Safeguarding Policy
Incorporating the Prevent Duty and Modern Slavery

1.0 Introduction

The University of Cumbria is committed to ensuring the safety and wellbeing of **children** and **vulnerable people** with whom the University's work brings us into contact.

This policy establishes the principles and parameters within which we will work to ensure the safety and wellbeing of all **children** and **adults with care and support needs** who are staff or students, or who visit University premises or engage in activities organised by the University.

The University recognizes the increased risks of vulnerability and radicalization due to the increased prevalence of online activity in modern day life and the legacy impact of the Covid 19-related lockdowns which appear to be manifesting in increased anxiety and mental health issues amongst our student population. The University forms part of the wider, external, safeguarding framework in place to support children and adults at risk.

Our safeguarding policy and procedures will be applied, in an integrated way, to support all those who may be vulnerable.

For the purposes of this policy, the meanings of words and phrases highlighted in **bold text** are explained section 8 (Definitions) of this policy.

The statements within the Purpose and Context section below set out the context for the University of Cumbria's Safeguarding Policy and are fundamental to our focus and planned actions.

2.0 Purpose and Context

The University of Cumbria, as a provider of Higher Education, recognizes that it has a range of legal duties and moral and ethical responsibilities, to ensure, as far as reasonably practicable, the health, safety and welfare of all individuals, adults or children, accessing its services and facilities.

The University aims to ensure that across our operations and activities:
- Students are supported throughout their academic journey to successful study outcomes.
- Staff and students have a healthy and safe environment, with a range of support services available and appropriate policies and procedures in place.
- Students and staff have an awareness of Safeguarding and Prevent, are aware of how to report concerns of any type and are encouraged to do so.

- Any safeguarding or prevent concerns are dealt with in a timely manner and staff, students, placement providers and employers "do the right thing" when they have a concern.
- Our actions are proportionate and appropriate for the situation and the individuals involved.

2.1 Statutory Safeguarding Duties

Whilst schools and Further Education colleges have a statutory duty to safeguard and protect children in their care, Higher Education institutions are not specifically named as providers of regulated activity within the Safeguarding Vulnerable Groups Act 2006. However, we have a common law duty to take such steps to ensure that reasonable, foreseeable harm does not occur by way of omissions or careless acts by the University. The University recognizes that risk of harm to children and adults may be from sources outside the University's control and encourages reporting of such concerns to the appropriate external statutory agencies.

In addition, the University sends students/apprentices into settings where there are statutory safeguarding requirements and has a wider Public Protection Duty.

2.2 The Prevent Duty

The University is required meet its obligations under the Prevent Duty; to ensure that individuals within the University community are safeguarded from *becoming terrorists or supporting terrorism.* The University recognizes that those who are radicalized are often at risk due to poor mental health, poverty, isolation, addiction or by virtue of a protected characteristic. Therefore, in line with best practice, Prevent is embedded into the broader Safeguarding agenda at the University.

2.3 Modern Slavery

As a provider of Higher Education, the University of Cumbria recognises its responsibility to take a robust approach to slavery and human trafficking. The University's Anti-Slavery and Human Trafficking Policy and Procedures reflect our commitment, in line with our mission statement and objectives, to acting ethically and with integrity in all its corporate and business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in the University employment procedures or its supply chains.

The University's Modern Slavery statement is reviewed annually by the University's Audit and Risk Committee and approved by the University's Board of Directors.

2.4 OFSTED Safeguarding Expectations

Ofsted inspect apprenticeship and initial teacher training provision. Inspectors will always make a written judgement in the leadership and management section of the inspection report about whether the arrangements for safeguarding young people and learners are effective. Whilst grounded in statutory safeguarding Ofsted inspections consider wider matters including risk of harm to learners resultant from other conduct such as unsafe behaviour or, discrimination. Premises safety, leaders handling of safeguarding allegations, adequacy of arrangements for raising concerns and risk of radicalisation are inspected.

2.5 Non-Statutory Safeguarding – Supporting students' and staff wellbeing.

In a Higher Education context, the term safeguarding may also be used more broadly to refer to a general duty of care to members of our community and the communities

where we work to deliver education and to carry out research. The University prioritises student and staff welfare and the prevention of harm.

The University recognizes that students and staff, whilst they may not fall under statutory definitions of Safeguarding, may face barriers to success at times for which they require support. The University is particularly mindful of/alert to:

- care leavers/care experienced
- adult carers
- estranged students
- those who are or become disabled or have mental health condition diagnosed whilst at university
- those who may have been subject to bullying/harassment of any type (including cyber bullying or peer to peer bullying)
- those subject to abuse including sexual violence or discrimination
- asylum-seekers
- migrants
- those who may be living away from home for the first time
- those living in an environment with domestic violence, coercive or controlling behaviour
- victims of trafficking or exploitation by criminal gangs or organized crime.

A range of services are in place to support students to engage in their studies and university life. These services support the university to protect the health, safety, and wellbeing of students. Supporting student wellbeing means where a cause for concern arises this may require referral to specialist services within and beyond the University. These may commonly be referred to as safeguarding matters, though they are normally not statutory safeguarding matters because they do not affect children or adults with care and support needs. Nevertheless, they are important and may signal students need specific support. Such matters may be considered through referral to Student Services via StEP.

The University also has a range of policies and procedures to support staff health, safety and wellbeing. In particular staff have access to a range of specialist support through our Occupational Health Service and Employee Assistance Programme.

3. Scope

This policy and its accompanying protocols apply to every member of the University community, whether or not they have regular contact with **children** or **vulnerable people**, including:

- All staff and students of the University of Cumbria
- Any organisation bringing under 18s or **vulnerable adults** onto our premises.
- Prospective students engaged in university activities.
- External contractors and visitors to the University

This policy applies in relation to University activities carried out on campus or otherwise organised by the University. This includes activities carried out in the University's Virtual Learning Environment or otherwise organised by the University on a digital platform.

Students studying through partnership or TNE arrangements will be subject to local equivalent procedures.

4. Policy

To facilitate the delivery of its safeguarding obligations it is University Policy that:

Safeguarding and Prevent are everyone's responsibility and a culture of Safeguarding and Prevent awareness is embedded across the University.

In order to ensure accountability, the leadership and management of Safeguarding and Prevent is overseen by the Audit and Risk Sub-Committee of the University Board.

Safeguarding and Prevent risks are formally identified, recorded and regularly, at least annually, reviewed in the Safeguarding and Prevent Risk Register. The Risk Register considers the nature of the University's provision, its student and staff make up, and its geographically diverse locations, and identifies both existing control measures and any further actions required to mitigate the identified risks.

The principles of "safer recruitment" will be applied in the employment of staff and the admission of students, who will undertake **regulated activity**, in accordance with the DBS Vetting and Barring requirements to deter, reject or identify people who might abuse children or adults at risk or who are otherwise not suited to working with these groups. The University will also consider obtaining a DBS check in other circumstances where it is legally entitled to do so.

Safeguarding and Prevent training are mandatory for all staff. Training is completed as part of the Induction training programme with completion of refresher training being mandatory every 2 years.

Safeguarding and Prevent training for students is embedded, in line with PSRB requirements, within the curriculum of relevant academic programmes and apprentice learners are required to complete mandatory training in Safeguarding, Prevent and British Values as part of their Aptem Learning plan.

In addition, the University:

- is committed to a person-centered approach, putting the alleged victim at the heart of the process (unless for legal reasons reporting must be carried out without their consent).
- takes mental capacity, confidentiality, and the principle of informed consent into consideration in its approach, but this cannot be guaranteed where there is deemed to be serious risk to self or others or where the University is directed to act by an external statutory agency.
- engages proactively with external agencies as appropriate.
- expects organisers of activities involving under 18s to take responsibility for familiarizing themselves with the University's policies and procedures.
- reserves the right to request relevant Safeguarding and Prevent documentation and assurances from third party entities e.g. contractors or placement providers and expects third parties with their own safeguarding procedures to implement them and then report to the University where one of our staff or students is involved in a concern on their premises.

5. Roles and Responsibilities

5.1 General responsibilities

Safeguarding is everyone's responsibility. It is the role of each member of the University community to identify concerns and then seek advice and/or report the issue accordingly. In addition to this general responsibility, different role holders

across the University have specific duties, as set out in full in the Safeguarding: Roles and Responsibilities (appendix 1) table with key points summarised below. Appendix 2 details the key governance structures and arrangements. Appendix 3 details the Terms of Reference and Membership of the Safeguarding Steering Group.

It is a general expectation of all staff and students to:

- Promote mutual trust and respect and encourage the acceptance of responsibility by individuals for their own behaviour.

- Treat all members of our community equally and with respect and dignity reflecting an individual's age, background, experience and abilities and having regard to gender, ethnicity, disability, culture and religion and ensuring that any inappropriate behaviour or language is not allowed to pass unchallenged.

- Maintain a professional approach ensuring the avoidance of inappropriate familiarity, touching and exchange of personal information.

- Ensure that any safeguarding allegations or concerns raised are reported and actioned in accordance with this policy.

- Undertake mandatory Safeguarding and Prevent training, in accordance with the mandatory training schedule.

5.2 Specific responsibilities

The senior post holder with overall responsibility for this policy is the Deputy Vice Chancellor, on behalf of the Vice Chancellor's Executive, who has appointed the Head of Student Support as the Lead Operational Safeguarding Officer under the supervision of the Director of Student Services, who has operational responsibility for this policy.

Deans and Directors are responsible for appointing individuals to represent their Institute or Service on the Safeguarding Steering Group and act as Safeguarding champions within their Institute or Service.

The University recognises that Degree Apprentice students may be vulnerable to safeguarding concerns and, in accordance with the requirements of Ofsted in relation to Degree Apprenticeship Courses, each Institute Dean/Director is responsible for ensuring that Safeguarding and Prevent are appropriately embedded in the curriculum in alignment with relevant external requirements from professional bodies and inspectorates. Deans/Directors are also responsible for ensuring any safeguarding risks to any Degree Apprentices within their Institute and to put in place appropriate measures to ensure they are properly safeguarded and aware of the wellbeing support available to them as students of the University.

The Director of People and Culture is responsible for ensuring Safeguarding and Modern Slavery/Human Trafficking risks are mitigated through the application of appropriate safer recruitment protocols for staff and volunteers, in relation to both UKVI/right to work and DBS processes for regulated activity.

The Academic Registrar is responsible for ensuring appropriate policies are in place for the safe recruitment and admission of students who will undertake regulated activity and for students who will be under 18 years of age on entry.

In some cases, staff and students may have additional safeguarding obligations by virtue of the requirements of their professional bodies which should be followed where

appropriate. In addition, whilst on placement, students will be subject to their placement provider's safeguarding policies and procedures, which should be followed.

6. Related Policies and Procedures

This policy seeks to ensure compliance with and/or demonstrate good practice in relation to the following legal frameworks and regulatory compliance requirements:
- Child Protection of those under 18 (Children's Act 2004)
- Safeguarding Vulnerable Groups Act (2006) and Safeguarding Policy: Protecting Vulnerable Adults (2020)
- The Counter Terrorism and Security Act 2018, the Prevent Statutory Duty (2015), and the OfS Prevent Duty: Framework for monitoring in higher education in England 2 (2018)
- Working Together to Safeguard Children (2018 updated 2022)
- Keeping Children Safe in Education (2022)
- The Equality Act (2010)
- Mandatory reporting in relation to Modern Slavery
- Mandatory reporting in relation to Female Genital Mutilation
- Mandatory reporting of Honour-based violence and forced marriage
- Inspectorate body requirements such as OFSTED, ESFA, OfS
- Professional Body requirements e.g., HCPC, NMC, NCTL
- Disclosure and Barring Service Eligibility Guide for Standard Certificates
- Disclosure and Barring Service Eligibility Guide for Enhanced Certificates:
  - Adult workforce
  - Child workforce

The policy should also be read in conjunction with the following University policies and procedures:

Anti-Slavery and Human Trafficking Policy and Procedures
Recruitment and Selection Policy Statement
IOH Policy for Raising and Escalating Concerns in relation to Safeguarding Vulnerable Adults, Children and Young People
Student Trusted Contacts Policy and Procedures
The University's Suicide Safer Plan
Prevention of Bullying Harassment and Sexual Misconduct Policy
The Equality Diversity and Inclusion Policy
The Student Pregnancy and Family Leave Policy
The Research Ethics Policy
The Student Code of Conduct

This policy is also supported by a range of protocols, information and guidance which can be found at http://www.cumbria.ac.uk/safeguarding

7. Approval, Publication, Implementation & Review

The Safeguarding and Prevent annual report is submitted to Audit and Risk Committee to provide assurance. This report is informed by an annual audit which is undertaken to ensure those responsible are discharging their duties. Audit and Risk Committee also receive and approve the annual OFS Prevent return and other monitoring submissions.

The Safeguarding Policy is approved by Audit and Risk Committee and associated protocols, guidance and information is published via the University's website http://www.cumbria.ac.uk/safeguarding

8. Definitions

Adults with care and support needs
A person who is over 18 years of age who needs community care services because of mental or other disability, age or illness and who is, or may be, unable to take care of themselves against significant harm or exploitation or abuse.

Children
A child is any person who has not yet reached the age of 18 years.
However, if an activity relates solely to their employment e.g. induction training when starting work, they are only considered a child if under the age of 16 years.

Regulated Activity
Regulated activity is work that a barred person must not do and is defined for both children and adults in the Safeguarding Vulnerable Groups Act 2006 (SVGA) and as amended by the Protection of Freedoms Act 2012 (PoFA).
The Department of Education guidance note summarises the definition of regulated activity in relation to children.
For adults regulated activity is defined as work providing health care, personal care or providing assistance with money for adults or work which involves making welfare decisions on behalf of adults. The Department for Health Guidance provides information on the scope of Regulated Activity in relation to adults.

Vulnerable Adults
An adult is considered to be a vulnerable adult at any time when they may require support which is classed as regulated activity. This means, for example, anyone providing personal care to an adult is in regulated activity irrespective of where the personal care is provided.

Vulnerable People
Refers individually and collectively to people who are less able to take care of themselves or protect themselves from exploitation, for example, a person with mental health difficulties, and children.

9. Appendices

Appendix 1: Safeguarding and Prevent Roles and Responsibilities: University of Cumbria

Appendix 2: Governance and Reporting Structures
2a Organisation Structure
2b Governance/Reporting Structure

Appendix 3: Safeguarding Steering Group Terms of Reference and Membership

10. Document Control Information

Document Name	**Safeguarding Policy** Incorporating the Prevent Duty and Modern Slavery
Owner	Deputy Vice Chancellor
Document Location	Safeguarding area of Stafhub Published via http://www.cumbria.ac.uk/safeguarding
Lead contact	Director of Student Services
Approved By	Audit and Risk Committee
Approval Date	
Version Number & Key Amendment	[version number, with 0.1 increments for minor amends – state key amendments from previous version]
Date of Last Review	July 2023
Date for Next Review	July 2025
Related University Policy Documents	See section 6
For Office Use – Keywords for search function	

Appendix 1:

Safeguarding and Prevent Roles and Responsibilities: University of Cumbria

Safeguarding is everyone's responsibility. Our role is to identify concerns and pass to the Local Authority for investigation where Statutory Safeguarding thresholds are met. As staff and students, partners, placement providers or visitors to the University we all have a role to play in keeping each other and ourselves safe and we have a duty to ACT where safeguarding issues present themselves. The University takes a risk-based approach to safeguarding and Prevent. Directors of Institutes and Professional Services are responsible for ensuring safeguarding and Prevent are captured in policies, procedures, and programmes as relevant to their area.

Role	Responsible For	Assurance mechanism
University Board	Ensuring satisfactory mechanisms are in place for the discharge of the Prevent Duty, duty of care and statutory safeguarding at the University	Approval of the Safeguarding and Prevent Policy and Procedures via ARC. Receipt of the Safeguarding and Prevent Annual report and Risk Register via ARC Annual approval of the declaration of compliance compliance as part of OfS Annual data and accountability return.
	Identifying a nominated safeguarding/Prevent Board member	Board processes
	Undertaking relevant Safeguarding/Prevent training as Board members	Training attendance is recorded by the University Secretary and captured in Safeguarding/Prevent Annual Report
Deputy Vice Chancellor	**Strategic Safeguarding/Prevent Lead**	
	Ensuring safeguarding and Prevent are afforded the utmost priority at the most senior level through the Board, VCE and VCD	Ensuring nominated SG/Prevent Lead at Board Level Reporting to Board, (ARC) VCE, BAB and SLT Annual OfS Prevent reporting Safeguarding/Prevent Annual Report

	Strategic oversight of the staff and committee structure in place to fulfill the University's safeguarding and Prevent responsibilities	
	To have strategic oversight of the monitoring review systems in place to ensure new guidance is incorporated in line with external requirements and best practice, overseeing associated procedures, practice, and guidance	
	To have strategic oversight of the University's Prevent duty and to act as named OFS contact	Annual Prevent Accountability Return
Director of Student Services	To provide strategic and operational support to the Lead Operational Safeguarding officer	
	To ensure appropriate health, wellbeing and support services for students are in place	Via Annual Operating Plans
	Ensure appropriate procedures are in place for the management of safeguarding concerns	Student Case Management System Student Trusted Contacts Policy Safeguarding Annual Report
	Ensure appropriate systems are in place for the secure storage and appropriate sharing of Safeguarding case records	
	Act as a source of support, advice, and expertise when staff or students have a concern about possible risk or harm	
	Liaising with the LOSO regarding ongoing investigations	
	Liaising with the external agencies as required to support the LOSO	
	Chair the Safeguarding Steering Group	Safeguarding Steering Group Minutes
Head of Student Support	**Lead Operational Safeguarding Officer (LOSO)**	
	Act as a source of support, advice, and expertise when staff or students have a concern about possible risk or harm	Safeguarding Annual Report

	To act as key point for referrals to and from external agencies and liaising with eg Local Authority Designated Officers, Adult and Children's Services, the Independent Safeguarding Authority and local and regional Prevent leads, and making referrals to those agencies as required including to Channel for Prevent	Via network of contacts and clear contact information at www.cumbria.ac.uk/safeguarding
	Attending and contributing to Regional Prevent Meetings	Safeguarding Annual Report
	Provision of information as required by external statutory bodies	OFS Prevent Accountability Return OFSTED inspections
	For having a working knowledge of how safeguarding procedures work at local, regional, and national level	
Members of the Safeguarding Steering Group	To represent their respective Institute or Service on the Safeguarding Steering Group	Safeguarding Steering Group ToR and Membership to be published via the Safeguarding webpages
	To act as a champion for Safeguarding within their service or institute and to promote staff and student awareness of Safeguarding and Prevent	
	To provide initial support and advice when staff or students have a concern about possible risk or harm	
	Referring cases of suspected abuse or allegations to the LOSO	
	Liaising with the LOSO regarding ongoing investigations as required	
University Secretary	To agree, with the Strategic Safeguarding lead, the appropriate committee structure for the governance of Safeguarding	
	Responsible for the University's Public Interest Disclosure Policy (Whistleblowing)	

Director of People and Culture	Mitigate the Safeguarding and Modern Slavery/Human Trafficking risks through ensuring safer recruitment protocols are in place for staff and volunteers, in relation to both UKVI/right to work and DBS processes.	Annual Audit, Human Resources reports for compliance eg to International Compliance Group, Ofsted reports.
	To ensure appropriate support mechanisms are in place for staff impacted by handling safeguarding concerns and for vulnerable staff.	Human Resources protocols and wellbeing support information. EAP, Occupational Health, Annual audit.
	For making referrals of staff to Channel Panel process for Prevent	Annual Reporting via SG Annual Report
Academic Registrar	Ensuring appropriate policies are in place for the safe recruitment and admission of students including those under 18 on entry	Relevant policies and procedures relating to Under 18s, DBS, Admissions and OH, Ofsted Reports
Admissions Manager	Responsible for ensuring the LOSO and Programme Leads are alerted to under 18s admitted to programmes so risk assessments can be conducted	Admissions policy, U18 RAs held by PLs and copy by LOSO
	To ensure appropriate UK guardianship contacts provided via admissions process for under 18 international students	Admissions files /student record
Head of Apprenticeships	To ensure all Apprentices are required to complete the Mandatory training modules within Aptem	
	To ensure the University's Safeguarding policy and procedures are effectively communicated to Apprentices and their employers	
Institute Directors/Deans	To ensure that Safeguarding and Prevent are appropriately embedded in the curriculum in alignment with relevant external requirements from professional bodies and inspectorates eg OFSTED/ESFA	Continued registration of programmes, OFSTED outcomes

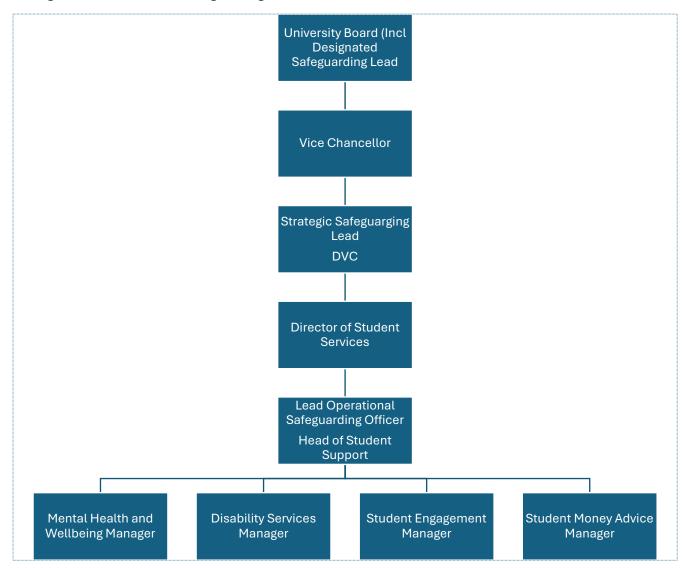|		
	To assess any safeguarding risks to any Degree Apprentices within their Institute and to put in place appropriate measures to ensure they are properly safeguarded and aware of the wellbeing support available to them as students of the University.	
	To nominate at least 1 colleague per institute to the Safeguarding Steering Group	
	To ensure mandatory training completion is reviewed with all staff through the PPDR process	Mandatory training records
Residential Services Manager	To ensure parental consent forms are received for under 18 year olds living in University Accommodation	Starez records
	To ensure the relevant Residence Officer meets any under 18yr old who will believing in University Accommodation to go through under 18 checklist and risk assessment with them	Accommodation files
Director of Marketing and Recruitment	To ensure all outreach activity with under 18s is risk assessed and the relevant policies and procedures are in place	Development of under 18 outreach and u18s on campus for outreach policy eg schools etc Evidence of appropriate risk assessments LOSO and H& S manager involved in risk assessments
	To ensure all Hello Future activity (including that delivered online) with under 18s is risk assessed and the relevant policies and procedures are in place	Development of under 18 policy and evidence of appropriate risk assessments including LOSO and H & S manager where required
Head of Technology Services	To ensure that relevant policies and procedures are in place to meet Prevent and safeguarding to requirements and to ensure there is the facility to monitor IT usage.	Annual Audit by LOSO SG Annual Report has IT section

University Chaplains	To ensuring appropriate SG and Prevent policies and protocols for Chaplaincy and the multi faith spaces are in place	Annual reporting, risk assessments
All managers	To ensure HR advice is sought regarding DBS check requirements for any staff or volunteers recruited to work unsupervised with under 18s or vulnerable adults.	
	To engage in Safeguarding and Prevent training in line with mandatory UOC basic requirements and any other enhanced training required for their role	
	To ensure mandatory training completion is reviewed with all relevant staff through the PPDR process	
All Staff	To be aware of the Safeguarding Policy and other relevant university policies	
	To raise concerns about their own support and safeguarding needs as soon as possible.	
	To raise safeguarding and Prevent concerns about students as soon as possible	
	To remain within the boundaries of their role and involve specialist student or staff support mechanisms	
	To engage in Safeguarding and Prevent training in line with mandatory UOC basic requirements and any other enhanced training required for their role	
	To complete required risk assessments for U18 students/volunteers or activities as required	
All Students	To be aware of and act in accordance with relevant student policies, but in particular the Student Code of Conduct and the Prevention	

	of Bullying, Harassment and Sexual Misconduct Policy	
	To be aware of and act in accordance with any PSRB regulations associated with your programme of study	
	To be aware of and follow the Safeguarding protocols of any placement setting you engage with.	

Appendix 2:

Governance and Reporting Structures

2a Organisation Structure: Safeguarding

University Board (Incl Designated Safeguarding Lead

Vice Chancellor

Strategic Safeguarging Lead

DVC

Director of Student Services

Lead Operational Safeguarding Officer

Head of Student Support

Mental Health and Wellbeing Manager

Disability Services Manager

Student Engagement Manager

Student Money Advice Manager

Appendix 2:

 Governance and Reporting Structures

2b Safeguarding and Prevent Governance/Reporting Structure

University Board

Audit and Risk Committee

Business Assurance Board

Safeguarding Steering Group

Appendix 3:

Safeguarding Steering Group Terms of Reference and Membership

Group Name: Safeguarding Steering Group

Reporting Line: EDIW committee, Business Assurance Board, Audit and Risk Committee

Purpose/Terms of Reference:

- To have regulatory oversight and ensure that the University's approach to Safeguarding including Prevent and associated planning, policies and procedures is appropriately compliant with regulatory requirements.

- To review and recommend for approval the draft Annual Report for Safeguarding and for Prevent and to agree Office for Students (OfS) submission text prior to submission to Business Assurance Board (BAB) and relevant committees.

- To strategically contribute to the development of, and recommend for approval, the Annual Safeguarding Children and Vulnerable Groups Policy and Procedures and the Modern Slavery Policy and Procedures.

- To receive appropriate updates in relation to Safeguarding and Prevent from all areas of the University as relevant.

- To oversee the implementation of UUK guidance regarding issues of Safeguarding and Prevent across the university.

- To oversee the development, implementation and monitoring of Safeguarding Risks and the mitigating actions as detailed in the Safeguarding Action Plan to ensure compliance with statutory obligations and good practice.

- To oversee the development, implementation and monitoring of a Prevent Action Plan and a Prevent Risk Assessment to ensure compliance with statutory duties and good practice.

- To receive and consider Post–Vention reports (in the event of student deaths or cases of significant suicide attempt) oversee the implementation of any required actions, and to review and update the Safeguarding policy, if required based on the outcomes of the post-vention review.

- To undertake case conferences, as appropriate, to consider complex or high-risk Safeguarding or Prevent cases.

- To receive regular reports on the numbers, and types, of cases of Bullying, Harassment and Sexual Misconduct.

- To oversee the mandatory reporting in relation to:
  o Modern Slavery
  o Female Genital Mutilation
  o Honour-based violence and forced marriage.

- To have oversight of the training provision in relation to Prevent and Safeguarding and to regularly review training completion rates.

- To have oversight of the Safer Recruitment Policies and Procedures for staff and students

Membership: to review for 24/25

Director of Student Services (Chair)	Emma Bales
Director of People and Culture or nominee	tbc
Head of Student Support	Gail Howes
Head of Technology Services or nominee	Steve Young
Estates Operations Manager	Ros Stewart
University Chaplains	Caroline Kennedy
	TBC
University of Cumbria Student Union representative	Paula Nwachukwu
Deputy Director Finance and Resources or nominee	Andrew Heron
Head of Practice Learning and Partnerships (IoH)	Anne Oakey
Director of IoEASS or nominee	Pat Freeman
Director of IBIL or nominee	TBC
Director of IoH or nominee	Gemma Howlett
Director of ISE or nominee	TBC
Head of Business Development and Knowledge	Paul Armstrong
Academic Registry – Admissions	TBC
Academic Registry – Placements	Amanda Holmes
Academic Registry – Student Procedures	Annie Beauchamp
London Campus representative	Don Hall
Head of Student Recruitment and Outreach or nominee	TBC