



Safeguarding Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Based on DfE 'Keeping Children Safe in Education' 2026

Role	Name	Contact Information <i>College number: 01843 446 906</i>
Designated Safeguarding Lead (DSL)	Michelle Rassekh-Smith	michelle@libertygrouppltd.co.uk
Lead Deputy Designated Safeguarding Lead (DDSL)	Siobhan Franklin	Siobhan@libertygrouppltd.co.uk
Deputy Designated Safeguarding Lead(s) (DDSL)	Anna Harrison-Jones Richelle Clifford Ben Cockram Hannah Gates Laura Cairns	anna@libertygrouppltd.co.uk richelle@libertygrouppltd.co.uk ben@libertygrouppltd.co.uk hannah@libertygrouppltd.co.uk laura@libertygrouppltd.co.uk
Wellbeing Leader	Hannah Gates	hannah@libertygrouppltd.co.uk
Senior Mental Health Lead	Michelle Rassekh-Smith	michelle@libertygrouppltd.co.uk
Safeguarding Director & Advisor	Michelle Rassekh-Smith	michelle@libertygrouppltd.co.uk
Head of College	Lauren Lawley	lauren@libertygrouppltd.co.uk

Reviewed

September 2026

To be reviewed:

September 2027

Version

11

NAME OF 1st REVIEWER

Michelle Rassekh-Smith

NAME OF 2nd REVIEWER

Jojo Rassekh-Smith

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Learner Centred Approach to Safeguarding

Introduction

Liberty College recognises our statutory responsibility to safeguard and promote the welfare of all learners. Safeguarding is everybody's responsibility & all those directly connected (staff, volunteers, directors, leaders, parents, families, and learners) are an important part of the wider safeguarding system at Liberty College & have an essential role to play in making this community safe and secure.

Liberty College supports learners aged 16-25 years. Safeguarding responsibilities differ according to age and legal status. Learners under 18 are protected under children's safeguarding legislation, whilst learners aged 18 and over are safeguarded under adult safeguarding legislation including the Care Act 2014. Safeguarding arrangements apply equally to work experience, employer placements and community-based learning.

Liberty College fully recognises its responsibilities for safeguarding learners. Our learners' welfare and safety are at the heart of our college's ethos and in everything we do. We believe that all learners have the right to be safe in our society. Therefore, we recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of learners by creating a positive college atmosphere through our teaching and learning, pastoral support and care for both learners and college personnel, training for college personnel and with working with parents/carers. We teach all our learners about safeguarding. Liberty College serves learners up to the age of 25, thus in this policy, a 'learner' means children and young people on-roll at Liberty regardless of age.

Effective safeguarding supports learner welfare, attendance, achievement, independence, preparation for adulthood and positive outcomes. Liberty College recognises that safeguarding is fundamental to creating a safe, inclusive and supportive learning environment in which learners can thrive and achieve their potential.

All learners have a right to be heard and to have their wishes and feelings taken into account and all learners regardless of age, gender, ability, culture, race, language, religion or sexual identity or orientation, have equal rights to protection.

Staff working with learners at Liberty College will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a learner, staff will always act in the best interests of the learner and if any member of our community has a safeguarding concern about any learner or adult, they should act and act immediately.

Liberty College recognises the importance of providing an ethos and environment within college that will help learners to be safe and to feel safe. In our college learners are respected and are encouraged to talk openly. We will ensure learner's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

Our core safeguarding principles are:

- **Prevention:** positive, supportive, safe culture, curriculum and pastoral opportunities for learners, safer recruitment procedures.
- **Protection:** following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.
- **Support:** for all learners, parents and staff, and where appropriate specific interventions are required for those who may be at risk of harm.
- **Collaborating with parents and other agencies:** to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.

The procedures contained in this policy apply to all staff, including advisors, temporary or third-party agency staff and volunteers, and are consistent with those outlined within KCSIE 2026.

Policy context

This policy is implemented in accordance with our compliance with the statutory guidance from the Department for Education, 'Keeping Children Safe in Education' 2026 (KCSIE) which requires individual schools and colleges to have an effective child protection policy.

This policy has been developed in accordance with current child and adult protection legislation and related guidance. This includes but is not limited to:

- Children Acts 1989 and 2004
- Keeping Children Safe in Education 2026 (KCSIE)
- Working Together to Safeguard Children 2023 (WTSC)
- Care Act 2014
- Mental Capacity Act 2005
- Prevent Duty Guidance

Definition of safeguarding

In line with KCSIE 2026 safeguarding and promoting the welfare of children (applied to all our learners) is defined for the purposes of this policy as:

- protecting learners from maltreatment
- preventing impairment of learner's mental and physical health or development
- ensuring that learners grow up in circumstances consistent with the provision of safe and effective care, and
- taking action to enable all learners to have the best outcomes.

The college acknowledges that safeguarding includes a wide range of specific issues including (but not limited to):

- Abuse and neglect.
- Bullying, including cyberbullying.
- Child-on-child abuse
- Children Missing Education (CME)
- Child missing from home or care.
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- Contextual safeguarding (risks outside the family home)
- County lines and gangs
- Domestic abuse
- Drugs and alcohol misuse
- Fabricated or induced illness
- Faith abuse
- Gender based abuse and violence against women and girls.
- Hate
- Homelessness
- Human trafficking and modern slavery
- Mental health
- Nude or semi-nude image sharing, youth produced/involved sexual imagery or sexting.
- Online safety
- Preventing radicalisation and extremism
- Private fostering
- Relationship abuse
- Serious violence
- Sexual violence and sexual harassment
- So-called 'honour-based' abuse, inc. Female Genital Mutilation (FGM) and forced marriage.
- 'Upskirting'

(Also see *Part One within 'Keeping Children Safe in Education' 2026*)

Related safeguarding policies

This policy is one of a series in the college integrated safeguarding portfolio and should be read and actioned in conjunction with the policies as listed below:

- Single Central Record of identity, qualification & vetting checks for all staff & volunteers.
- Safer Recruitment Policy & Process
- Local Authority policies & procedures on dealing with allegations against members of staff.
- Acceptable Internet Use Policy & Agreement
- Staff Code of Conduct
- Data Protection & GDPR Policy
- Admission & Attendance policies and Attendance Procedure.
- Learner Behaviour policy.
- Equality & Diversity Policy.
- Confidentiality Policy.
- Health and Safety Policy.
- Accident & Emergency Procedure
- Whistleblowing Policy.

Policy compliance, monitoring and review

Liberty College will review this policy at least annually (as a minimum) and will update it as needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt. The policy will also be revised following any national or local updates, significant local or national safeguarding events and/or learning, and/or any changes to our own procedures.

All staff (including temporary staff and volunteers) will be provided with a copy of this policy and Part One of KCSIE 2026 as appropriate. This will be shared with all staff during annual September CPD, with staff signing to confirm they have read the document, as well as being displayed on the safeguarding noticeboard.

Parents/carers can obtain a copy of the college Safeguarding Policy and other related policies on request. Additionally, our policies can be viewed via the college website.

The policy forms part of our college development plan and will be reviewed annually by the DSL, leadership team and advisors.

The Designated Safeguarding Lead will ensure regular reporting on safeguarding activity and systems to the directors.

Key Responsibilities

Directors, advisors and leaders

The directors & advisory board have a strategic responsibility for our safeguarding arrangements & will comply with their duties under legislation. They have regard to the KCSIE 2026 guidance & will ensure our policies, procedures & training are effective and complies with the law at all times.

The directors & advisory board will facilitate a whole college approach to safeguarding which involves everyone. They will ensure that safeguarding and child/adult protection are at the forefront and underpin all relevant aspects of process and policy development, so that all systems, processes, and policies operate with the best interests of the learner at their heart.

The directors & advisory board are aware of their obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and the local multi-agency

safeguarding arrangements set out by the Kent Safeguarding Children Multi-Agency Partnership ([KSCMP](#)) & the Kent & Medway Safeguarding Adults Board ([KMSAB](#))

The directors, advisors and leadership team will ensure that there are policies & procedures in place to ensure appropriate action is taken in a timely manner to safeguard & promote learner's welfare.

The Head of College will ensure that our safeguarding policies and procedures adopted by the directors & advisory board are understood and followed by all staff.

The directors & advisory board will ensure an appropriate senior member of staff, from the college leadership team, is appointed to the role of designated safeguarding lead. The directors, advisory board and leadership team will ensure that the DSL is supported in their role and is provided with sufficient time so they can provide appropriate support to staff and learners regarding any safeguarding and welfare concerns.

The college has a nominated director for safeguarding. The nominated director will support the DSL and have oversight in ensuring that the college has an effective policy which interlinks with other related policies, that locally agreed procedures are in place and being followed, and that the policies are reviewed at least annually and when required.

Designated Safeguarding Lead (DSL)

The college has appointed Michelle Rassekh-Smith as the Designated Safeguarding Lead.

The DSL has overall responsibility for safeguarding, child protection, adult protection and online safety in accordance with Annex C of KCSIE 2026. Deputy DSLs are trained to the same standard and support the DSL in carrying out these responsibilities.

The DSL is responsible for overseeing both child protection and adult safeguarding arrangements and ensuring effective coordination where learners transition from child safeguarding processes to adult safeguarding procedures.

Whilst the activities of the DSL may be delegated to the deputies, the ultimate lead responsibility for safeguarding & child/adult protection remains with the DSL & this responsibility will not be delegated.

The DSLs' training will be updated formally at least every two years, but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.

Members of staff

All staff, volunteers, contractors and governors have a responsibility to safeguard and promote the welfare of learners.

Staff must:

- provide a safe, respectful and inclusive environment;
- maintain an attitude of "it could happen here";
- recognise signs of abuse, neglect, exploitation and harm;
- know what to do if a learner makes a safeguarding disclosure & understand the impact abuse and neglect can have upon a learner;
- be able to identify and act upon indicators that learners are, or at risk of developing mental health issues;
- report safeguarding concerns immediately to the DSL;
- record concerns in accordance with college procedures;
- complete safeguarding, child protection and online safety training as required; and
- act in accordance with this policy, the Staff Code of Conduct and statutory safeguarding guidance.

Staff at Liberty College recognise that learners may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as being abusive or harmful. This should not prevent staff from having professional curiosity and speaking to a DSL if they have any concerns about a learner.

Safeguarding is everyone's responsibility and all staff have a duty to act if they have concerns about a learner's welfare.

Learners

Learners have a right to:

- Feel safe, be listened to, and have their wishes and feelings taken into account.
- Confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
- Contribute to the development of college safeguarding policies.
- Receive help from a trusted adult.
- Learn how to keep themselves safe, including online.

Parents and carers

Parents/carers have a responsibility to:

- Understand and adhere to the relevant college policies and procedures.
- Talk to their children about safeguarding issues and support the college in their safeguarding approaches.
- Identify behaviours which may indicate that their child is at risk of harm including online.
- Seek help and support from the college or other agencies.

Child & Adult Protection Procedures

Recognising indicators of abuse and neglect

Staff will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a learner, staff will always act in the best interests of the learner.

All staff are made aware of the definitions and indicators of abuse and neglect as identified by Working Together to Safeguard Children (2023) and Keeping Children Safe in Education 2026. This is outlined locally within the [Kent Support Levels Guidance](#).

Staff should be alert to indicators that a learner may be experiencing abuse, neglect, exploitation or other safeguarding concerns. Abuse may present through disclosures, behaviour, presentation, attendance, relationships, online activity or information from others. Staff are not responsible for determining whether abuse has occurred but must report concerns promptly in accordance with this policy (see appendix 4).

Searching and screening

Following a concern about a learner's safety or welfare, the searching and screening of learner's and confiscation of any items, including any electronic devices, will be managed in line with the college behaviour policy which is informed by the DfE '[Searching, screening and confiscation at school](#)' guidance.

The DSL (or deputy) will be informed of any searching incidents where there were reasonable grounds to suspect a learner was in possession of a prohibited item as listed in our behaviour policy. The DSL (or deputy) will then consider the circumstances of the learner who has been

searched to assess the incident against any potential wider safeguarding concerns.

Staff will involve the DSL (or deputy) without delay if they believe that a search has revealed a safeguarding risk.

Responding to safeguarding concerns and disclosures

Liberty College recognises that safeguarding concerns may arise in relation to both children (under 18 years of age) and adult learners (aged 18 and over). All learners have the right to be protected from abuse, neglect, exploitation and harm. Staff should respond promptly, appropriately and consistently to all safeguarding concerns, regardless of the learner's age.

All safeguarding concerns, disclosures, allegations, welfare concerns, behavioural indicators and wellbeing concerns must be reported to the DSL immediately and recorded on CPOMS as soon as possible on the same working day.

Records must be factual, accurate, dated, signed and written using the learner's own words wherever possible. Staff must not investigate concerns themselves or promise confidentiality to a learner. Information will only be shared on a need-to-know basis in accordance with safeguarding and data protection requirements.

Responding to a Disclosure

Where a learner discloses information that gives rise to a safeguarding concern, staff should:

- Remain calm and listen carefully.
- Take what the learner says seriously.
- Reassure the learner that they have done the right thing by speaking out.
- Allow the learner to speak freely and in their own words.
- Avoid asking leading questions, investigating the concern or seeking further evidence.
- Explain that the information cannot be kept confidential and will need to be shared with those who can help keep them safe.
- Record the disclosure as soon as possible, using the learner's own words wherever possible.
- Report the concern immediately to the Designated Safeguarding Lead (DSL) or a Deputy DSL.

Staff must never promise confidentiality, make assumptions, speculate about what may have happened, or confront an alleged perpetrator.

Immediate Action

Any member of staff who has concerns about the welfare or safety of a learner must:

1. Take immediate action if a learner is at risk of significant harm.
2. Contact emergency services where there is an immediate danger to life or a serious risk of harm.
3. Seek medical assistance if required.
4. Report the concern to the DSL or Deputy DSL without delay and always on the same working day.
5. Complete a written safeguarding record in accordance with College procedures.

Reporting and Referral

The DSL will assess the information and determine the most appropriate course of action, which may include:

- Internal safeguarding support and monitoring.
- Early Help intervention.
- Referral to Children's Social Care.
- Referral to Adult Social Care.
- Referral to the Police.
- Referral to health services or other specialist agencies.
- Referral to Prevent, Channel or other statutory safeguarding processes where appropriate.

The College will work collaboratively with external agencies and comply with local safeguarding partnership procedures.

Information Sharing

Timely information sharing is essential to effective safeguarding practice. Information will be shared on a need-to-know basis and in accordance with data protection legislation, statutory guidance and local safeguarding procedures.

Where appropriate, consent will be sought before sharing information with external agencies. However, consent is not required where:

- There is a risk of significant harm to a child.
- There is a risk of serious harm to an adult or another person.
- A criminal offence has been committed or may be committed.
- The learner lacks the mental capacity to make an informed decision about information sharing.
- Sharing information is necessary to protect the vital interests of the learner or others.

Adult Learners

When concerns involve a learner aged 18 or over, the DSL will consider:

- The principles of the Care Act 2014.
- Whether the learner has care and support needs.
- Whether the learner is experiencing, or at risk of, abuse or neglect.
- Whether the learner is able to protect themselves from that abuse or neglect.
- The learner's wishes, views and consent.
- The requirements of the Mental Capacity Act 2005 where there are concerns regarding decision-making capacity.

Record Keeping

All safeguarding concerns, disclosures, referrals, decisions and actions taken will be recorded accurately, contemporaneously and securely. Safeguarding records will be maintained separately from educational records and retained in accordance with statutory requirements and College procedures.

Key Principle

Staff are not responsible for deciding whether abuse, neglect or exploitation has occurred. Their responsibility is to recognise concerns, respond appropriately, record accurately and report promptly so that appropriate safeguarding action can be taken.

Child safeguarding concerns

Liberty College will respond to child safeguarding concerns in line with the Kent Safeguarding procedures (KSCMP). The full KSCMP procedures and additional guidance relating to reporting concerns and specific safeguarding issues can be found on their website: www.kscmp.org.uk

Adult safeguarding concerns

Liberty College recognises that learners aged 18 and over may be adults at risk and are entitled to protection from abuse, neglect, exploitation and harm. The College has a duty to promote the wellbeing, safety and rights of adult learners and will work in partnership with statutory agencies to safeguard adults in accordance with the Care Act 2014, the Mental Capacity Act 2005, local safeguarding procedures and relevant professional guidance.

For the purposes of this policy, an **adult at risk** is a person aged 18 years or over who:

- Has needs for care and support (whether or not those needs are being met); and
- Is experiencing, or is at risk of, abuse or neglect; and
- As a result of those care and support needs, is unable to protect themselves from the abuse or neglect, or the risk of it.

Liberty College recognises that many learners aged 18 to 25 may be adults at risk due to learning disabilities, autism, communication needs, mental health needs, physical disabilities, social care involvement, or other vulnerabilities that may affect their ability to recognise, prevent or report abuse and neglect.

An adult protection concern may arise where there is reason to believe that an adult learner is experiencing, or is at risk of, abuse or neglect and is unable to protect themselves because of their care and support needs. Abuse may be a single act or repeated acts and may occur deliberately or through neglect or poor professional practice.

Adult safeguarding concerns may include, but are not limited to:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or material abuse
- Neglect and acts of omission
- Discriminatory abuse
- Domestic abuse
- Coercive or controlling behaviour
- Self-neglect
- Modern slavery
- Organisational or institutional abuse
- Online abuse, exploitation or cybercrime
- Mate crime, cuckooing or exploitation of vulnerable adults

The College will work in accordance with the principles of the Care Act 2014 to promote the wellbeing, safety, rights and independence of adult learners. Safeguarding responses will be person-centred, proportionate and focused on supporting adults to make informed decisions about their own lives wherever they have the capacity to do so.

Where concerns arise regarding an adult at risk, the College will consider the learner's wishes, views and desired outcomes, whilst balancing its responsibilities to protect the individual and others from significant harm. Decisions regarding consent, capacity and information sharing will be guided by the Mental Capacity Act 2005, the Care Act 2014, and local safeguarding procedures.

Liberty College will respond to safeguarding concerns in line with the Kent Safeguarding

procedures (KMSAB). The full KMSAB procedures and additional guidance relating to reporting concerns and specific safeguarding issues can be found on their website www.kmsab.org.uk

Consent and Information Sharing

Liberty College will seek to involve adult learners in decisions about their safety and welfare wherever possible. Adults with capacity have the right to make informed decisions about their lives, including decisions that others may consider unwise.

Consent should normally be sought before making a referral to external agencies. However, information may be shared without consent where:

- There is a risk of serious harm to the learner or another person.
- A criminal offence has occurred or may occur.
- The learner lacks the mental capacity to make the relevant decision.
- There is a safeguarding concern involving children.
- There is a public interest justification for sharing information.

Decisions regarding consent, capacity and information sharing will be guided by the principles of the Mental Capacity Act 2005 and relevant statutory guidance.

Mental Capacity

Where there is doubt about an adult learner's ability to understand, retain, weigh up or communicate decisions relating to their safety and wellbeing, consideration should be given to whether they have the mental capacity to make the specific decision.

College staff do not undertake formal mental capacity assessments. Where concerns arise regarding a learner's capacity to make safeguarding-related decisions, advice will be sought from appropriately qualified professionals and relevant statutory agencies.

Any assessment of capacity should be decision-specific and time-specific. Where a learner is assessed as lacking capacity, any action taken must be in their best interests and in accordance with the Mental Capacity Act 2005.

Referral to Adult Safeguarding Services

The DSL will consider whether the concern meets the threshold for referral to Adult Social Care or other relevant agencies.

Referrals may be made where:

- The learner has care and support needs.
- The learner is experiencing, or is at risk of, abuse or neglect.
- As a result of those needs, the learner is unable to protect themselves from the risk of abuse or neglect.

The College will cooperate fully with Adult Social Care, the Police, the NHS and other safeguarding partners in any safeguarding enquiries or investigations.

The Six Principles of Adult Safeguarding

Liberty College is committed to promoting the six key principles of adult safeguarding:

- **Empowerment** - supporting adults to make their own decisions and informed choices.
- **Prevention** - taking action before harm occurs.
- **Proportionality** - providing the least intrusive response appropriate to the risk.
- **Protection** - supporting those in greatest need.
- **Partnership** - working collaboratively with learners, families and agencies.
- **Accountability** - ensuring transparency & professional responsibility in safeguarding practice.

This approach reflects Liberty College's commitment to safeguarding both children and adult learners and ensuring that all learners can learn, develop and participate in a safe and supportive environment.

Recording concerns

All safeguarding concerns, discussions, decisions, and reasons for those decisions, will be recorded in writing on the college safeguarding system and passed without delay to the DSL.

Our records will include a clear and comprehensive summary of any concerns, details of how concerns were followed up and resolved, and a note of any action taken, decisions reached and outcomes.

- Incident/Welfare concerns are kept on our MIS system, CPOMS.
- Records will be completed as soon as possible after the incident/event, using the learner's words and will be signed and dated by the member of staff. Safeguarding records will record facts and not personal opinions. A body map will be completed if visible injuries have been observed.
- If there is an immediate safeguarding concern the member of staff will consult with a DSL before completing the form as reporting urgent concerns takes priority.
- If members of staff are in any doubt about recording requirements, they will discuss their concerns with the DSL.
- Safeguarding records will include a clear and comprehensive summary of the concern, details of how the concern was followed up and resolved and details regarding any action taken, decisions reached and the outcome.
- Safeguarding records will be kept confidential and stored securely, kept in accordance with data protection legislation and are retained centrally and securely by the DSL.
- Safeguarding records will be kept for individual learners and will be maintained separately from all other records relating to the learner in the college.
- All safeguarding records will be transferred in accordance with data protection legislation to the learner's subsequent education provider, under confidential and separate cover as soon as possible; within 5 days for an in-year transfer or within the first 5 days of the start of a new term. Safeguarding files will be transferred securely to the new DSL, separately to the learner's main file, and confirmation of receipt will be obtained.
- In addition to the safeguarding file, the DSL will also consider if it would be appropriate to share any information with the DSL at the new school or college in advance of a learner leaving, for example, information that would allow the new school or college to continue to provide support.
- Where the college receives safeguarding files from another setting, the DSL will ensure key staff such as the named person with oversight for SEN, will be made aware of relevant information as required.
- Where a learner joins the college and no safeguarding files are received, the DSL will proactively seek to confirm from the previous setting whether any safeguarding records exist for the learner, and if so, if the files have been sent.

Multi-agency working

Liberty College recognises the pivotal role we have to play in multi-agency safeguarding arrangements and is committed to its responsibility to work within the [KSCMP](#) multi-agency safeguarding arrangements as identified within 'Working Together to Safeguard Children'.

The college leadership team, directors and DSL will work to establish strong and co-operative local relationships with professionals in other agencies, including the safeguarding partners in line with local and national guidance.

Liberty College recognises the importance of multi-agency working and is committed to working alongside partner agencies to provide a coordinated response to promote learner's welfare and protect them from harm. This includes contributing to KSCMP & KMSAB processes as required,

such as participation in relevant safeguarding multi-agency plans and meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings.

The college will allow access for Kent Children's Social Work Service and, where appropriate, from a placing local authority, to conduct, or to consider whether to conduct, a section 17 or a section 47 assessment.

The Head of College & DSL are aware of the requirement for children to have an Appropriate Adult ([PACE Code C 2019](#)) where there is a need for detention, treatment and questioning by police officers and will respond to concerns in line with our college behaviour policy, which is informed by the DfE '[Searching, screening and confiscation at school](#)' guidance.

Confidentiality and information sharing

Liberty College recognises our duty and powers to hold, use and share relevant information with appropriate agencies in matters relating to child & adult protection at the earliest opportunity as per statutory guidance outlined within KCSIE.

Liberty College has an appropriately trained Data Protection Officer (DPO) as required by the UK General Data Protection Regulations (UK GDPR) to ensure that our college is compliant with all matters relating to confidentiality and information sharing requirements. The DPO at Liberty College is Reema Koyappalli.

Staff will have due regard to the relevant data protection principles, which allow them to share and withhold personal information. The Data Protection Act 2018 and UK GDPR do not prevent the sharing of information for the purposes of keeping learners safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of learners (KCSIE 2026). KCSIE 2026, the [Information Commissioner's Office](#) the (ICO) and the DfE '[Information sharing advice for safeguarding practitioners](#)' (2018) guidance provides further details regarding information sharing principles and expectations. The DSL will disclose relevant safeguarding information about a learner with staff on a 'need to know' basis.

All members of staff must be aware that whilst they have duties to keep information confidential, in line with our confidentiality procedures. Staff also have a professional responsibility to be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of learners; this may include sharing information with the DSL and with other agencies as appropriate.

In regard to confidentiality and information sharing staff will only involve those who need to be involved, such as the DSL (or a deputy) and Kent Integrated Children's Services. All staff are aware they cannot promise a learner that they will not tell anyone about a report of any form of abuse, as this may not be in the best interests of the learner.

Safeguarding in Alternative Provision and External Learning Settings

The College remains responsible for safeguarding learners attending alternative provision, work placements, community-based learning, work experience and employer-based programmes. Appropriate safeguarding assurance, risk assessments, supervision arrangements and information-sharing processes will be in place for all external learning environments.

Safeguarding arrangements apply equally during off site activities, travel training, volunteering opportunities, work experience and employer placements. The College will ensure learners understand how to report concerns and access safeguarding support whilst undertaking activities away from the main College site.

Placement providers are expected to maintain suitable safeguarding arrangements and report concerns promptly to the College's Designated Safeguarding Lead (DSL).

Complaints

All members of the college community are encouraged to raise concerns about learner safety or safeguarding practice. The college's Complaints Procedure is available to learners, parents, staff and visitors via the website and safeguarding notice board.

Whilst we encourage members of our community to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse at college can contact the NSPCC 'Report Abuse in Education' helpline on 0800 136 663 or via email: help@nspcc.org.uk

Staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise child protection concerns internally. Staff can call 0800 028 0285 or email help@nspcc.org.uk.

The leadership team at Liberty College will take all concerns reported to the college seriously and all complaints will be considered and responded to in line with the relevant and appropriate process.

Specific Safeguarding Issues

Liberty College is aware of the range of specific safeguarding issues and situations that can put learners at greater risk of harm. In addition to Part one, DSLs, college leaders and staff who work directly with learners will read Annex B of KCSIE 2026 which contains important additional information about specific forms of abuse and safeguarding issues.

Where staff are unsure how to respond to specific safeguarding issues, they should follow the processes as identified in part 3 of this policy and speak with the DSL or a deputy.

Child-on-child abuse

All members of staff at Liberty College recognise that learners can abuse other learners (referred to as child-on-child abuse, previously known as 'peer-on-peer' abuse), and that it can happen both inside and outside of college and online. The principles & procedures outlined in this policy regarding child-on-child abuse are applied to all Liberty learners, regardless of age.

Liberty College recognises that child-on-child abuse can take many forms, including but not limited to:

- Bullying, including cyberbullying, prejudice-based and discriminatory bullying.
- Abuse in intimate personal relationships between learners
- Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- Sexual violence and sexual harassment
- Consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- Upskirting (which is a criminal offence), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Initiation/hazing type violence and rituals

Liberty College adopts a zero-tolerance approach to child-on-child abuse. All concerns will be managed through the safeguarding procedures outlined within this policy & in accordance with Part 5 of KCSIE 2026.

In order to minimise the risk of child-on-child abuse, Liberty College will implement the anti-bullying procedures outlined below, provide an age, ability and needs appropriate PSHE curriculum, and maintain a range of safe reporting mechanisms for learners.

Anti-Bullying (Including Cyberbullying)

Liberty College is committed to providing a safe, respectful and inclusive learning environment. Bullying, including cyberbullying, is not tolerated and may constitute a safeguarding concern where it causes significant harm or forms part of child-on-child abuse.

Bullying may take many forms, including physical, verbal, emotional, relational, discriminatory and online abuse. Incidents involving prejudice, hate-related behaviour, sexual harassment, sexual violence or exploitation will be managed through safeguarding procedures and referred to the DSL.

All learners are encouraged to report bullying concerns. Staff must take all reports seriously, respond promptly & record concerns in accordance with the college safeguarding procedures.

Appropriate support will be provided to those affected by bullying and, where appropriate, parents, carers and external agencies will be involved.

The college promotes positive relationships, respect, online safety and equality through its curriculum, tutorials and wider college culture.

Child-on-child sexual violence and sexual harassment

Reports of sexual violence and sexual harassment will be managed in accordance with Part 5 of KCSIE 2026. The DSL will undertake an immediate risk assessment and determine whether support, internal measures, referral to Children's Social Care, Adult Social Care and/or the Police are required. A site risk assessment has been completed for Liberty College & is reviewed annually.

Abuse that occurs online or outside of the college will not be dismissed or downplayed and will be treated equally seriously and in line with relevant policies/procedures.

The College recognises that the law is in place to protect children & young people rather than criminalise them, & this will be fully explained to learners to avoid alarming or distressing them.

Violence against women and girls (VAWG)

Liberty College recognises the national concern regarding Violence Against Women and Girls, misogyny and harmful attitudes, and will challenge these behaviours through safeguarding practice and the curriculum.

Nude and/or semi-nude image sharing by children

The term 'sharing nudes and semi-nudes' is used to mean the sending or posting of nude or semi-nude images, videos or live streams of/by young people under the age of eighteen. Creating and sharing nudes and semi-nudes of under-18s (including those created and shared with consent) is illegal which makes responding to incidents complex. The [UKCIS Sharing nudes and semi-nudes working with children and young people' guidance](#) outlines how schools and colleges should respond to all incidents of consensual and non-consensual image sharing; it has been read by the safeguarding team at Liberty College.

Liberty College recognises that consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as youth produced/involved sexual imagery or "sexting") can be a safeguarding issue; all concerns will be reported to and dealt with by the DSL (or deputy).

When made aware of concerns involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos by children, staff are advised:

- to report any concerns to the DSL immediately.
- never to view, copy, print, share, forward, store or save the imagery, or ask a child to share or download it – this may be illegal. If staff have already inadvertently viewed imagery, this will be immediately reported to the DSL.
- not to delete the imagery or ask the child to delete it.
- to avoid saying or doing anything to blame or shame any children involved.
- to reassure the learner involved and explain that the DSL will be informed so they can receive appropriate support and help. Do not promise confidentiality, as other agencies may need to be informed and be involved.
- not to investigate or ask the learner involved to disclose information regarding the imagery.
- to not share information about the incident with other members of staff, learners, or parents/carers, including the families and learners involved in the incident; this is the responsibility of the DSL.

DSLs will respond to concerns in line with the non-statutory UKCIS guidance: '[Sharing nudes and semi-nudes](#)' and the local [KSCMP](#) guidance. When made aware of a concern involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos:

- The DSL will hold an initial review meeting to explore the context and ensure appropriate and proportionate safeguarding action is taken in the best interests of any learner involved. This may mean speaking with relevant staff and the learners involved as appropriate.
- Parents/carers will be informed at an early stage and be involved in the process to best support learners, unless there is good reason to believe that involving them would put a learner at risk of harm.
- All decisions and actions taken will be recorded in line with our safeguarding procedures.
- A referral will be made to ICS and/or the police immediately if:
 - The incident involves an adult (over 18).
 - There is reason to believe that a child has been coerced, blackmailed, or groomed, or there are concerns about their capacity to consent, for example, age of the child or they have special educational needs.
 - The image/videos involve sexual acts and a child under the age of thirteen, depict sexual acts which are unusual for the child's developmental stage, or are violent.
 - A child is at immediate risk of harm owing to the sharing of nudes and semi-nudes.
- The DSL may choose to involve other agencies at any time if further information/concerns are disclosed at a later date.

Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

Liberty College recognises that both CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.

Liberty College recognises that children can become trapped in CCE as perpetrators can threaten victims and their families with violence or entrap and coerce them into debt. Children involved in criminal exploitation often commit crimes themselves, which can mean their vulnerability as victims is not always recognised (particularly older children) and they are not treated as victims, despite the harm they have experienced. The experience of girls who are criminally exploited can also be very different to that of boys. We also recognise that boys and girls being criminally exploited may be at higher risk of child sexual exploitation (CSE).

Liberty College recognises that CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge, for example through others sharing videos or images of them on social media. CSE can affect any child who has been coerced into engaging in

sexual activities and includes 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited, for example they may believe they are in a genuine romantic relationship.

If staff are concerned that a child may be at risk of CSE or CCE, immediate action should be taken by speaking to the DSL or a deputy.

Serious violence

All staff are aware of the indicators which may signal learners are at risk from or are involved with serious violent crime. These may include unexplained gifts or new possessions, increased absence from college, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that learners have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of CCE.

Any concerns regarding serious violence will be reported and responded to in line with other safeguarding concerns by speaking with the DSL or deputy. The initial response to victims is important and staff will take any allegations seriously and work in ways that support learners and keep them safe.

So-called honour-based abuse (HBA)

So-called honour-based abuse (HBA) includes crimes committed to protect or defend the perceived honour of a family or community, including female genital mutilation (FGM), forced marriage and breast ironing. All forms of HBA are abuse and will be managed in accordance with this policy. Staff must report concerns to the DSL (or deputy) immediately, and the police will be contacted where there is an immediate risk of harm.

If a member of staff becomes aware that FGM appears to have been carried out on a girl under 18, they must inform the DSL immediately. The DSL will ensure that the matter is reported to the police in line with statutory requirements.

Whilst all staff will speak to the DSL (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific legal duty on tutors.

Preventing radicalisation

Liberty College is aware of our duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), to have “due regard to the need to prevent people from being drawn into terrorism”, also known as the Prevent duty and the [specific obligations](#) placed upon us as an education provider regarding risk assessments, working in partnership, staff training, and IT policies.

Liberty College recognises that learners are vulnerable to extremist ideology and radicalisation and staff will be alert to changes in learner’s behaviour which could indicate that they may be in need of help or protection.

Staff will report any concerns to the DSL (or a deputy), who are aware of the [local procedures](#) to follow. If there is an immediate threat, the police will be contacted via 999.

Cybercrime

Liberty College recognises that learners with particular skill and interest in computing and technology may inadvertently or deliberately stray into ‘cyber-enabled’ (crimes that can happen offline but are

enabled at scale and at speed online) or 'cyber dependent' (crimes that can be committed only by using a computer/internet enabled device) cybercrime.

If staff are concerned that a learner may be at risk of becoming involved in cyber-dependent cybercrime, the DSL or a deputy will be informed, and consideration will be given to accessing local support and/or referring into the [Cyber Choices](#) programme, which aims to intervene when young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.

Where there are concerns about 'cyber-enabled' crime such as fraud, purchasing of illegal drugs online, sexual abuse and exploitation, or other areas of concern such as online bullying or general online safety, they will be responded to in line with the safeguarding and other appropriate policies.

Domestic abuse

Liberty College recognises that domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial, or emotional abuse. Learners can be victims of domestic abuse and may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). Domestic abuse can have a detrimental and long-term impact on learner's health, well-being, development, and ability to learn.

If staff are concerned that a learner may be at risk of seeing, hearing, or experiencing domestic abuse in their home or in their own intimate relationships, immediate action should be taken by speaking to the DSL or a deputy.

Mental health

Liberty College recognises that mental health concerns may be an indicator of abuse, neglect, exploitation or other safeguarding concerns. Staff should report any concerns to the DSL. Additional wellbeing support is available through the Wellbeing Leader and Senior Mental Health Lead. If staff have a mental health concern about a learner that is also a safeguarding concern, immediate action should be taken by speaking to the DSL or a deputy.

Age/ability appropriate education will be provided to our learners to help promote positive health, wellbeing, and resilience.

Self-harm and suicide

Liberty College is committed to promoting the emotional wellbeing, mental health and safety of all learners, and recognises that self-harm and suicidal ideation can be indicators of emotional distress, mental ill health, abuse, neglect or other safeguarding concerns. The College recognises that self-harm, suicidal thoughts and suicidal behaviours are significant safeguarding concerns that require a timely, compassionate and proportionate response.

Self-harm is any behaviour where a person intentionally causes harm to themselves as a way of coping with emotional distress, overwhelming emotions or difficult experiences. Self-harm does not always indicate suicidal intent; however, individuals who self-harm may face an increased risk of suicide, and all concerns must therefore be taken seriously.

Examples of self-harm may include:

- Cutting, scratching, scraping or picking skin.
- Burning or scalding.
- Pulling out hair or eyelashes.
- Banging or hitting the head or body.
- Swallowing hazardous substances or objects.

- Taking an overdose of prescription or non-prescription medication.
- Excessive biting or injury to parts of the body.
- Harmful misuse of alcohol or drugs.
- Eating disorders or deliberately harmful eating behaviours.
- Other deliberate actions intended to cause physical harm.

The College recognises that some learners with SEND may engage in sensory-seeking behaviours, such as scratching or skin-picking, which are not intended as self-harm.

Suicidal ideation refers to thoughts, plans, intentions or behaviours relating to ending one's own life.

Prevention

Liberty College seeks to reduce the risk of self-harm and suicide through:

- Promoting positive mental health and wellbeing.
- Establishing a safe, supportive and inclusive culture.
- Providing access to pastoral and wellbeing support.
- Delivering appropriate PSHE and mental health education.
- Encouraging learners to seek help and speak openly about concerns.
- Training staff to recognise warning signs and respond appropriately.
- Working in partnership with parents, carers, health professionals and external agencies.

Discussion with the Learner

Where appropriate and the learner is willing to engage, staff may sensitively explore:

- What is troubling them.
- How long they have been feeling this way.
- Whether they have thoughts of suicide or self-harm.
- Whether they have a plan or means to act on those thoughts.
- What support they already have in place.
- What helps them cope.
- Whether they feel at risk from others.
- What support they believe would help them feel safer.

Staff should listen carefully without judgement and avoid conducting a detailed investigation. Responsibility for assessing safeguarding risk lies with the DSL and relevant professionals.

Any member of staff who becomes aware that a learner has self-harmed, expressed suicidal thoughts, attempted suicide or presented behaviour indicating a risk of serious self-injury must treat this as a safeguarding concern and immediately inform the DSL.

The DSL will assess the level of risk, seek appropriate advice where necessary and coordinate support, including engagement with parents, carers, health professionals, social care services or emergency services as appropriate.

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

All concerns, actions taken and support provided will be recorded in accordance with the college safeguarding procedures.

The college promotes emotional wellbeing and provides learners with access to appropriate pastoral, mental health and safeguarding support.

Gender questioning learners and gender identity

Liberty College is committed to providing a safe, respectful and inclusive environment for all learners. The College recognises that some learners may question their gender identity or experience uncertainty about how they feel about being male or female. Such matters will be

approached sensitively, carefully and on an individual basis, with safeguarding and the wellbeing of the learner at the centre of all decision-making.

The College recognises that learners who are questioning their gender may be vulnerable to bullying, discrimination, social isolation, mental health difficulties or exploitation and may require additional support. Staff should remain alert to any safeguarding concerns and respond in accordance with this policy.

Safeguarding approach

Where a learner raises issues relating to their gender identity, staff should:

- Listen respectfully and without judgement.
- Avoid making assumptions or promises regarding outcomes.
- Record concerns or requests appropriately.
- Seek advice from the Designated Safeguarding Lead (DSL) where safeguarding, welfare or wellbeing concerns arise.
- Consider the learner's age, understanding, needs, vulnerabilities and individual circumstances.
- Ensure that any decisions are made in the learner's best interests and are consistent with safeguarding responsibilities and legal obligations.

Staff must not take unilateral decisions regarding changes to a learner's name, pronouns, records, facilities or educational arrangements without appropriate consideration and authorisation through college processes.

Learners Under 18

Where a learner under the age of 18 requests support relating to social transition, including requests regarding names, pronouns, appearance or how they are treated within College, the matter will be considered carefully and, on a case-by-case basis.

The DSL will normally ensure that parents or carers are involved in discussions and decision-making, unless there is a reasonable belief that doing so would place the learner at risk of harm. In such circumstances, safeguarding procedures will take precedence, and advice will be sought from relevant agencies where appropriate.

Where a learner simply shares their feelings with a member of staff and does not request changes to how they are treated, staff should respond supportively. Information will only be shared beyond normal safeguarding processes where there is a justified safeguarding or welfare reason for doing so.

Learners Aged 18 and Over

Adult learners are entitled to make their own decisions where they have the mental capacity to do so. Where an adult learner raises issues regarding gender identity, the College will work with the learner in a person-centred manner, taking account of:

- Their wishes and views.
- Their wellbeing and safety.
- Any support needs.
- The requirements of the Mental Capacity Act 2005, where relevant.
- The rights and welfare of other learners and staff.

Facilities and Risk Assessment

The College will comply with its legal duties regarding safeguarding, health and safety, equality and the provision of appropriate facilities. Any requests relating to changing facilities, overnight accommodation, personal care arrangements, educational visits or other safeguarding-sensitive matters will be considered on an individual basis and, where necessary, informed by an appropriate risk assessment.

Respect and Conduct

All learners, regardless of sex, gender identity, disability, race, religion, sexual orientation or other protected characteristics, are expected to treat others with dignity and respect.

Bullying, harassment, victimisation, abuse, discrimination or prejudice-based behaviour directed towards any learner will not be tolerated and will be addressed through the College's safeguarding, behaviour and disciplinary procedures.

The College will balance its safeguarding responsibilities, legal obligations and the needs of individual learners to ensure that decisions are lawful, proportionate, evidence-informed and focused on the welfare, safety and educational interests of all learners

Supporting Learners Potentially at Greater Risk of Harm

Whilst **all** learners should be protected, Liberty College acknowledges that some groups of learners are potentially at greater risk of harm. This can include the following groups:

Safeguarding learners with Special Educational Needs or Disabilities (SEND)

Liberty College acknowledges that learners with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges and barriers for recognising abuse and neglect.

Liberty College recognises that learners with SEND may face additional communication barriers and experience difficulties in managing or reporting abuse or challenges. Learners will be supported to communicate and ensure that their voice is heard and acted upon.

All members of staff are encouraged to appropriately explore potential indicators of abuse such as behaviour, mood changes or injuries, and not to assume that they are related to the learner's disability. Staff will be mindful that learners with SEND or certain medical conditions may be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs. Members of staff are encouraged to be aware that learners with SEND can be disproportionately impacted by safeguarding concerns, such as exploitation, peer group isolation or bullying including prejudice-based bullying.

To address these additional challenges, our college will always consider implementing extra pastoral support and attention for learners with SEND. The DSL will work closely with the SLT member responsible for SEND (Siobhan Franklin) and Director for SEND (Jojo Rassekh-Smith) to plan support as required.

Children Missing from Education (CME)

Learners missing from education, particularly persistently, can act as a vital warning sign to a range of safeguarding issues including neglect, sexual abuse, and sexual and criminal exploitation - particularly county lines. A robust response to learners missing from education will support the identification of such abuse and may help prevent the risk of learners going missing in the future.

Where possible, the college will hold more than one emergency contact number for each learner, so we have additional options to make contact with a responsible adult if a learner missing from education is also identified as being a welfare and/or safeguarding concern.

Where the college have concerns that a learner is missing from education, we will respond in line with our statutory duties (DfE: [Children missing education](#)) and local policies.

Elective Home Education (EHE)

Where a parent/carer expresses their intention to remove a learner from college with a view to educating at home, we will respond in line with [national Elective Home Education guidance](#) and local [Kent guidance](#). We will work together with parents/carers and other key professionals and organisations to ensure decisions are made in the best interest of the learner, in line with compulsory education age and needs of the learner.

Learners who need a social worker

The DSL will hold details of social workers working with learners so that decisions can be made in the best interests of the learner's safety, welfare, and educational outcomes.

Where learners have a social worker, this will inform college decisions about their safety and promoting their welfare, for example, responding to unauthorised absence and provision of pastoral and/or academic support.

Looked after children, previously looked after children and care leavers

Liberty College recognises the common reason for children becoming looked after is as a result of abuse and/or neglect and a previously looked after child also potentially remains vulnerable.

The college has appointed a '[designated teacher](#)' Siobhan Franklin, Deputy Head of College) who works with local authorities, including the [Virtual School Kent \(including the virtual school head\)](#), to promote the educational achievement of registered learners who are looked after or who have been previously looked after.

The designated teacher will work with the DSL to ensure appropriate staff have the information they need in relation to a learner's looked after legal status, contact arrangements with birth parents or those with parental responsibility, care arrangements and the levels of authority delegated to the carer by the authority looking after them.

Where a learner is looked after, the DSL will hold details of the social worker and the name of the virtual school head in the authority that looks after the learner.

Where the college believe a learner is being cared for as part of a private fostering arrangement (occurs when a child under 16 or 18 if the child is disabled is cared for and lives with an adult who is not a relative for 28 days or more) there is a duty to recognise these arrangements and inform the Local Authority via the Front Door.

Where a learner is leaving care, the DSL will hold details of the local authority Personal Advisor appointed to guide and support them and will liaise with them as necessary regarding any issues of concern.

Supporting Young Carers

The College recognises that some learners have caring responsibilities for a family member or other person with a disability, illness, mental health condition, or substance misuse issue. Young carers may be more vulnerable to poor attendance, reduced educational attainment, emotional wellbeing difficulties, and safeguarding concerns.

Staff should be alert to indicators that a learner may be a young carer and should share concerns with the Designated Safeguarding Lead (DSL). The College will consider appropriate support, which may include pastoral support, reasonable adjustments, wellbeing interventions, and signposting to specialist services.

Where a learner's caring responsibilities are excessive, inappropriate for their age, or negatively impact their welfare, development, or education, this will be managed as a safeguarding concern and referred to the DSL in line with College safeguarding procedures.

The College will work with learners, families, and relevant agencies to identify and remove barriers to learning and ensure young carers receive the support needed to achieve positive educational and wellbeing outcomes.

Learners who are Lesbian, Gay, Bi, or Trans (LGBTQI+)

The fact that a learner may be LGBTQI+ is not in itself an inherent risk factor for harm, however, Liberty College recognises that learners who are LGBTQI+ or are perceived by other learners to be LGBTQI+ (whether they are or not) can be targeted by other learners or others within the wider community.

Liberty College recognises risks can be compounded where learners who are LGBTQI+ lack a trusted adult with whom they can be open. LGBTQI+ is included within our Relationships Education/ Relationship and Sex Education and Health Education curriculum, and our staff will endeavour to reduce the additional barriers faced and provide a safe space for learners to speak out or share any concerns.

Online Safety, Filtering and Monitoring

Liberty College recognises that technology plays a significant role in the lives of learners and provides valuable opportunities for learning, communication and independence. However, the College also recognises that online activity can expose learners to safeguarding risks including abuse, exploitation and harmful content.

The College is committed to creating a safe online environment and takes a whole-college approach to online safety, ensuring that safeguarding responsibilities extend to the use of technology both within and outside the College.

Online Risks

Staff should be aware that safeguarding concerns can occur online as well as face-to-face. Online risks may include:

- Cyberbullying and online harassment.
- Sexual abuse and exploitation.
- Adult exploitation and financial abuse.
- Grooming and coercion.
- Radicalisation and extremist content.
- Harmful, violent or inappropriate online content.
- Online sexual harassment and image sharing.
- Misinformation, disinformation and online scams.
- Abuse through social media, gaming platforms or messaging services.
- Risks associated with artificial intelligence (AI) and emerging technologies.

Liberty College identifies that the breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:

- **Content:** being exposed to illegal, inappropriate or harmful content. For example, pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
- **Contact:** being subjected to harmful online interaction with other users. For example, peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
- **Conduct:** personal online behaviour that increases the likelihood of, or causes, harm. For

example, making, sending, and receiving explicit images (including consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying.

- **Commerce:** risks such as online gambling, inappropriate advertising, phishing, and/or financial scams.

Staff should remain vigilant to signs that a learner may be experiencing online abuse, exploitation or harm and should report concerns in accordance with the College's safeguarding procedures.

Filtering and monitoring

The College has appropriate filtering and monitoring systems in place to safeguard learners and staff when accessing College networks and devices. These systems are designed to:

- Prevent access to illegal, inappropriate and harmful content.
- Identify safeguarding concerns and potential risks.
- Support the College's safeguarding and behaviour expectations.
- Protect learners and staff from online threats and cyber risks.

Filtering and monitoring arrangements are reviewed regularly to ensure they remain effective, proportionate and appropriate to the College's context and the needs of its learners.

Where concerns are identified through filtering or monitoring systems, appropriate action will be taken in accordance with safeguarding procedures.

Remote and blended learning

Safeguarding arrangements apply equally to remote, online and blended learning activities.

Where remote learning takes place, the College will:

- Maintain appropriate professional boundaries between staff and learners.
- Use approved College systems and platforms.
- Promote safe online behaviour.
- Respond promptly to any safeguarding concerns arising during remote learning activities.
- Ensure learners know how to access support and report concerns.

Education and awareness

Online safety is embedded throughout the curriculum and wider safeguarding practice of the College. Learners receive education and support appropriate to their age, understanding and individual needs, including:

- Safe and responsible use of technology.
- Privacy and digital footprints.
- Healthy online relationships.
- Recognising online abuse and exploitation.
- Managing online risk and resilience.
- Critical evaluation of online information.
- Reporting concerns and seeking help.

Particular consideration is given to the additional vulnerabilities that may affect learners with SEND and those who may require additional support to understand and manage online risks.

Staff training

All staff receive appropriate safeguarding and online safety training, including awareness of current and emerging online risks. Training is regularly updated and forms part of the College's ongoing safeguarding programme.

Working with parents, carers and professionals

The College recognises the importance of working collaboratively with parents, carers, employers, social care professionals and other agencies to promote safe and responsible use of technology and to support learners in managing online risks.

Reporting concerns

Any concerns regarding online safety, online abuse, inappropriate online behaviour or harmful content must be reported immediately to the Designated Safeguarding Lead (DSL) or a Deputy DSL and managed in accordance with the College's safeguarding procedures.

Online safeguarding concerns will be treated with the same seriousness as concerns arising offline and will be responded to promptly, proportionately and in accordance with statutory guidance.

Staff Engagement and Expectations

Staff awareness, induction and training

All members of staff have been provided with a copy of part one of 'Keeping Children Safe in Education' 2026 which covers safeguarding information for staff.

- College leaders, including the DSL/DDSLs, will read KCSIE in its entirety.
- College leaders and all members of staff who work directly with learners will read annex B.
- All members of staff have signed to confirm that they have read and understood the national guidance shared with them. This information is kept on our training log.

All new staff and volunteers (including agency and third-party staff) receive safeguarding and child/adult protection training (including online safety), including information to ensure they are aware of the college internal safeguarding processes, as part of their induction. This is achieved through induction training and eLearning. This training is regularly updated and is in line with advice from the safeguarding partners.

The advisors that make up our advisory board will receive appropriate safeguarding and child/adult protection (including online safety) training at induction. This training equips them with the knowledge to provide strategic challenge to test and assure that our safeguarding policies and procedures are effective and support the delivery of a robust whole college approach to safeguarding. This training is regularly updated.

All staff members (including agency and third-party staff) will receive appropriate child/adult protection training (including online safety) to ensure they are aware of a range of safeguarding issues. This training will be updated at least annually. This will be achieved through annual September INSET.

Online safety training for staff will be integrated, aligned and considered as part of the whole college safeguarding approach and wider staff training and curriculum planning. This will be achieved through annual updates and eLearning.

In addition to specific child/adult protection training, all staff will receive regular safeguarding and child/adult protection updates, at least annually, to provide them with relevant skills and knowledge to safeguard learners effectively. This will be achieved via email, staff meetings and weekly CPD.

Liberty College recognises the expertise staff build by undertaking safeguarding training and managing safeguarding concerns on a daily basis and staff are encouraged to contribute to and shape college safeguarding arrangements and policies. This will be achieved via input from knowledgeable and experienced staff, inviting input at staff meetings.

The DSL and HR Manager will maintain an up-to-date record of safeguarding training and who has been trained.

Safer working practice

All members of staff are required to work within our clear guidelines on safer working practice as outlined in the college staff behaviour policy and code of conduct.

The DSL will ensure that all staff and volunteers (including agency and third-party staff) have read our safeguarding policy and are aware of the college's expectations regarding safe and professional practice via the staff behaviour policy and code of conduct and acceptable use policy.

Staff will be made aware of the college behaviour management policy. Staff will manage behaviour effectively to ensure a good and safe educational environment and will have a clear understanding of the needs of all learners.

All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant college policies including staff behaviour policy, Acceptable Use Policy and social media.

Personal mobile phones and personal devices

Liberty College is committed to maintaining a safe, professional and transparent environment that protects learners, staff and visitors from harm and reduces the risk of safeguarding incidents, misunderstandings and allegations.

To safeguard learners and protect staff from potential allegations, staff must not carry or use personal mobile phones, personal tablets or other personal communication devices whilst undertaking their duties or whilst in areas accessed by learners, unless specifically authorised by a member of the leadership team.

Expectations for staff

All personal mobile phones and personal communication devices must:

- Be switched off or set to silent mode during working hours.
- Be stored securely in designated locked storage provided by the College.
- Not be carried on the person whilst working with learners.
- Not be used to photograph, record, video or communicate with learners under any circumstances.
- Not be used to access social media, messaging applications or personal email whilst supervising or supporting learners.

Where staff need access to a telephone during working hours, College-approved communication systems or College-issued devices should be used.

Exceptional circumstances

In exceptional circumstances, such as where a staff member is awaiting urgent family or medical communications, permission may be granted by a member of the leadership team to retain access to a personal mobile phone. Any such arrangements should be agreed in advance and managed in a manner that does not compromise safeguarding arrangements.

Contacting staff during the working day

Parents, carers and family members should contact staff via the College office or designated College communication systems. Personal mobile telephone numbers must not be shared with learners, parents or carers for College-related purposes without the explicit approval of senior leaders.

Safeguarding and professional conduct

The prohibition on personal mobile phones is intended to:

- Protect learners from potential abuse, exploitation or inappropriate contact.
- Protect staff from false, mistaken or malicious allegations.
- Promote professional boundaries between staff and learners.
- Reduce the risk of unauthorised photography, recording or information sharing.
- Protect confidential and sensitive information.
- Support a culture of transparency, accountability & safeguarding throughout the College.

Failure to comply with this requirement may be treated as a disciplinary matter and, where appropriate, referred through the College's safeguarding or allegations management procedures.

All staff are expected to adhere to this requirement as part of their professional responsibilities and commitment to maintaining a safe learning environment for all learners.

Supervision and support

The induction process will include familiarisation with safeguarding responsibilities and procedures to be followed if members of staff have any concerns about a learner's safety or welfare.

The college will provide appropriate supervision and support for all members of staff to ensure that:

- All staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of learners.
- All staff are supported by the DSL in their safeguarding role.
- All members of staff have regular reviews of their own practice to ensure they improve over time.

Any member of staff affected by issues arising from concerns for learners' welfare or safety can seek support from the DSL.

The DSL will also put staff in touch with outside agencies for professional support if they wish. Staff can also approach organisations such as their Union, the Education Support Partnership or other similar organisations directly.

Safer Recruitment and Allegations Against Staff

Safer recruitment and safeguarding checks

Liberty College is committed to ensure that we develop a safe culture and that all steps are taken to recruit staff and volunteers who are safe to work with our learners and staff.

- Liberty College will follow relevant guidance in Keeping Children Safe in Education 2026 (Part Three, Safer Recruitment') and from The Disclosure and Barring Service (DBS)
- The Head of College, directors and leadership team are responsible for ensuring that the college follows safe recruitment processes as outlined within guidance.
- The Head of College and directors will ensure that at least one of the people who conducts an interview has completed safer recruitment training.

The college maintains an accurate Single Central Record (SCR) in line with statutory guidance.

Liberty College is committed to supporting statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools and colleges.

We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, reprimands, and warnings.

The college will undertake appropriate checks to ensure the provider meets the needs of the learner, including written confirmation that appropriate safeguarding checks have been carried out on individuals working at the establishment.

Where the college organises work experience placements, we will follow the advice and guidance as identified in Part three of KCSIE 2026.

Allegations against staff

Any concerns or allegations about staff (inc. supply staff, volunteers & contractors) will be recorded and dealt with appropriately in line with national (Part four of KCSIE 2026) and the local Kent allegations arrangements. In depth information can be found within our staff code of conduct policy.

Where the Head of College or DSL is unsure how to respond, for example if the college is unsure if a concern meet the harm 'thresholds', advice will be sought via the [Local Authority Designated Officer \(LADO\)](#) Enquiry Line and/or the [Education Safeguarding Service](#).

In all cases where allegations are made against staff or low-level concerns are reported, once proceedings have been concluded, the Head of College or DSL (and if they have been involved the LADO) will consider the facts and determine whether any lessons can be learned and if any improvements can be made.

Concerns that meet the 'harm threshold'

Liberty College recognises that it is possible for any member of staff, including volunteers, advisors, contractors, agency and third-party staff (including supply staff) and visitors to behave in a way that indicates a person may pose a risk of harm if they continue to work in their present position, or in any capacity with children or young people in a school or college. This includes when someone has:

- behaved in a way that has harmed a child or young person, or may have harmed a child or young person.
- possibly committed a criminal offence against or related to a child.
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children or young people.
- behaved or may have behaved in a way that indicates they may not be suitable to work with children and young people.

Allegations against staff which meet this threshold will be responded to and managed in line with part four of KCSIE. Allegations that meet the harm threshold will be referred immediately to the Head of College or DSL who will contact the LADO to agree further action to be taken in respect of the child and staff member. In the event of allegations of abuse being made against the Head of College, staff are advised that allegations should be reported to the director for safeguarding Michelle Rassekh-Smith, who will contact the LADO.

Concerns that do not meet the 'harm threshold.'

Liberty College promotes an open and transparent culture in which all concerns regarding adults working in or on behalf of the College are shared and managed appropriately. Low-level concerns

will be recorded and managed in accordance with the Staff Code of Conduct and KCSIE 2026.

Safe Culture

As part of our approach to safeguarding, the College has created and embedded a culture of openness, trust and transparency in which our values and expected behaviour as set out in our staff code of conduct are constantly lived, monitored and reinforced by all staff (including supply staff, volunteers and contractors) and where all concerns are dealt with promptly and appropriately.

Staff are encouraged & should feel confident to self-refer, if they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards. This includes where concerns may be felt to be deliberately invented or malicious; such allegations are extremely rare & as such all concerns should be reported and recorded.

All staff and volunteers should feel able to raise any concerns about poor or unsafe practice and potential failures in the college safeguarding regime. The leadership team at Liberty College will take all concerns or allegations received seriously.

All members of staff are made aware of the college Whistleblowing procedure, which can be found on our website and on the safeguarding noticeboard. It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a learner at risk.

Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding safeguarding failures internally. Staff can call 0800 028 0285 or email help@nspcc.org.uk

Safeguarding concerns involving the Head of College, DSL, Directors or other senior leaders may be reported directly to the Local Authority Designated Officer (LADO), the local authority safeguarding team, the NSPCC Whistleblowing Helpline or other appropriate regulatory bodies.

Liberty College has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a learner, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.

If these circumstances arise in relation to a member of staff at our college, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the [LADO](#).

Opportunities to Teach Safeguarding

Liberty College will ensure that learners are taught about safeguarding, including online safety, as part of providing a broad and balanced curriculum. This will include covering relevant issues through our PSHE and RSHE curriculum.

We recognise that the college plays an essential role in helping our learners to understand and identify the parameters of what is appropriate child and adult behaviour, what is 'safe,' to recognise when they and others close to them are not safe, and how to seek advice and support when they are concerned. Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that learners have a range of age-appropriate contacts and strategies to ensure their own protection and that of others.

Liberty College recognises the crucial role we have to play in preventative education. Preventative education is most effective in the context of a whole- college approach which prepares learners for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment.

Liberty College has a clear set of values and standards, upheld and demonstrated throughout all aspects of college life which are underpinned by our behaviour policy and pastoral support system, as well as by a planned programme of evidence-based RSHE delivered in regularly timetabled lessons and reinforced throughout the whole curriculum. Our programme is fully inclusive and developed to be age and stage of development appropriate.

Liberty College recognise that a one size fits all approach will not be appropriate for all learner, and a more personalised or contextualised approach, tailored to the specific needs and vulnerabilities of individual learners might be needed, for example learners who are victims of abuse and those with SEND.

Our college systems support learners to talk to a range of staff. All children will be listened to and heard, and their concerns will always be taken seriously and acted upon as appropriate.

Physical Safety

The use of premises by other organisations

Where services or activities are provided separately by another body using the college facilities/premises, the Head of College will seek written assurance that the organisation concerned has appropriate policies and procedures in place regarding safeguarding children and child protection, and that relevant safeguarding checks have been made in respect of staff and volunteers. If this assurance is not achieved, an application to use premises will be refused.

Safeguarding requirements will be included in any transfer of control agreement (such as a lease or hire agreement), as a condition of use and occupation of the premises. Failure to comply with this will lead to termination of the agreement.

Site security

All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light.

Appropriate checks will be undertaken in respect of visitors and volunteers coming into college as outlined within national guidance. Visitors will be expected to sign in and out via the office visitors log and to display a visitor's badge whilst on site.

Any individual who is not known or identifiable on site should be challenged for clarification and reassurance. The college expects learners to report concerns to staff.

The college will not accept the behaviour of any individual (parent or other) that threatens college security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the college site.

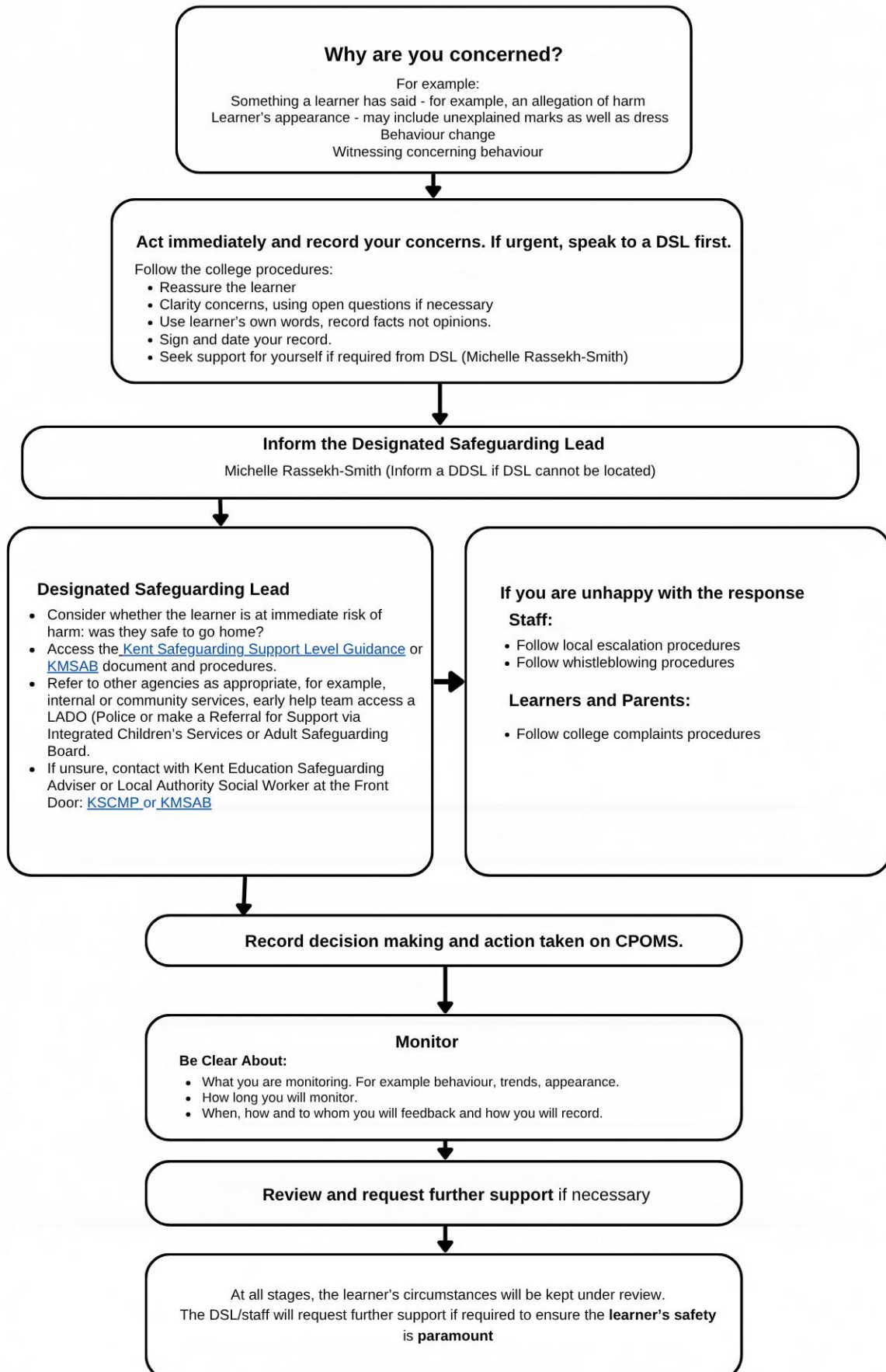
Physical Intervention

Liberty College does not routinely use restrictive physical intervention. In exceptional circumstances, reasonable and proportionate physical intervention may be used to prevent a learner from causing serious harm to themselves or others or causing significant damage to property. Any such intervention will be lawful, proportionate, recorded and reviewed.

If a learner poses a potential risk to other learners or staff, our usual policy is to move to a place of safety and call for SLT support. The SLT will assess the situation, and if necessary, call the police.

Appendix 1- Welfare Concern Flowchart

What to do if you have a welfare concern at Liberty College



Appendix 2- Key Contacts and Referral Pathways

Designated Safeguarding Lead

Name	Michelle Rassekh-Smith
Contact email	michelle@libertygrouppltd.co.uk
Telephone	01843 446 906

Lead Deputy Designated Safeguarding Lead

Name	Siobhan Franklin
Contact email	siobhan@libertygrouppltd.co.uk
Telephone	01843 446 906

Deputy Designated Safeguarding Leads

Name	Anna Harrison-Jones Hannah Gates Ben Cockram Richelle Clifford Laura Cairns
Contact email	safeguarding@libertygrouppltd.co.uk
Telephone	01843 446 906

Wellbeing Leader

Name	Hannah Gates
Contact email	hannah@libertygrouppltd.co.uk
Telephone	01843 446 906

Senior Mental Health Lead

Name	Michelle Rassekh-Smith
Contact email	michelle@libertygrouppltd.co.uk
Telephone	01843 446 906

Designated Looked After Children Lead

Name	Michelle Rassekh-Smith
Contact email	michelle@libertygrouppltd.co.uk
Telephone	01843 446 906

Nominated Advisor for Safeguarding

Name	Michelle Rassekh-Smith
Contact email	michelle@libertygrouppltd.co.uk
Telephone	01843 446 906 07946032122

Local Authority Designated Officer (LADO)

Email	kentchildrenslado@kent.gov.uk
Telephone	03000 410 888

If a learner may be at risk of imminent harm, call the Integrated Front Door on 03000 411 111 (outside office hours - 03000 419 191) or the Police on 999.

If you are concerned about extremism in college, or if you think a learner might be at risk of extremism, contact the helpline on 020 7340 7264 or counter.extremism@education.gov.uk

Education Safeguarding Service

- Area Safeguarding Advisor – Thanet: 03301 651 140
- Online Safety in the Education Safeguarding Service - 03301 651500, onlinesafety@theeducationpeople.org (non-urgent issues only)

LADO Service - 03000 410888, kentchildrenslado@kent.gov.uk

Integrated Children's Services/ Children's Social Work Services

- Front Door: 03000 411111
- Out of Hours Number: 03000 419191
- Early Help - Thanet: 03000 41 95 67, ThanetEarlyHelp@kent.gov.uk

Early Help and Preventative Services

North Kent

[Dartford](#) - 03000 42 15 42 - DartfordEarlyHelp@kent.gov.uk
[Gravesham](#) - 03000 41 39 91 - GraveshamEarlyHelp@kent.gov.uk
[Swale](#) - 03000 42 11 62 - EarlyHelpSwale@kent.gov.uk

South Kent

[Ashford](#) - 03000 41 03 05 - AshfordEarlyHelp@kent.gov.uk
[Dover](#) - 03000 42 29 98 - DoverEarlyHelp@kent.gov.uk
[Folkestone and Hythe](#) - 03000 41 10 08 - ShepwayEarlyHelp@kent.gov.uk

East Kent

[Canterbury](#) - 03000 41 62 22 - CanterburyEarlyHelp@kent.gov.uk
[Thanet](#) - 03000 41 95 67 - ThanetEarlyHelp@kent.gov.uk

West Kent

[Maidstone](#) - 03000 42 32 79 - MaidstoneEarlyHelp@kent.gov.uk
[Sevenoaks North, Tonbridge and Malling](#) - 03000 42 15 76 - sntmearlyhelp@kent.gov.uk
[Sevenoaks South and Tunbridge Wells](#) - 03000 41 62 00 - sstwearlyhelp@kent.gov.uk

Prevent Education Officer

- **South/East** - Jill Allen jill.allen@kent.gov.uk 03000 413565

Kent Police

- 101 or 999 if there is an immediate risk of harm.

Kent Safeguarding Children Multi-Agency Partnership (KSCMP)

- kscmp@kent.gov.uk
- www.kscmp.org.uk
- 03000 421126

Kent & Medway Safeguarding Adults Board (KMSAB)

- KMSAB@kent.gov.uk
- <https://www.kmsab.org.uk/>

Adult Safeguarding

- Adult Social Care 03000 41 61 61 or email social.services@kent.gov.uk



SAFEGUARDING

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY

At Liberty College, we are committed to ensuring all our learners and staff feel safe and happy; we want to make sure there is always someone they can turn to if they are worried about anything.

If you are feeling upset or unsafe, worried about a friend, student or family member or feeling like something is not right, please speak to any member of the safeguarding team.



Michelle Smith

Acting Designated
Safeguarding Lead

Director

michelle@libertygrouppltd.co.uk



Siobhan Franklin

Lead Deputy Designated
Safeguarding Lead

Deputy Head of College

siobhan@libertygrouppltd.co.uk

Deputy Designated Safeguarding Leads



Anna Harrison-Jones

Assistant Head of College
anna@libertygrouppltd.co.uk



Richelle Clifford

Cover Supervisor
richelle@libertygrouppltd.co.uk



Ben Cockram

Cover Supervisor
ben@libertygrouppltd.co.uk



Hannah Gates

Wellbeing Lead
hannah@libertygrouppltd.co.uk



Laura Cairns

Wellbeing TA
laura@libertygrouppltd.co.uk

For advice if you are not in college, check our wellbeing page on Liberty's website for additional resources: www.libertygrouppltd.co.uk/wellbeing

Office Hours:
Monday - Friday 8:30am to 4:30pm
01843 446906

In an EMERGENCY,
dial 999

mobile :07380 164507
email:
safeguarding@libertygrouppltd.co.uk

Appendix 4 – Categories of Abuse

All staff should be aware that abuse, neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women, and children.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Signs that MAY INDICATE Sexual Abuse

- Sudden changes in behaviour and performance
- Displays of affection which are sexual and age inappropriate.
- Self-harm, self-mutilation or attempts at suicide.
- Alluding to secrets which they cannot reveal.
- Tendency to cling or need constant reassurance.
- Regression to younger behaviour, for example thumb sucking, playing with discarded toys, acting like a baby.
- Distrust of familiar adults, for example, anxiety of being left with relatives, a childminder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for PE
- Sexually transmitted disease
- Fire setting

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Signs that MAY INDICATE physical abuse.

- Bruises and abrasions around the face
- Damage or injury around the mouth.
- Bi-lateral injuries such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso.
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns such as cigarette burns
- Injuries suggesting beatings (strap marks, welts)
- Covering arms and legs even when hot
- Aggressive behaviour or severe temper outbursts.
- Injuries need to be accounted for. Inadequate, inconsistent, or excessively plausible explanations or a delay in seeking treatment should signal concern.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Signs that MAY INDICATE emotional abuse.

- Over reaction to mistakes
- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming
- Eating Disorders
- Extremes of passivity and/or aggression
- Compulsive stealing
- Drug, alcohol, solvent abuse
- Fear of parents being contacted
- Unwillingness or inability to play.
- Excessive need for approval, attention, and affection

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs that MAY INDICATE neglect.

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Inadequate clothing
- Frequent lateness or non-attendance
- Untreated medical problems
- Poor relationship with peers
- Compulsive stealing and scavenging
- Rocking, hair twisting and thumb sucking
- Running away
- Loss of weight or being constantly underweight
- Low self esteem

Adult safeguarding concerns

Liberty College recognises that learners aged 18 and over may be adults at risk and are entitled to protection from abuse, neglect, exploitation and harm, as outlined above. The College has a duty to promote the wellbeing, safety and rights of adult learners and will work in partnership

with statutory agencies to safeguard adults in accordance with the Care Act 2014, the Mental Capacity Act 2005, local safeguarding procedures and relevant professional guidance.

An adult protection concern may arise where there is reason to believe that an adult learner is experiencing, or is at risk of, abuse or neglect and is unable to protect themselves because of their care and support needs. Abuse may be a single act or repeated acts and may occur deliberately or through neglect or poor professional practice.

Adult safeguarding concerns may include, but are not limited to:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or material abuse
- Neglect and acts of omission
- Discriminatory abuse
- Domestic abuse
- Coercive or controlling behaviour
- Self-neglect
- Modern slavery
- Organisational or institutional abuse
- Online abuse, exploitation or cybercrime
- Mate crime, cuckooing or exploitation of vulnerable adults

Appendix 5 – Support Organisations

Additional links can also be found in Part Two and Annex B KCSIE.

NSPCC ‘Report Abuse in Education’ Helpline

- 0800 136 663 or help@nspcc.org.uk

National Organisations

- NSPCC: www.nspcc.org.uk
- Barnardo’s: www.barnardos.org.uk
- Action for Children: www.actionforchildren.org.uk
- Children’s Society: www.childrenssociety.org.uk
- Centre of Expertise on Child Sexual Abuse: www.csacentre.org.uk

Support for Staff

- Education Support Partnership: www.educationsupportpartnership.org.uk
- Professional Online Safety Helpline: www.saferinternet.org.uk/helpline
- Harmful Sexual Behaviour Support Service: <https://swgfl.org.uk/harmful-sexual-behaviour-support-service>

Support for Learners

- ChildLine: www.childline.org.uk
- Papyrus: www.papyrus-uk.org
- The Mix: www.themix.org.uk
- Shout: www.giveusashout.org
- Fearless: www.fearless.org
- Victim Support: www.victimsupport.org.uk

Support for Adults

- Family Lives: www.familylives.org.uk
- Crime Stoppers: www.crimestoppers-uk.org
- Victim Support: www.victimsupport.org.uk
- The Samaritans: www.samaritans.org
- NAPAC (National Association for People Abused in Childhood): www.napac.org.uk
- MOSAC: www.mosac.org.uk
- Action Fraud: www.actionfraud.police.uk
- Shout: www.giveusashout.org
- Advice now: www.advicenow.org.uk

Support for Learning Disabilities

- Respond: www.respond.org.uk
- Mencap: www.mencap.org.uk
- Council for Disabled Children: <https://councilfordisabledchildren.org.uk>

Contextual Safeguarding Network

- <https://contextualsafeguarding.org.uk/>

Kent Resilience Hub

- <https://kentresiliencehub.org.uk/>

Substance Misuse

- We are with you: www.wearewithyou.org.uk/services/kent-for-young-people/
- Talk to Frank: www.talktofrank.com

Domestic Abuse

- Domestic abuse services: www.domesticabuseservices.org.uk
- Refuge: www.refuge.org.uk
- Women's Aid: www.womensaid.org.uk
- Men's Advice Line: www.mensadvice.org.uk
- Mankind: www.mankindcounselling.org.uk
- National Domestic Abuse Helpline: www.nationaldahelpline.org.uk
- Respect Phoneline: <https://respectphoneline.org.uk>

Criminal and Sexual Exploitation

- National Crime Agency: www.nationalcrimeagency.gov.uk/who-we-are
- It's not okay: www.itsnotokay.co.uk
- NWG Network: www.nwgnetwork.org
- County Lines Toolkit for Professionals: www.childrenssociety.org.uk/information/professionals/resources/county-lines-toolkit

Honour Based Abuse

- Karma Nirvana: <https://karmanirvana.org.uk>
- Forced Marriage Unit: www.gov.uk/guidance/forced-marriage
- FGM Factsheet: [Fact sheet on mandatory reporting of female genital mutilation - GOV.UK](#)
- Mandatory reporting of female genital mutilation: procedural information: www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information
- The right to choose - government guidance on forced marriage: www.gov.uk/government/publications/the-right-to-choose-government-guidance-on-forced-marriage

Child-on-Child abuse, including bullying, sexual violence and harassment

- Rape Crisis: <https://rapecrisis.org.uk>
- Brook: www.brook.org.uk
- Disrespect Nobody: www.disrespectnobody.co.uk
- Upskirting – know your rights: www.gov.uk/government/news/upskirting-know-your-rights
- Lucy Faithfull Foundation: www.lucyfaithfull.org.uk
- Stop it Now! www.stopitnow.org.uk
- Parents Protect: www.parentsprotect.co.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Diana Award: www.antibullyingpro.com/
- Bullying UK: www.bullying.co.uk
- Kidscape: www.kidscape.org.uk

Online Safety

- NCA-CEOP: www.ceop.police.uk and www.thinkuknow.co.uk
- Internet Watch Foundation (IWF): www.iwf.org.uk
- Childnet: www.childnet.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com>
- Marie Collins Foundation: www.mariecollinsfoundation.org.uk
- Internet Matters: www.internetmatters.org
- NSPCC: www.nspcc.org.uk/online-safety
- Get Safe Online: www.getsafeonline.org
- Parents Protect: www.parentsprotect.co.uk
- Cyber Choices: <https://www.nationalcrimeagency.gov.uk/cyber-choices>
- National Cyber Security Centre (NCSC): www.ncsc.gov.uk

Mental Health

- Mind: www.mind.org.uk
- Moodspark: <https://moodspark.org.uk>
- Young Minds: www.youngminds.org.uk
- We are with you: www.wearewithyou.org.uk/services/kent-for-young-people/
- Anna Freud: www.annafreud.org/schools-and-colleges/

Radicalisation and hate

- Educate against Hate: www.educateagainsthate.com
- Counter Terrorism Internet Referral Unit: www.gov.uk/report-terrorism
- True Vision: www.report-it.org.uk

Children with Family Members in Prison

- National information Centre on Children of Offenders (NICCO): <https://www.nicco.org.uk/>