



**Dumfries and
Galloway College**

One step ahead

SAFEGUARDING POLICY

Responsibility: Vice Principal Curriculum and Student Experience

Issue Date: 25th September 2025

Equality Impact Assessment: 3rd September 2025

Version: 2

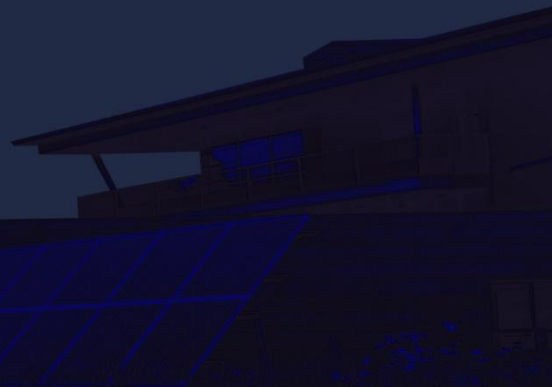
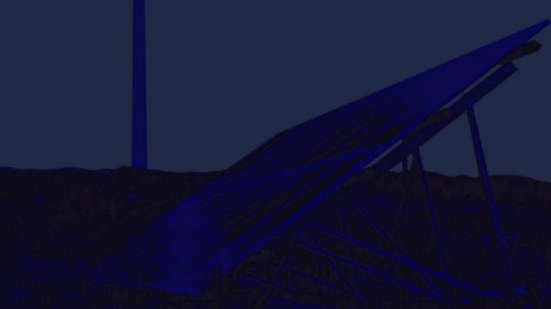


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Safeguarding Policy

1. Purpose

Dumfries and Galloway College aims to drive a whole college approach to safeguard all children, young people and adults at risk within its community by creating a secure and supportive environment, ensuring compliance with relevant legislation, and providing clear procedures for dealing with sensitively and efficiently.

2. Scope

Dumfries and Galloway College has a statutory duty under the Adult Support and Protection (Scotland) Act 2007, The Children (Scotland) Act 2020 and the Children and Young People (Scotland) Act 2014 for the safeguarding and protection of

children, young people and protected adults. This Policy and Procedure is designed to enable all staff to carry out their statutory duties while working with protected groups, children, and young people.

This policy applies to all College staff, students, contractors, and visitors. It aims to ensure safeguarding practices extend across all activities and interactions which includes online and external partnerships.

3. *References*

- 🔗 **National Guidance for Child Protection in Scotland 2021**
- 🔗 **Children and Young People (Scotland) Act 2014**
- 🔗 **Adult Support and Protection (Scotland) Act 2007** and **Code of Practice 2022**
- 🔗 **Counter-Terrorism and Security Act 2015 (PREVENT Duty)** and updated PREVENT guidance 2023
- 🔗 **Human Trafficking and Exploitation (Scotland) Act 2015**
- 🔗 **Getting It Right For Every Child (GIRFEC) Framework**
- 🔗 **UN Convention on the Rights of the Child (Incorporation) (Scotland) Bill**
- 🔗 **Equality Act 2010**
- 🔗 **General Data Protection Regulation (GDPR) 2018** and **Data Protection Act 2018**

4. *Definitions*

Safeguarding	safeguarding refers to the collective responsibility to ensure the safety, welfare, and protection of all learners and staff. Safeguarding encompasses both statutory duties (e.g. child protection legislation) and a broader duty of care that applies to all individuals within the college community.
DSL	Designated Safeguard Lead
Children	Defined by current legislation as those under 18 years of age.

- Protected Adults** Defined by current legislation as those over 16 years of age who are: Unable to safeguard their own wellbeing, property, rights or other interests; at risk of harm; more vulnerable because they are affected by disability, mental disorder, illness or physical or mental infirmity.
- Radicalisation** The process by which a person comes to support terrorism or forms of extremism.

5. *Responsibilities*

- 5.1 Board of Management:** Oversees the implementation and effectiveness of safeguarding policies.
- 5.2 Senior Leadership Team:** Ensures that safeguarding is embedded and supported across all College operations.
- 5.3 Director of Student Experience and Innovation is the college Designated Safeguard Lead (DSL):** leads safeguarding initiatives and serves as the primary contact for safeguarding concerns, actions and guidance.
- 5.4 All Managers and Staff:** All staff must comply with safeguarding policies and procedures, comply with all mandatory training, seek additional training and knowledge and report concerns promptly in adherence with procedures. They will monitor student welfare during learning activities, including online sessions.
- 5.5 Students, contractors and visitors:** Expectation to adhere to College safeguarding policies, procedures and guidelines.
- 5.6 Digital Services Team:** Ensure appropriate filtering and monitoring of online activities. Respond to and report any instances of online abuse or inappropriate content promptly.

5.7 Human Resources: Oversee safe recruitment processes, including PVG checks and effective induction and onboarding approaches

6. *Policy*

6.1 Key Principles

Dumfries and Galloway College will promote the safeguarding of children, young people, and protected adults to ensure that they are safe, secure, and free from abuse, exploitation and harm. We will achieve this by:

- Ensuring that all college staff have a clear understanding of their legal and moral obligations to safeguard and protect children, young people and protected adults at risk from harm, abuse and exploitation.
- Responding to and acting on all safeguarding and causes for concern by reporting it according and /or seeking appropriate guidance.
- Taking all reasonable steps to prevent foreseeable harm to children, students, and protected adults at risk.
- Ensuring robust staff recruitment practices, effective staff development and clear reporting procedures are in place.
- Working effectively with key partners and other local and national agencies.

6.2 Types of Abuse

The College recognizes that there are many types of abuse of children, young people and protected adults. These include:

Physical abuse – actual or attempted physical injury to a child, young person or a protected adult.

Sexual abuse – forcing or enticing a child, young person or protected adult to participate in sexual activities (including relating to pornography) whether or not the child, young person or protected adult is aware of what is happening.

Emotional abuse – the persistent emotional ill treatment and failure to provide

a child, young person or protected adult's basic needs such as to have severe and persistent adverse effect on the child, young person or protected adult's emotional development and behaviour.

Neglect – The persistent failure to meet the needs of a child, young person, or protected adults basic physical and/or psychological needs, likely to result in serious impairment. Ignoring medical or physical needs, not providing access to appropriate care, the withholding of the necessities of life, such as medication, adequate food, water and heating. Every child, young person and protected adult has the right to an education which develops their personality, talents, and abilities.

Financial abuse – Involves the theft, borrowing money without repayment and any pressure in connection with wills or property, possessions, or benefits.

Bullying – this is abuse and is a deliberate act or acts designed to intimidate and aggravate a child, young person or protected adult or to undermine self-confidence and self-esteem.

6.3 PREVENT Duty Compliance

The aim of Prevent is to stop people becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.

In fulfilling the Prevent duty in Section 26 of the Counter Terrorism and Security Act 2015 Dumfries and Galloway College is expected to participate fully in work to prevent the risk of people becoming terrorists or supporting terrorism.

For Colleges compliance with Prevent duty will reflect existing good practice on safeguarding.

Dumfries and Galloway college will have a referral process for Prevent and a designated staff member with awareness of Prevent duty. This will be the responsibility of our Designated Safeguard Lead (DSL).

Responsibilities for the DSL under recent guidance includes the need to ensure all staff members have an awareness of and are supported through

appropriate staff training relevant to their role.

Multi-agency involvement in Prevent Multi Agency Panels (PMAP) is essential to ensure the full range of information is accessible to the panel so that susceptibility concerns may be fully accessed and actioned accordingly.

Dumfries and Galloway College will ensure appropriate training and awareness raising activity in relation to PREVENT Duty Guidance.

The Prevent Referral Pathway will be outlined within the procedure of this policy.

6.4 Staff Recruitment and Training

Dumfries and Galloway College will ensure all staff are members of the Protection of Vulnerable Groups (PVG) Scheme.

A program of mandatory training including Safeguarding and Prevent will be developed and monitored for all staff. These principles will also be included in all staff induction activities.

6.5 Allegations against a staff member

Where allegations of a safeguarding nature are made against members of staff, these will be investigated. The employee may be suspended from duty pending an investigation and, if appropriate, the holding of a formal hearing, in accordance with college staff disciplinary procedures. This may also include a police referral.

6.6 Vexatious or Malicious Complaints

The College is committed to fostering a safe, respectful, and supportive environment for all staff and students. As part of our safeguarding responsibilities, we recognise the potential harm caused by vexatious or malicious complaints and take such matters seriously.

While all complaints will be considered on their individual merits and investigated thoroughly, the College reserves the right to identify and manage

complaints that are deemed to be vexatious or malicious. A complaint may be considered vexatious or malicious if it:

- Is repeatedly submitted without new or substantive evidence;
- Involves unreasonable persistence or demands that disrupt the College's operations or staff wellbeing;
- Contains knowingly false or misleading information intended to harm or defame a member of staff;
- Is accompanied by abusive, threatening, or harassing behavior.

Where a complaint is assessed to be vexatious or malicious, the College may take appropriate action, which could include:

- Limiting or restricting communication with the complainant;
- Referring the matter to disciplinary procedures;
- Informing the complainant of the decision and their right to seek a review or external oversight (e.g., via the relevant ombudsman).

The College remains committed to ensuring that genuine concerns are heard and addressed fairly, and that staff are protected from undue harm or reputational damage arising from unfounded allegations.

6.7 ICT Acceptable Use, Online Safety and Remote Learning

Recognising the increasing use of digital platforms, Dumfries and Galloway College will:

6.7.1 Ensure all staff and students are aware of the ICT Acceptable Use agreement.

6.7.2 Ensure appropriate filtering and monitoring of all online activity across college devices and networks.

6.7.3 Provide guidance on safe online conduct to students, including:

6.7.3.1 Awareness of cyber bullying, phishing and inappropriate content.

6.7.3.2 Reporting mechanisms for online safeguarding issues.

6.7.4 Require all staff to complete online safeguarding training.

6.7.5 Conduct regular reviews of policies and procedures for data and

online environments.

7. *Distribution*

All Staff

Repository

8. *Revision Log*

Date	Section	Description
05.03.25	Whole procedure	Revision of whole procedure
02.09.25	Definitions Point 6.3.3	Definition of Safeguarding Added Re worded to refine allegation stance and statements on vexatious claims against staff
25.09.25	References	'(pending enactment)' removed from UN Convention on the Rights of the Child

THIS FORM TO BE UPDATED WHENEVER THERE IS A CHANGE IN ANY SYSTEM DOCUMENT				
Document Name	Document Owner	Revision Number	Date of Issue	Date of Withdraw
Safeguarding Policy	Depute Principal	1	05.03.2025	
Safeguarding Policy	Vice Principal Curriculum and Student Experience	2	25.09.25	

Appendix 1 – Equality Impact Assessment

Document:	Safeguarding Policy
Executive Summary:	Dumfries and Galloway College is committed to ensuring the safety, wellbeing, and protection of all children, young people, and adults at risk within its community. This safeguarding policy outlines a comprehensive framework designed to promote a secure and supportive environment, comply with Scottish legislation, and address the evolving needs of students, staff, and stakeholders.

Duties:

- 1: Eliminate discrimination, harassment and victimisation
- 2: Promote equality of opportunity
- 3: Promote good relations
- * Human Rights to privacy and family life, freedom of thought and conscience, education, employment

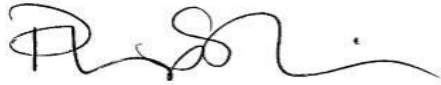
PSED IMPACTS

	Commentary
Age	<p>Safeguarding measures address vulnerabilities of younger students and older adults with additional needs. Provide age-specific training and materials.</p> <p>Ensure accessibility of safeguarding resources and adapt reporting processes to meet specific needs (e.g., accessible formats, assistive technologies).</p> <p>Include provisions to address gender-based violence and harassment. Ensure gender-sensitive training for staff and students.</p> <p>Incorporate specific guidance and referral pathways for victims of gender-based violence. Collaborate with specialist support organisations.</p> <p>Include considerations for transgender and non-binary</p>
Disability	
Gender	
Gender Based Violence	
Gender identity/ reassignment	
Marriage/civil partnership	
Pregnancy/maternity	

Religion or Belief	individuals in safeguarding training and ensure access to gender-affirming support.
Race	No specific safeguarding risks identified. Maintain equitable treatment in policies and practices.
Sexual Orientation	<p>Safeguard students who are pregnant or parenting from additional risks, such as exploitation or harassment.</p> <p>Provide tailored support services.</p> <p>Ensure cultural sensitivity in safeguarding practices. Avoid stereotyping in PREVENT interventions.</p> <p>Address racial disparities in vulnerability and ensure safeguarding practices are free from bias. Provide anti-racism training as part of staff development.</p> <p>Support LGBTQ+ students at risk of discrimination or harm. Incorporate inclusive language and resources in safeguarding materials.</p>

ADDITIONAL CONSIDERATIONS

Care experienced	Provide specialised support for care-experienced students, acknowledging their increased vulnerability to harm.
Carers -	Recognise carers' responsibilities and ensure safeguarding practices accommodate their unique challenges.
Mental Health	Address mental health vulnerabilities in safeguarding practices. Provide staff with mental health first aid training.
Socio-economic status	Mitigate risks associated with economic disadvantage by providing equal access to safeguarding resources and support.
Veterans	Identify potential vulnerabilities among veteran students and offer tailored support where necessary.
Human Rights*	Safeguarding practices respect privacy and uphold individuals' rights while balancing the need to share information for safety purposes.
Lead Officer:	Executive Director of Student Experience

Facilitator:	All Staff		
Date initiated:			
Consultation:			
Research:			
Signature		Date	03.03.25