

## Safeguarding at Chesterfield College



**Chesterfield College** is a large general further education (GFE) college serving Chesterfield Borough, North Derbyshire and Bolsover District. The college has three sites, with the main campus in Chesterfield, a campus in the Bolsover area (Clowne) and the Tapton House campus near Chesterfield which houses the college's higher education provision.

In 2009/10 Chesterfield College enrolled 11,000 learners of whom 575 are pre 16, 4,800 are 16 to 18 and 5,625 are adult learners. The majority of learners (89%) were on programmes funded by the Young Peoples' Learning Agency and the Skills Funding Agency. In addition, 560 learners were on higher education programmes funded by the Higher Education Funding Council. The majority of the learners are on full-time programmes and the college has a large Business Enterprise Unit, which has achieved significant growth, offering a wide range of apprenticeships and work-based learning opportunities.

### **Establishing a base line to move forward from:**

In November 2009, a cross-college Safeguarding group was established by the Principal to audit the practices across the college, to further develop the colleges understanding of the scope of safeguarding with reference to the Common Inspection Framework and to agree how safeguarding would be lead and managed in the future. In the college's management structure, a new Director of Learner Experience was appointed with a number of cross-college responsibilities, including the managing of the college's safeguarding policy and procedure. A key function of this post was to ensure safeguarding was actively promoted across the whole college community and to ensure all learners felt safe.

### **Accessing the LSIS Safeguarding training:**

The Director of Learner Experience and members of the Human Resources Team attended the LSIS training in:

- Safeguarding in the Learning and Skills Sector
- Safeguarding and Safer Recruitment

Prior to attending the training they undertook the LSIS online safeguarding training and assessment.

The LSIS training provided the core elements for the Chesterfield College staff development day and enabled the college to develop a three-stage model of delivery. This was based around the LSIS 5Rs of Safeguarding (Recognise, Respond, Report, Record and Refer). As part of the College's workforce training programme, a whole day was set aside for all staff members to take part in activities relating to safeguarding.

Working in partnership with Derbyshire County Council's Child Protection Manager, a keynote speech was delivered to over 500 staff members across the college using the first module in the Safer Recruitment and Safeguarding pack. This presentation also delivered key messages from Derbyshire County Council on Safer working practices for Adults who work with Children and Young People, and included the launch of Chesterfield College's new updated Safeguarding Policies and Procedures.

As part of the morning session, all participants were asked to complete an online training module in Safeguarding and to attend a "putting policy into practice" session. This session was developed from the LSIS materials and focused on recognising abuse and provided the participants with the opportunity to discuss the issues in a supportive environment. Also example scenarios based at the College were discussed, allowing the groups to go through levels of responsibilities and how to recognise and respond to abuse within the College context.

In the afternoon, all College staff met in their respective teams and completed an activity on how they could build a safer environment. Each team used the LSIS "Towards Excellence" activity and the Common inspection framework to audit their areas response to Safeguarding and set clear objectives for the forthcoming year. These included short and medium term goals as well as long-term solutions to issues that were highlighted.

### **Measuring the impact**

At the end of the day staff members were asked to reflect on their development and rate their experience. Over 90 % of the staff rated the training day as good or excellent, with 95 % of staff saying the delivery was good or excellent, 93 % said the learning methods used were excellent and 99.2 % agreed that the knowledge of the facilitators was excellent. Staff noted that the training was engaging, created interest and was easy to understand. Staff also said they appreciated a clear steer from the College Management and the local authority on the practical aspects of Safeguarding. Staff particularly appreciated the use of "real" situations and enjoyed the opportunity to discuss scenarios in a supportive environment.

Since the development day, teams have used their action plans to review current practice and develop a safer learning environment. For example, the Learning Resources team have developed cross-college resources on e-Safety, which have been delivered as part of the College's Induction Programme. Also the College has developed a visitor's policy and has built the Level One Safeguarding into the induction

process for all staff. A core team of Safeguarding officers has been developed and all have completed Safeguarding training with the local authority to Level 3.

At the end of the Academic year in 2009/10 learners were asked to rate their views on Safeguarding as part of the end of year survey. 99 % of learners at Chesterfield College said that they feel safe in Lessons and 97 % said they felt safe while at College.

### **What the future holds:**

A Safeguarding Board has now been established at the college, which reports to the Colleges' Corporation. This group will meet three times a year, is chaired by the Principal and has representation from the Derbyshire County Council Safeguarding Board. Other members of the Safeguarding Board include learners and staff from a number of different cross-college departments and representation from the Governors.

Safeguarding remains a key priority for the college and is reviewed through departments Self Assessment Reports (SAR) and business plans. Future areas of focus will be to work with learners on developing safer working practices while in college, at work and at home, including developing a tutorial package. A key focus will be to work with our business partners to ensure that safeguarding is embedded into their work with apprenticeships.