination role if required.

In those areas where staff and students work with vulnerable adults as part of their roles, responsibility for ensuring safeguarding arrangements are in place and are adhered to rests with appropriate member of the SMT with responsibility for that area.

All staff and students are required to take a shared responsibility for the protection and safety of any vulnerable adults. They must be aware of and abide by the College's Policies.

Where an allegation of abuse or inappropriate behaviour is made against a student and relates to their actions as a member of the College, the Vice Principal (DSL) will advise on the disciplinary procedure.

- **For staff-related issues:**

The Associate Director of Human Resources supports key staff and provides legislative support. In addition, they are responsible for ensuring the College operates safe recruitment procedures and ensures that appropriate checks are carried out on all new staff and volunteers.

Where an allegation of abuse or inappropriate behaviour is made against a member of staff and relates to their actions as a member of the College, Human Resources will advise and guide the line manager of the member of staff against whom allegations have been made in relation to employment issues.

- **Governor with responsibility for overview of safeguarding:**

Chair of Governors

Controls

Safeguarding and promoting the welfare of vulnerable adults is everyone's responsibility. Everyone who comes into contact with vulnerable adults and their families and carers has a role to play in safeguarding them. In order to fulfil this responsibility effectively, all professionals should consider, at all times, what is in the best interests of the vulnerable adult.

Staff and students working in direct contact with vulnerable adults on a day-to-day basis may come across signs of harm and/or abuse. **Staff must ensure that significant concerns for the wellbeing of a**

vulnerable adult are reported to the DSL and logged **through 'MyConcern'**.. This will invoke the appropriate procedures to protect the vulnerable adult, involving, Next of Kin, Ambulance Services, Social Services and/or the Police as appropriate. Where staff members are unsure and need guidance about safeguarding issues, they are encouraged to seek support from the safeguarding team.

In the event of any concern by any member of staff, or if any member of staff is approached by a vulnerable adult student, regarding any matter concerning abuse or suicidal ideation, they must tell the student that they are bound to pass on the information to the designated person. The person receiving the information should pass it on as a matter of urgency to the Designated Safeguarding Lead (DSL) to ensure the matter can be dealt with as soon as possible. If the DSL is not available, the staff member should contact the Deputy Designated Safeguarding Lead (DDSL) or alternatively the Senior Management Team. In addition, where possible the vulnerable adult should be guided to Learner Services to seek immediate support from one of the College counsellors.

No one must be promised that anything they say will be kept confidential if the matter is related to vulnerable adult protection or abuse. It is helpful for a member of staff to tell the person raising the concern they will note anything spoken (using student's own language where possible) to ensure an exact a record as possible is kept for future reference.

Actions

- The DSL can approve communication with the next of kin of a vulnerable adult when they feel that the vulnerable adult is at risk of harm, or others are at risk of harm, regardless of whether the vulnerable adult requests that next of kin are not contacted. For example, when repeated risks of self-harm or suicidal ideation are identified, the college may make it a condition of being a student of the college that an agreement (**Agreed Behaviour Contract**) is in place with the vulnerable adult.
- The College reserves the right to refuse to admit a vulnerable adult to a programme of study, or other college-managed activities, if we judge that to safeguard that individual's wellbeing would go beyond what is reasonable and proportionate, including measures to manage inappropriate behavior.

Complaints

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the College's safeguarding regime, and know that such concerns will be taken seriously by the Senior Management Team. The College's whistleblowing procedures should be followed where there are such concerns (see separate Public Interest Disclosure Policy).