



Unitarian College

Growing our faith from the inside

Safeguarding Policy

1. Introduction

Unitarian College is committed to providing an environment where students, staff and all members of the College community are safe.

We recognise our statutory duty to safeguard children and vulnerable adults. The broad definition of a 'vulnerable adult' is given in the 1997 consultation paper "Who decides?" issued by the Lord Chancellor's Department. It is a person "who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation".

This includes:

- Protecting children from mistreatment
- Preventing impairment of children's development
- Ensuring children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes
- Ensuring the safety of vulnerable adults

2. Scope of this policy

The policy applies to all Board members, staff (established and contracted) and volunteers of Unitarian College

3. Statement of Policy

Unitarian College is committed to maintaining a secure environment where all staff and students feel safe.

Any Board member, staff member (established and contracted) or volunteer of Unitarian College who is concerned about the safety of a child or vulnerable adult must report their concern to the College Director who is the Designated Safeguarding lead. All staff will receive appropriate training on how to identify and raise a safeguarding concern. Ministry students also receive Safeguarding training as part of their training programme.

Bullying and harassment is not tolerated at Unitarian College and all students and staff are asked to report any incidents of bullying and harassment. If necessary, concerns can be investigated using the College's "dignity at College" policy.

Unitarian College is an inclusive organisation that seeks to offer opportunities to all potential students, however where students declare a criminal conviction they will be risk assessed to ensure that they do not pose unnecessary risks to the College community.

Students are not permitted to take part in Unitarian College activities if they are under the influence of drugs or alcohol.

Personal information is only shared appropriately and, wherever possible, with the student's consent (as detailed in the College's data policy and privacy statement). Where there is a safeguarding concern, or information is legally obliged to be shared, it will always be shared with appropriate agencies, even if the individual has not given consent.

Unitarian College ensures that its policies and procedures comply with statutory duties and that they reflect best practice in safeguarding children and vulnerable adults.

4. Designated Safeguarding Lead

The College Director, is the designated safeguarding lead. She has recent, relevant training to carry out this role. Any concerns about the safety or wellbeing of any member of the College community should be referred to the Designated Safeguarding Lead who will decide what further action, if any, needs to be taken. All records will be kept securely. If a concern is raised about the Designated Safeguarding Lead, this should be referred to the Chair of the College Board.

Approved by the Board of Unitarian College on 24th September 2019