

SAFEGUARDING AND RESPECTFUL COMMUNITY POLICY – December 2018

Owner: Head of Tutors and Student Affairs

It is the policy of UWC Atlantic College to safeguard all members of the college community and to protect them from harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination of any kind.

UWC Atlantic College is committed to:

- Providing a safe and respectful environment for all members of the college community and all visitors to the College.
- Building and sustaining a community of respect and consent between its members to prevent, educate and assist in all matters related to safeguarding.
- Providing a student-centred approach, considering at all times what is best for the student.
- Upholding the ethos and values of the UWC Movement and meeting all [Safeguarding Common Standards set by UWC International](#).
- Complying with all statutory guidance and the requirements of UK law including: Safeguarding Children: Working Together under the Children Act 2004, the [Social Services and Well-being \(Wales\) Act 2014](#) and [Keeping Learners Safe \(December 2016\)](#).
- Conducting an annual review of this policy and related procedures with students, employees and governors. Updating the policy without delay and without waiting for the annual review if necessary.

This policy and related procedures apply to:

- Any harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination of any kind on the basis of age, sex, gender identity or expression, sexual orientation, race, colour, national origin, citizenship, religion, creed, language, marital status, family status, physical or mental disability, political belief or any other grounds for discrimination. Further information can be found in **Annex 1**.
- All communications and interactions that take place online or in person.
- All members of the College community, including students, all employees, interns, volunteers, governors and campus residents.
- All visitors, including visitors to the campus, those participating in UWC Atlantic College programmes, events and activities and contractors.
- All UWC Atlantic College property, during any part of the UWC Atlantic College programme, at any College approved events or in any locations under the authority of the college for example project weeks and CAS activities.
- Student disclosure of an incident(s) of abuse or sexual assault that has occurred outside of authority of UWC Atlantic College including prior to their arrival at College and/or during breaks off campus.

All members of the College community are responsible for ensuring they have understood this policy and putting it into practice at all times.

This policy contains 5 supporting annexes:

- **Annex 1** provides further details regarding definitions.
- **Annex 2** outlines the preventative actions taken by UWC Atlantic College to safeguard and educate the College community.
- **Annex 3** gives further detail regarding roles and responsibilities.
- **Annex 4** outlines how to report harassment, sexual misconduct, bullying, abuse, assault, violence and discrimination or any concerns or suspected/potential incidents.
- **Annex 5** includes key contact details.

Date of Policy: December 2018

Date of last review: Updated March 2019

Staff Member responsible for Policy: Julie Harpham, Head of Tutors and Student Affairs

Annex 1 - Definitions

1. Further information on Harassment, Bullying, Abuse, Assault, Violence or Discrimination

Harassment, bullying, abuse, assault, violence or discrimination are seen as objectionable conduct that may have the effect of creating a hostile, intimidating or offensive environment, interfering with an individual's academic, professional or work performance and adversely affecting their relationship with the community and / or denying dignity and respect. It includes inappropriate comment or conduct by an individual towards someone that they knew, or reasonably ought to have known, would cause the individual to be intimidated or humiliated.

This may include:

- Abusive, unfair or demeaning treatment of an individual or group on the basis of age, sex, gender identity or expression, sexual orientation, race, colour, national origin, citizenship, religion, creed, language, marital status, family status, physical or mental disability or political belief, or other grounds for discrimination
- Derogatory comments, gestures, looks, unwanted physical contact or sexual advances, jokes, slurs, innuendoes, demeaning or derogatory posters, cartoons, graffiti, drawings or displays of sexually suggestive pictures
- Actions which recklessly endanger the mental and / or physical health; personal, safety and wellbeing of an individual; either intentionally or unintentionally, such as threats, mobbing, hazing, social media postings and similar behaviour
- Implied or expressed promises of benefit or reward in return for compliance with sexually orientated requests
- Implied or expressed threats of reprisal, in the form of either denial of opportunity or actual reprisal, for refusal to comply with a sexually orientated request.

Tolerance for what is considered as acceptable behaviour may vary widely among individuals within the College community. Harassment, bullying, abuse, assault, violence or discrimination is considered to have taken place if an individual knows or ought reasonably to have known the behaviour is unwelcome. This may occur as a single incident or a series of incidents, persistent innuendoes or threats. Good intentions will not preclude a finding of harassment, bullying, abuse, assault, violence or discrimination if the respondent ought reasonably to have known that any reasonable person in the complainant's circumstances would find the conduct or comments objectionable.

1.1 Abuse

UWC Definition of Abuse

The major categories of Abuse are:

A. **Physical Abuse** which includes any physical action which can result in injury (including emotional injury) to a Student;

B. **Emotional Abuse** is any action or series of actions (generally understood as ill-treatment) which cause or is likely to cause severe and persistent effects on the Student's emotional development;

C. **UWC does not tolerate Sexual Abuse. Sexual abuse includes any sexual activity involving:**

- an adult within the UWC community (regardless of role who is not a student) and a student (regardless of age)

- an adult within the UWC community (regardless of role) or a student and a child who is not a student (under the age of consent)
- non-consensual contact or interaction between a student and another student

All of the above may include, but not be limited to, physical or non-contact activities, such as inappropriate communications, involving students/children in looking at or producing pornography or inappropriate displays of nudity. These contacts or interactions may be carried out against the student/child using force, trickery, bribes, threats or pressure. Actions will be abusive even if the student/child appears to consent if that consent is not valid because of the age or mental state of the victim or the effect of alcohol or drugs.

Abuse by Neglect is the persistent failure to meet the student's basic physical and/ or psychological needs, likely to result in the serious impairment of the student's physical or cognitive development.

With regards to abuse and students over the age of consent, it is made clear that actions by staff members or other UWC Movement adult non-students, which would be considered abusive to a student under the age of consent (within any jurisdiction) are, for the purposes of UWC, to be considered abusive even if the student is over the age of consent and maintains that that consent was freely given. The reason for this is the position of trust and the unequal balance of power of staff members and others within the UWC Movement and students.

1.2 Consent

Consent is the clear voluntary agreement to engage in the sexual activity or activities in question, and to continue to engage in the activity. Should an individual express a lack of agreement to engage or continue to engage in the activity, by word or action, there is no longer consent. Consenting to one kind of sexual activity does not assume consent is given for another sexual activity. Consent only applies to each specific instance of sexual activity.

1.3 Sexual Misconduct

Sexual misconduct is a form of sexual violence. It constitutes any unwelcome behaviour of a sexual nature that is committed without consent or by force, intimidation, coercion or manipulation. Sexual misconduct can be committed by any gender and can occur between individuals of the same or different gender. It includes, but is not limited to, sexual assault, sexual abuse; sexual harassment; sexual exploitation; sexual intimidation; threats; stalking; prostituting another person; non-consensual still or video photography, using any device, of sexual activity; unauthorised viewing, presentation and distribution of such images; permitting others to watch you perform a sexual act without knowledge or consent of your partner; possession of child pornography; voyeurism; incest and / or knowingly transmitting a sexually transmitted disease (STD).

1.4 Sexual Violence

Sexual violence is an act of non-consensual sexual contact that can include any action from sexual harassment to sexual assault. It constitutes any sexual act or behaviour that is committed against an individual's will when that individual does not or cannot consent. Survivors of sexual violence may know the perpetrator(s) through a casual encounter, dating or marital relationship with the perpetrator, or the perpetrator may be unknown to the survivor. An individual of any age or gender may be a survivor of sexual violence.

- **Sexual Abuse**
Sexual abuse involves unwanted, and often repeated, sexual activity by one individual toward another, with the perpetrator using force, threats or taking advantage of survivors unable to

give consent. Activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving an individual in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging an individual to behave in sexually inappropriate way.

- **Sexual Assault**

Sexual assault involves any form of sexual contact that occurs to an individual without their consent. This includes the threat of sexual contact. Sexual assault is a crime regardless of the relationship between the individuals involved. It can include any acts ranging from unwanted sexual touch to forced sexual penetration.

Individuals of all ages and genders can experience sexual assault and may disclose historical as well recent or current incidents.

Sexual assault:

- a) Includes a range of sexual activities including, but not limited to, kissing (oral contact), touching, groping, oral sex, vaginal, anal and / or other forms of penetration
- b) Can occur between individuals regardless of sexual orientation, gender, gender identity, status or relationship
- c) Can occur when an individual engages in sexual activity with another person they know, or reasonably ought to have known, is physically or mentally incapacitated (due to alcohol, drugs, level of consciousness or as a result of a disability)

- **Sexual Harassment**

Sexual harassment is any unwelcome conduct of a sexual nature that detrimentally affects an individual's learning, work or living environment and / or results in adverse consequences for the individual.

Sexual harassment can be any form of behaviour of a sexual nature that is non-consensual and could reasonably be considered offensive or objectionable. It can include sexual advances, offensive or lewd gestures, and language, and displays of sexual offensive images and media.

1.5 Discrimination

Discrimination is defined as differential treatment based on an individual's age, sex, gender identity or expression, sexual orientation, race, colour, national origin, citizenship, religion, creed, language, marital status, family status, physical or mental disability or political belief that results in an adverse impact upon that individual as a result of the differential treatment.

Discrimination includes practices, attitudes and policies that have, by impact or design, the effect of limiting an individual's or group's equal access to opportunities generally available to others due to attributed rather than actual characteristics. In accordance with the [Human Rights Act 1998](#) and [Equality Act 2010](#) discrimination occurs when, for no objective or reasonable reason:

- An individual is treated less favourably than others in similar situations on the basis of a particular characteristic
- An individual is treated differently when they are in significantly different situations
- Apparently neutral policies are applied in a way that has a disproportionate impact on individuals or groups.

It is not a question of whether the differential treatment is motivated by intent or is the accidental by-product of innocently motivated systems or practices.

2. Other definitions

2.1 Complainant

Any individual who believes themselves to have been subjected to harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination of any kind.

2.2 Respondent

Any individual alleged to have been engaged in harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination of any kind.

2.3 Perpetrator

The individual who has allegedly committed the offence. Should a complaint be filed then the claimed Perpetrator becomes the Respondent.

2.4 Survivor

A survivor is any individual who has suffered from the offense. Should the survivor file a complaint then they become the Complainant.

2.5 Disclosure

Disclosure involves the sharing of information regarding an incident or incidents of harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination by a survivor to another individual. The sharing of information can be explicit or general, intentional or accidental.

2.6 Adult

For the purpose of this policy the term “adult” refers to any individual aged 18 years and over.

2.7 Student

For the purpose of this policy the term “student” refers to any individual of any age who is registered in one or more of the College’s educational programmes, including summer programmes, short courses and all programmes sanctioned by UWC Atlantic College.

2.8 Child

For the purpose of this policy the term “child” refers to any individual under the age of 18 years.

2.9 Reporting

Reporting refers to providing a formal statement or account of any incident covered by this policy to an individual or institution that has the authority to take appropriate action. A report can be made by a survivor or a third party, and should be signed and dated.

Annex 2 – Preventative Action

UWC Atlantic College has implemented the following actions in order to prevent, educate and assist in all matters relating to safeguarding.

1. Appointment of a Designated Safeguarding Lead (DSL)

The DSL is the point of contact for all safeguarding matters and takes lead responsibility for managing all safeguarding issues. The role and responsibilities of the DSL are listed in **Annex 3**.

2. Appointment of a Nominated Individual within the Board of Governors

A Link Governor for Safeguarding is appointed. The roles and responsibilities of the Board of Governors and Link Governor for Safeguarding are listed in **Annex 3**.

3. Applying Safer Recruitment Practices

New employees must always have an enhanced Disclosure and Barring Service check (with the appropriate barring list check) and two verified and satisfactory references one of which must be from the current or most recent employer. Where candidates are currently employed within another UWC school/college the Principal will make direct contact with the head of the school/college. All checks must be in place before a start date can be arranged.

Appropriate checks will also be conducted for members of the governing bodies, interns, link and host families, volunteers and others, aged 16 and over, living on campus.

4. Liaising with Contractors and providers of outsourced workers

All Contractors will be asked to confirm in writing that they have read, understood and agree to abide by the requirements the College's Safeguarding and Respectful Community policy and procedures. Contractors working on site must be DBS checked before work is commenced or be supervised by an employee at all times.

5. Providing Training

The College will provide training in support of this policy to all employees, campus residents, interns, link and host families, and volunteers (including governors). Training will support employees in understanding the nature of harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination; how to respond to a student disclosure; the role of the DSL and how to report any signs, incidents or concerns.

6. Making UWC Atlantic College's commitment to safeguarding known publicly

UWC Atlantic College will actively promote its commitment to safeguarding to parents, guests and the general public online and in college publications.

7. Security of Buildings and Premises

UWC Atlantic College will take all reasonable and practical steps to ensure that any building or premises on campus or used by the College is organised in a manner that provides appropriate and reasonable security for students, including the provision of 24 hour security onsite.

8. Educating Students

The College will provide education for all students so that they are aware of the nature of harassment, sexual misconduct, bullying, abuse, assault, violence or discrimination whether it comes from adults or other students and know how to report any incidents or concerns.

9. Visitors

All visitors must report to reception and follow the Business and Social Visitor Guidelines. They must wear a visitor's badge. College hosts are responsible for briefing visitors on relevant issues relating to safeguarding and ensuring that visitors do not spend any significant time alone with students.

Annex 3 – Roles & Responsibilities

The key safeguarding employees in the College are:

The Designated Safeguarding Lead (DSL) is Julie Harpham, Head of Tutors and Student Affairs.

The Deputy Designated Safeguarding Leads are Bernie Ashton, Houseparent; Tom Partridge, Head of Atlantic Outdoors and Dawn Thomas, Head of Human Resources.

The Principal, Peter Howe, retains overall responsibility for Safeguarding.

The Link Governor for Safeguarding is Professor Sir Adrian Webb.

Role and Responsibility of the Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead will:

- Take a leading role in establishing a safeguarding culture in the College community
- Take lead responsibility for managing all safeguarding issues and cases
- Take responsibility for the College Safeguarding and Respectful Community policy, procedures and professional development, working with other agencies as necessary
- Be appropriately trained and keep training up to date
- Act as a source of support, advice and expertise on safeguarding in the College
- Refer cases of suspected abuse or radicalisation to relevant agencies including Social Services and the police as appropriate
- Keep accurate, detailed written and electronic records of all safeguarding concerns in My Concern
- Ensure that when a student with any safeguarding plan leaves the school, their information is transferred and all agencies involved are informed.
- Develop effective links with relevant statutory and voluntary agencies, including liaising with the Local Authority Designated Officer and other agencies
- Attend and/or contribute to safeguarding conferences and strategy meetings as appropriate
- Coordinate the school's contribution to safeguarding and wellbeing plans
- Ensure that the Safeguarding and Respectful Community Policy is reviewed annually and updated without delay or waiting for the annual review if necessary.
- Liaise with the designated governor and Principal
- Make the Safeguarding and Respectful Community Policy available online and to parents
- Ensure that all employees sign to indicate that they have read and understood the Safeguarding and Respectful Community policy
- Keep a record of employee attendance at safeguarding training and ensure that training is undertaken by all absentees

Role and Responsibilities of the Principal (in relation to Safeguarding)

The Principal will ensure that:

- Safeguarding policies and procedures adopted by the governing body are fully implemented and followed by all employees.
- Any weaknesses in regard to safeguarding policies and procedures are remedied straight away.
- Sufficient resources and time are allocated to enable the Designated Safeguarding Lead (DSL) and other employees to discharge their responsibilities effectively, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of students.
- All employees and volunteers understand the procedures for, and are supported in raising concerns, and that such concerns are handled sensitively and in accordance with written procedures.
- New employees, as part of their induction and when they start work at UWC Atlantic College, are given a written statement about the college's safeguarding policies and procedures including contact details for the DSL.
- Student safety and wellbeing is addressed through the ongoing Wellbeing Programme.
- Procedures are implemented following an allegation against any employee.

Role and Responsibility of the Board of Governors

It is the responsibility of the UWC Atlantic College Board of Governors to ensure:

- The effective implementation of this policy and related procedures.
- This policy meets the requirements of UK Law and statutory guidance.
- This policy meets the [UWC Safeguarding Common standards](#).
- This policy meets the UK National Minimum Standards for Boarding.
- The policy is reviewed annually and updated without delay and without waiting for the annual review if necessary.
- The policy is made available to all members of the College community, parents, volunteers, contractors and visitors.
- The College follows the procedures outlined in this policy and Welsh Government guidelines for dealing with allegations against employees.
- The College operates safer recruitment procedures and ensures that all appropriate checks are carried out on all new employees and volunteers including governors.
- The College has appointed a Designated Safeguarding Lead (DSL).
- It has designated a Link Governor for Safeguarding.
- The Principal, DSL, all employees and volunteers (including governors) undertake appropriate safeguarding training which is kept up to date by refresher training.

Role and Responsibilities of the Link Governor for Safeguarding

- Takes the lead on safeguarding matters on behalf of the governing body.
- Ensures the Board of Governors undertakes all responsibilities as outlined above.
- Maintains contact with the statutory authorities in relation to disciplinary cases as set out in the Welsh Government guidance [Disciplinary and Dismissal Procedures for School Staff](#) .
- Ensure that the governors remedy without delay any weaknesses in regard to safeguarding that are brought to its attention.
- Lead procedures following any allegation made against the Principal or Designated Safeguarding Lead (DSL).

Role and Responsibilities of all Employees (in relation to Safeguarding)

- Contribute to providing a safe and respectful environment for all members of the College community and all visitors to the College.
- Contribute to building and sustaining a community of respect and consent between members of the College community to prevent, educate and assist in all matters related to safeguarding.
- Provide a student-centred approach, considering at all times what is best for the student.
- Ensure you have understood this policy and put it into practice at all times.
- Know what to do if a student discloses information.
- Know what to do if you are concerned about the behaviour or conduct of an adult in the College.
- Manage the requirement to maintain an appropriate level of confidentiality.
- Refer any concern to the Designated Safeguarding Lead (DSL) or, in their absence, a Deputy DSL.
- Attend training in support of this policy.

Annex 4 – Reporting (Action in Connection with Abuse and Suspected or Potential Abuse)

It is the duty of all members of the college community to report signs of harassment, sexual misconduct, bullying, abuse, assault, violence and discrimination or any concerns or suspected/potential incidents.

1. Report any signs, incidents, concerns or ‘nagging doubts’ to the Designated Safeguarding Lead (DSL), or in their absence a Deputy Designated Safeguarding Lead immediately.

Note: Any concerns involving the DSL should be reported to the Principal. Any concerns about the Principal should be reported to the Chair of the Board of Governors.

In the event that a student is in immediate danger (extreme cases only) you should contact the Police and inform the DSL and Principal/member of the Management Group that you have done so.

2. Write careful notes about what you witnessed, heard or were told. Record your notes on the My Concern Software. If you do not feel comfortable using this software, complete a Safeguarding Incident/Concern Form. Pass these notes and/or the form to the DSL. Do not investigate further. Maintain appropriate confidentiality.
3. The DSL will take prompt and appropriate action (investigation and resolution) within the College and make any referrals as required by statutory guidance and UK Law.

Note: Further information on the requirements of UK law: Safeguarding Children: Working Together under the Children Act 2004; the [Social Services and Well-being \(Wales\) Act 2014](#) and [Keeping Learners Safe](#) can be found by clicking the links.

4. The DSL will communicate with the student, relevant employees, parents and the Local Authority as appropriate.

The role and responsibilities of the DSL can be found in **Annex 3**.

Confidentiality

UWC Atlantic College respects and recognises that privacy and maintenance of dignity and control over personal information is important to all individuals. The College will respect and maintain the confidentiality of all individuals involved in an incident, acknowledging that limited information sharing may be necessary to address the concerns and ensure procedural fairness.

Confidentiality cannot be assured when an individual is at imminent risk of self-harm or of harming another individual, where there are reasonable grounds to believe that the College or wider community may be at risk or where there is a legal duty to report.

MyConcern

UWC Atlantic College uses MyConcern software to safely and securely record and manage all safeguarding concerns at the College.

What to do if a student tells you that they or another student / child / young person is being abused

- Ensure the student knows that you have heard what they are saying, and that you take their allegations seriously.
- Encourage the student to talk, but do not prompt or ask leading questions.
- Do not interrupt when the student is recalling significant events. Do not make the student repeat their account.
- Explain what actions you must take.
- Do not promise to keep what you have been told secret or confidential, as you have a responsibility to disclose information to those who need to know. Reporting concerns is not a betrayal of trust.
- Write down as soon as you can (and within 24 hours) what you have been told, using the students exact words if possible. Keep rough notes, and sign / date.
- Log in My Concern or, if you do not feel confident using the software, report your concerns immediately to the Designated Safeguarding Lead (DSL).
- Do not confront the alleged abuser.
- Do not worry that you may be mistaken. You will always be taken seriously. It is better to have discussed it with somebody with the experience and responsibility to make an assessment.
- Make a note of the date, time, place and people who were present at the discussion.
- Do not discuss the allegations with other employees.

Allegations against Employees

Welsh Government guidance sets out specific advice to be followed where a child protection/safeguarding allegation is made against an employee.

When an employee witnesses or receives an allegation of professional abuse against another adult who is working with students (including other employees, volunteers, governors, occasional workers, contractors or residents) they must report the matter immediately to the DSL using My Concern. The DSL will:

- Obtain details of the allegation in writing, signed and dated
- Keep a record of dates, times, location and names of potential witnesses
- Not investigate the allegation, or interview students
- Not discuss the allegation with the member of staff
- Consider, in consultation with the Principal, whether the allegation requires further investigation and if so by whom
- Inform the Chair of Governors
- Contact the Local Authority Designated Officer (LADO) who, together with the Principal Officer for Child Protection, will give urgent consideration as to whether or not there is sufficient substance to the allegation to warrant an investigation.

If an allegation is made against the Principal or the DSL, referral should be made to the Chair of the Board of Governors who will then contact the LADO who will discuss the allegation with the Child Protection Unit.

Allegations against an employee no longer working at the college should must be referred to the Police.

Radicalisation

The Welsh Government has a '[Prevent Strategy](#)', the objectives of which are to:

- Respond to the ideological challenge of terrorism and the threat from those who promote it, prevent people from being drawn into terrorism and ensure that they are given adequate advice and support.
- Work with sectors and institutions where there are risks of radicalisation that need to be addressed.

[Contest](#), a key element of the Prevent Strategy, is a multi-agency approach to protect people from radicalisation. *Channel* provides strategies for safeguarding children and adults to stop them being drawn into committing terrorist-related activities. *Contest's* objectives are:

- Identify individuals at risk of being drawn into terrorism
- Assess the nature and extent of that risk
- Develop the most appropriate support plan for the individuals concerned

At UWC Atlantic College we strive to have excellent community cohesion, which is fostered by respect and tolerance of all cultures and nationalities. We provide the following formal opportunities for our students to learn about different cultures and explore controversial issues:

- Through our Wellbeing programme;
- Through our Theory of Knowledge course;
- By students participating in conferences about social justice, regions of conflict, peace and human rights;
- Through academic studies in Social Anthropology and Global Politics.

Informally, students learn a lot from their peers from many other countries and cultures by sharing mixed nationality dorms and by working and socialising together. We constantly celebrate diversity and promote shared values.

We provide employee development annually on the '[Prevent Strategy](#)', to give teachers and pastoral staff the knowledge and confidence to identify students at risk of being drawn into terrorism and to challenge extremist ideas.

We ensure that students are safe from terrorist and related extremist material when accessing the internet by establishing appropriate levels of filtering.

We ask employees to be aware of behaviour that might indicate that students are vulnerable to radicalisation. For example:

- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Parental or employee reports of changes in behaviour or friendships
- Students voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Students who are isolated from friendship groups or withdrawn

Employees who are concerned by a student's behaviour should report the matter immediately to the Designated Safeguarding Lead (DSL) on My Concern who will:

- Obtain details of the matter in writing, signed and dated.
- Seek advice from the Local Authority Designated Officer

- Contact the police, who may then convene a *'Contest Panel'*.

The *'Contest Panel'* will then:

- Assess the extent to which an 'identified individual' is vulnerable to being drawn into terrorism;
- Prepare a support plan if the panel considers that the 'identified individual' is vulnerable;
- Make arrangements for the support to be provided in accordance with the support plan and
- Keep the support plan under review.

Local Authority Education Safeguarding Officer	Dorian Davies Director of Learning and Skills Vale of Glamorgan Council Tel 01446 709867 Mob 07816 896572 dpdavies@valeofglamorgan.gov.uk
Local Authority Child Protection Team (emergency number for out of hours contact in the evenings, weekends and bank holidays)	Children's Services (Emergency Duty Team) Tel. 02920 448360