

## College Safety Plan

In line with the recommendation made in Ofsted's review into sexual abuse in schools and colleges, Landmarks must act under the presumption that sexual abuse and harassment incidents are taking place, even if they are not being reported.

This action plan aims to put preventative steps into place to protect learners from sexual abuse and harassment by implementing the recommendations set out in the Ofsted review; to empower learners to feel able to report their concerns; and to ensure all staff are aware of the signs and indicators that sexual abuse and harassment may be taking place.

Please note that Ofsted recommendations refer to RSHE which is a schools-based curriculum; Landmarks delivers Personal and Social Development (PSD) which includes delivery about sex education.

No.	Recommendation	Action	Impact Measure	Due	Progress	RAG
1	A carefully sequenced RSHE curriculum, based on the Department for Education's (DfE's) statutory guidance, that specifically includes sexual harassment and sexual violence, including online.	Review PSD Curriculum Sequencing to ensure safeguarding within sex and relationships is addressed.	Updated PSD Curriculum Sequencing document published.	Dec 21		

2	High-quality training for teachers delivering RSHE.	Tutors to receive external training to support the delivery of sex education.	Observations of PSD sessions reflect tutor confidence in delivering sex education.	July 22	This was completed on 15/10/21.	
3	Routine record-keeping and analysis of sexual harassment and sexual violence, including online, to identify patterns and intervene early to prevent abuse.	Sexual abuse and harassment to feature as a standing item on the safeguarding team agenda.	Safeguarding updates including the Principal's Report reflect separate updates regarding sexual abuse and harassment.	Sept 21	This is now included as a standard agenda item as of the first meeting on 17/09/21.	
		Analysis report of sexual abuse concerns raised across the last three years.	Any resulting trends would be identified and highlight the need for any specific interventions.	Dec 21		
4	A behavioural approach, including sanctions when appropriate, to reinforce a culture where sexual harassment and online sexual abuse are not tolerated.	"What happens next" leaflets to be produced detailing to learners what happens when they raise a safeguarding concern.	Learners understand how concerns are dealt with and feel safe at college, leading to 100% of learners feeling safe at college in the learner survey.	Dec 21		

5	Working closely with LSPs in the area where the school or college is located so they are aware of the range of support available to children and young people who are victims or who perpetrate harmful sexual behaviour.	DSL to introduce self and college to relevant LSPs and offer partnership working.	LSPs have a direct contact for Landmarks and opportunity for joint working.	Sept 21	DSL has contacted each LSP and offered joint working.  DSL has received a response from Nottinghamshire but no other LSP.	
		DSL to join LSP networks across local authorities, where networks are in place.	DSL more aware of local, contextual safeguarding issues and build connections within the LSPs.	Oct 21	DSL is a member of various networks across the East Midlands and South Yorkshire for safeguarding and Prevent.	
6	Support for designated safeguarding leads (DSLs), such as protected time in timetables to engage with LSPs	DSL to schedule time into the week dedicated to safeguarding.	DSL to have protected time to develop the college's safeguarding practices.	Sept 21	DSL has scheduled protected safeguarding hours.	
7	Training to ensure that all staff (and governors, where relevant) are able to: <ul style="list-style-type: none"> <li>• better understand the definitions of sexual harassment and sexual violence, including online sexual abuse</li> </ul>	Targeted training to take place outside of the annual refresher training to focus on these themes.	Feedback from training reflects staff confidence in understanding the definitions, identifying early signs, and the response to concerns.	Dec 21	Safeguarding top up training took place on 19/10/21 about peer-on-peer abuse.	

	<ul style="list-style-type: none"> <li>• identify early signs of peer-on-peer sexual abuse</li> <li>• consistently uphold standards in their responses to sexual harassment and online sexual abuse</li> </ul>					
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