University of Cumbria

Safeguarding and Prevent Annual Report 2018-2019

Introduction

The University must ensure it can demonstrate it is addressing the following duties:

- Statutory Safeguarding and the Protection of Vulnerable Groups;
- its "*Duty to have due regard to preventing individuals from being drawn into terrorism'* – The Prevent Duty; and
- in relation to discharging its Duty of Care to students and staff who are vulnerable by way of their mental health, disability etc.

Safeguarding is everyone's responsibility and is embedded and devolved. The University takes a risk-based approach.

Previously, separate annual reports have been presented for Safeguarding and Prevent. Until 2017/18 HEFCE required an annual Prevent report to be submitted as part of their oversight of implementation of the Duty, whereas safeguarding reporting has been internal to the University. With a Prevent annual report no longer required externally, and, in line with best practice, Prevent being embedded within safeguarding at the University, a single holistic report has been produced.

The OfS requirements for reporting on 2018/19 comprise a Prevent data return and accountability statement, this annual report is intended to provide assurance to underpin this statement.

Terrorism threat level

The threat level for Britain in relation to international terrorism remained at '*severe*' throughout 2018-19, meaning that an attack was '*highly likely*'. The threat level to Britain from Northern Ireland remained at '*moderate*' meaning an attack was possible but not likely. The threat level in Northern Ireland from Northern Ireland related terrorism remained as '*severe*'. The threat from right wing extremism increased during 2018 –19.

Leadership and Governance

"*Effective leadership*" is a key theme of OfS compliance in relation to the Prevent Duty. Specifically,

 "*People in leadership positions are expected to:*

- *Establish or use existing mechanisms for understanding the risk of radicalisation*
- *Ensure staff understand the risk and build capabilities to deal with it*
- *Communicate and promote the importance of the duty and*
- *Ensure staff implement the duty effectively*"

The University has a named Safeguarding Lead on the Board of Directors.

In January 2019, the Executive Strategic Lead moved from the PVC (Director of Student & Staff Services) to the University Secretary. The OfS were informed of this change to leadership, as required. The strategic lead is supported by an operational lead and named Safeguarding Officers.

The Safeguarding and Prevent Management Group, chaired by the Strategic Lead, provides advice on the University's approach to Safeguarding, including Prevent.

<u>Internal reporting on Safeguarding and Prevent</u>

- VCE received the Prevent Annual Report and OfS data and accountability statement in November 2018;
- Audit and Risk Committee received the Prevent Annual Report and OfS data submission and draft accountability statement in November 2018 and an update on Prevent in June 2019;
- The University Board of Directors received the Prevent Annual Report 2017-18, an updated Prevent Risk Assessment & Action Plan, and the draft of the OfS submission and accountability statement in November 2018;
- The Vice Chancellor approved the Safeguarding Children and Vulnerable Groups Policy and Procedure in January 2019 by Chair's action;
- Academic Board received the Safeguarding Annual Report in January 2019.

<u>Key actions in relation to Safeguarding and Prevent during 2018-19</u>

The Safeguarding and Prevent Management group met four times during 2018-19. The Terms of Reference of the group were reviewed and updated, including changes membership to ensure wider range of key stakeholders represented. The Group reviewed key documentation and individuals brought insight from areas of responsibility across the University.

The Prevent Risk Assessment and Action plan has been re-drafted and a mirror document for Safeguarding has been produced, replacing the previous action plan.

Enhanced information and training on Modern Slavery and County Lines has been introduced during 2018-19.

Amendments to the Admissions policy on DBS declaration for non-professional programmes have been reviewed, following UCAS changes to requirements.

The Admissions policy for under 18s, especially for under 18 international students, has been strengthened.

All related policies and procedures, including IT (including online safety) and research, were reviewed in relation to Prevent during preparations for the Higher Level Apprentice Ofsted Inspection in March 2019

The Safeguarding Policy (including Prevent) has been re-drafted. The Policy is supported by links to relevant protocols as appendices and will be launched in 2019 –20. Roles and responsibilities in relation to Safeguarding and Prevent have been updated for inclusion in the policy and protocols for 2019-20.

Under 18 risk assessments for summer schools were put in place by a task and finish group chaired by the School and College Liaison Officer, comprising key summer school leads, the Health and Safety Manager, and the Lead Operational Safeguarding Officer.

Under 18 risk assessments for those entering undergraduate programmes (8 in number in 2018 – 19), were circulated to programme leads and a copy lodged with the Lead Operational Safeguarding Officer.

<u>Freedom of Speech, External Speakers and Events</u>

The University's approach to the management of events involving external speakers is outlined within the External Speakers Protocols and Procedures which are incorporated within the

University's Freedom of Speech Code of Practice, this underpins aspects of the Prevent Duty. A risk-based approach is applied to the process of considering events involving External speakers; normal timetabled teaching and academic delivery is not included in the scope of the policy. Similarly, a streamlined screening process is used with organisations who use University facilities on a regular basis.

The University has a team of trained delegated appointed officers who process the authorisation of each external speaker event for their respective departments. In the reporting period, one event was escalated to the highest level of authority for management in the University as it was a Royal visit. This case did not pose a specific Prevent concern but given the high profile nature of the royal guest a working group was convened by the Vice Chancellor to manage the event. The group considered the wider event planning protocols and worked in close liaison with the police and the Palace, taking direction as appropriate in respect of the security arrangements and protocols.

Events and speakers	2018- 19	2017-18
Total number of event/speakers approved	15	64
Number of events/speakers approved with conditions/mitigations	0	0
Number of events/speakers referred to the highest decision maker in the provider's process	1	1
Number of events/speaker requests rejected	0	0

The drop in numbers is due, in part to there having been fewer conference events involving external speakers in 2018-19 and fewer events recorded by Enterprise and Business Development.

UCSU have their own protocols in place governing external speakers and events.

External compliance outcomes 2018-19

1) OfS Annual Prevent Data Return and Accountability Statement 2017-18

The OfS introduced a revised reporting requirement in October 2018 in relation to the submission for 2017-18 Prevent-related activity.

Following submission of a full Prevent Annual Report to VCE and the Board of Directors, the OfS Accountability Statement and Data Return for Prevent was submitted to the OfS by the deadline of 2 December 2018. The OfS sought further information from the Strategic Safeguarding and Prevent Lead following submission of the return. After a phone call, the OfS confirmed they were satisfied that the University of Cumbria had discharged its Prevent Duty appropriately during 2018 -19.

The OfS have confirmed that the Data Return and Accountability Statement will be in the same format for 2018-19.

2) Ofsted Inspection of Higher Level Apprenticehips (HLA) at Level 5

A full Ofsted inspection of our HLA provision at Level 5, which took place between 26 and 29 March 2019, resulted in a judgement of "*Good*" for "*Overall Effectiveness.*" In relation to Safeguarding and Prevent, the reported noted:

"*The arrangements for safeguarding are effective.*

Appropriate policies and procedures, that managers update frequently, ensure that staff understand their roles and responsibilities in keeping apprentices safe. Leaders and managers carry out frequent risk

assessments of apprentices' workplaces and ensure that apprentices understand their responsibilities in keeping safe at work. Apprentices feel safe and know how to report any concerns they may have.

The university's inclusive student services team provides a wide range of appropriate support services. For example, apprentices have access to trained counsellors and specialist staff to help them maintain good mental health.

The well-qualified and experienced designated safeguarding leads have appropriate links with a range of external support agencies and refer apprentices swiftly, when necessary, to keep them safe.

Staff and apprentices receive suitable training in safeguarding and the 'Prevent' duty. The university complies with its responsibilities for the 'Prevent' duty as a higher education institution. For example, it links closely with the Department for Education regional 'Prevent' coordinator for higher education.

Managers carry out appropriate recruitment checks of university staff. All apprentices (who require them) have Disclosure and Barring Service checks to verify their suitability to work with patients"

The report also noted that "*rigorous support for apprentices who have additional support needs enables them to make good progress against their peers*. "

<u>External partnership working</u>

1) Prevent-Related

There have been regular meetings between the DfE Regional Prevent Coordinator and the Lead Operational Safeguarding and Prevent Officer and Deputy Director of Student & Staff Services.

The Lead Operational Safeguarding and Prevent Officer has attended 2 NW regional Prevent Coordinators' meetings. These meetings now include representatives from the Police Counter Terrorism units and Police Prevent Leads and information on the local terrorism risks are fed back into the Prevent risk assessment. Improved intelligence on local risks has been shared during 2018-19.

The Cumbria Prevent Board has been reconfigured, and the Lead Operational Safeguarding and Prevent Officer receives regular updates and has recently been invited to attend the Cumbria Board meetings.

In relation to Prevent cases, only two were flagged as related to Prevent. One involved an enquiry by the Police but there has been no further follow up by the Police. One was dealt with internally, after advice from the DfE Regional Prevent Coordinator. Neither required escalation into e.g. Channel Panel.

2) Safeguarding Related

The Lead Operational Safeguarding and Prevent Officer works closely with a range of external agencies including the Police, Social Services, Local Domestic Violence Advisers and Local Authority Designated Officers, making referrals to and receiving referrals from them as appropriate to each case. In 2018-19, of the 138 cases on the safeguarding log, 53 required liaison with external agencies.

The Safeguarding and Prevent Strategic Lead has participated in a Churches Together working group on Modern Slavery, which included the Cumbria Police lead for this area.

<u>Academic Partnerships</u>

Academic Partnerships with external organisations are managed by AQD through the Partnership Office who are aware of the need to ensure Prevent and Safeguarding are considered. HLA subcontracted provision agreements are also mindful of any Prevent and Safeguarding requirements as part of our quality control protocols.

Safeguarding and Prevent Training - Staff

It was agreed to revise the requirements for Safeguarding and Prevent Training from every three to every two years for all staff with immediate effect.

During 2018 19 the following training has taken place:

- **Safeguarding Training**
    - Summer school staff and ambassadors x 2 sessions in June 2019 delivered by the Lead Operational Safeguarding Officer (40)
    - 415 staff completed the Safeguarding online training module
- **Training on Modern Slavery/County Lines**
    - Members of the Safeguarding and Prevent Management Group have had access to Blackboard training
    - Cumbria Police organized an event for students covering Modern Slavery and County Lines. 10 University of Cumbria students/UCSU members attended.
- **Prevent Training**
    - The Board received Prevent training from the DfE Coordinator for the North West, Nigel Lund in May 2019
    - 37 staff attended Prevent face-to face refresher training
    - 27 staff attended Prevent training full session, face-to- face
    - 296 staff completed the Prevent online training module
- 64 staff had information on Safeguarding and Prevent as part of their formal staff induction
- The School and College Liaison Manager completed level 3 Safeguarding Training with Cumbria Safeguarding
- The Lead Operational Safeguarding Officer attended a webinar on Safeguarding, Prevent and Health & Safety in relation to ESFA (Education and Skills Funding Agency) and Ofsted requirements for Higher Level Apprentices.
- 37 staff attended Mental Health Awareness Training
- 39 staff attended Suicide Awareness training

Safeguarding and Prevent Training - Students

Student Training in Prevent and Safeguarding is included at programme level as appropriate and tailored to the setting and professional body requirements. All new students are introduced to the student support framework as part of University Essentials and the key role of personal tutors and professional support services in being points of contact for raising concerns, is made clear.

Higher Level Apprentices receive an introduction to the Student Support Framework and information on Safeguarding and Prevent as part of their induction. Safeguarding issues can also be captured via the Tri-Partite review forms which are completed every 10-12 weeks and which involve the University, the employer and the apprentice.

Student Engagement

The student voice is heard via the representation of UCSU on the Safeguarding and Prevent Management Group. UCSU works closely with the University to ensure any safeguarding or Prevent related concerns are escalated into the University's protocols as appropriate.

Welfare, pastoral and chaplaincy support

A range of welfare, pastoral and chaplaincy support services are available to students. These are part of the student support framework provided to support students. These include Chaplaincy (for those of faith and those of none), Counselling, Mental Health Case workers, Money Advisors, support for disabled students, international students, care leavers, estranged students, adult carers and residence life support. The personal tutor also forms a key part of this framework. Regular events are held throughout the year to encourage students to access support. Full details of support can be found at: https://my.cumbria.ac.uk/Student-Life/Support/

Trends:

Nationally and within the HE sector there is increasing awareness of mental health issues. Referrals to the mental health and wellbeing service for students have seen a year on year increase. This trend is common cross the sector. Referrals rose from 488 in 2017-18 to 621 in 2018- 19 an increase of 27%. In response, the University has invested in mental health caseworkers. Our experience is that there are some significantly high-risk students – in terms of risk to self and / or others.

Whilst we are doing all we can to meet demands on the service across our multiple campuses and to our diverse range of students, we cannot be complacent. We have had two deaths during 2018-19 that were reportedly cases where individuals have taken their own life (subject to Coroner's outcomes). One was an apprentice, one a recent graduate. Neither were known to our professional services as cause for concern.

Disabled students continue to form around 13% of our student body (1362 disabled students including continuers in 2018-19. The Disability Services teams work closely with the Mental Health and Wellbeing Teams to support the students with the most complex needs.

From the Safeguarding Log data, key points to note are:

- An increase of 38% in cases from 100 in 2017-19 to 138 in 2018-19 – to be expected given what is outlined above;
- Three cases involved under 18s on our summer schools, all of which were escalated as outlined in the training given to staff delivering the activities. Two incidents were dealt with internally. One of these incidences required specialist input from a University Mental Health Caseworker and liaison with a school;
- 53 of the 138 cases required liaison with external agencies such as NHS Crisis Teams, Local Authority Designated Officers, Adult or Children's Social Services or specialist domestic violence advisers (up from 33 cases in 2017-18 but indicative of better information sharing and complexity of casework)'
- Seven cases are being carried forward into the log for 2019-10, either because they remain pending outcomes from external agencies or because they remain high risk and need monitoring.

Details of Safeguarding and Prevent Casework is available on request. See

www.cumbria.ac.uk/safeguarding for contact details.

Risk Management:

The self-referral mechanism for the Mental Health and Wellbeing Service contains inbuilt clinical scoring tools. This ensures that those who are most at risk are prioritised for proactive intervention and follow up.

Disability Services have introduced a triage mechanism to identify the most complex and high-risk students to prioritise the distribution of disability action plans.

A new protocol has been implemented (and is being added to the Emergency Plan) whereby a student who is a serious cause for concern is phoned, texted and given a deadline to respond to the Lead Operational Safeguarding Officer (or Deputy Director of Student & Staff Services). If there is no response the cause for concern is reported to the Police. The texts have proved effective in three cases in 2018-19, leading to engagement by the student before the need to call external statutory agencies.

A cause for concern form for staff to record non-academic wellbeing concerns has been devised and piloted and is pending launch to all staff subject to final approval.

Resources to be able to continue to address the casework continue to be a challenge and we will be reviewing the current models of delivery during 2019-20.

Improved links have been made with the Crisis Team at the Carleton Clinic to work towards improved information sharing where, for example, our students are involved in the NHS service.

Along with colleagues from Lancaster University, the Lead Operational Safeguarding Officer and the Mental Health and Wellbeing Team Manager have held several meetings with those responsible for commissioning mental health services in Lancashire NHS Care Trust.