



Safer Organisational Culture

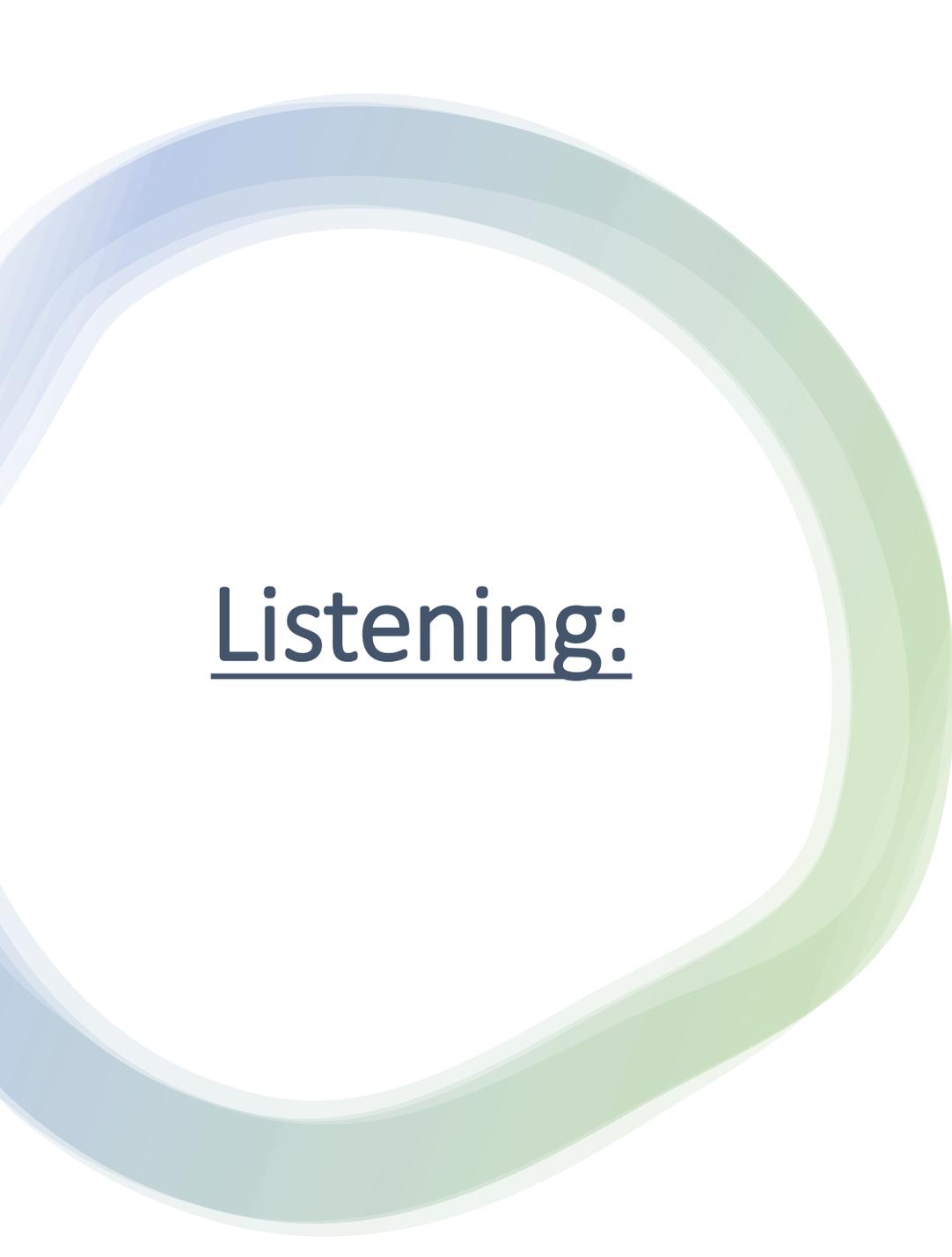
And how the College
works to deliver this



What do Safer Cultures Look Like?

- “Promoting safer cultures is all about how organisations and individuals can take steps to minimise harm occurring in the first instance, while also ensuring correct policies and procedures are in place so that safeguarding concerns that are raised are recognised and responded to effectively.
- Safeguarding Cultural competence can be achieved by:
 - Listening
 - Leading
 - Learning”
- The next few slides will look at what these mean in more detail and how we do this in the college

Source: ann craft trust, November 2022



Listening:

- “Organisations should listen to members and create an environment where individuals concerns are listened to and addressed appropriately.
- Individuals should feel confident about how to respond to, report and refer any safeguarding concerns within their organisation or community”

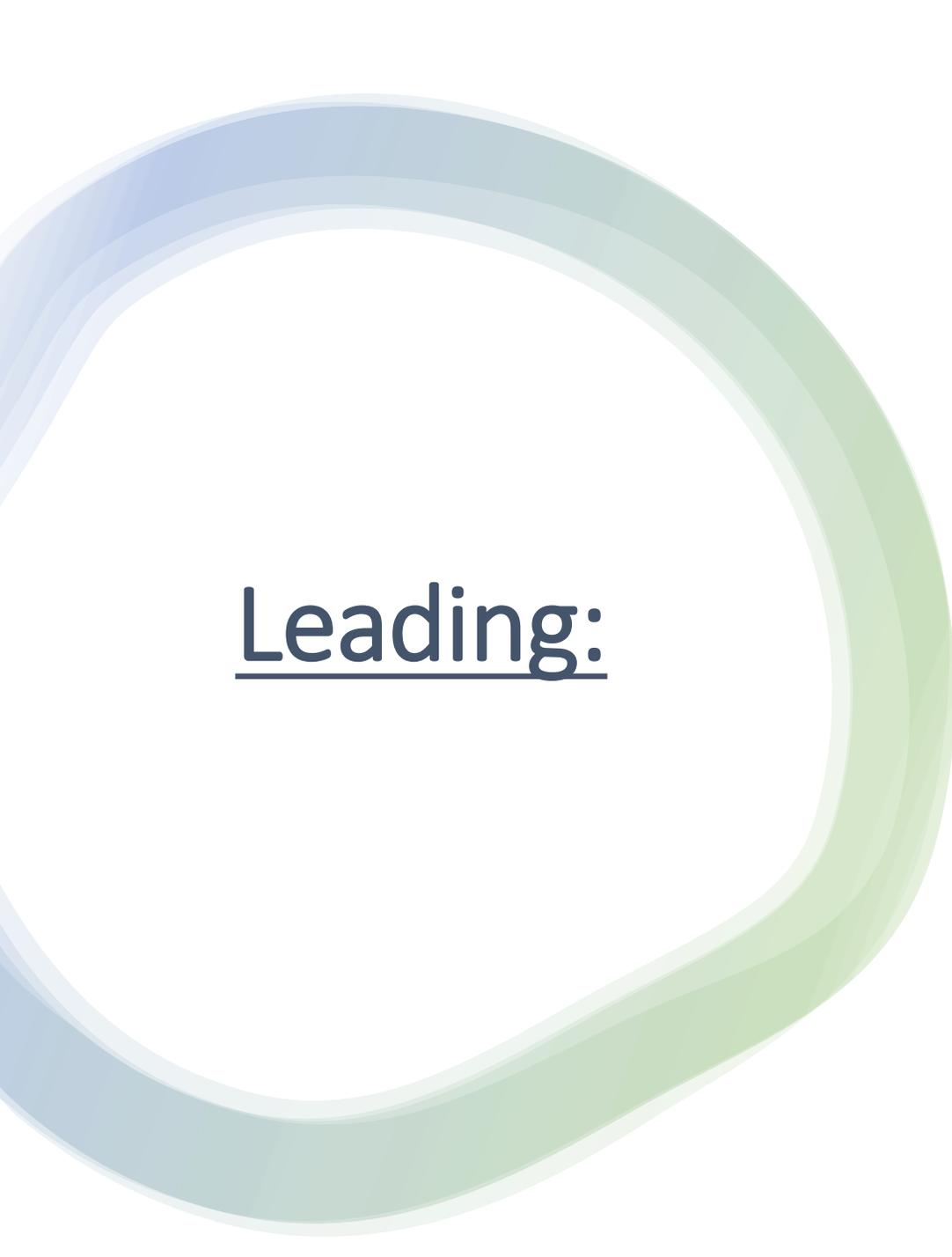
Source: ann cruft trust, November 2022

Listening



In City College Peterborough this is achieved through:

- A wide network of Designated People who have received in-depth training in how to respond to safeguarding concerns
- Our Safeguarding Bee mascot that is shared across the college to remind people that they can approach a member of staff if they are being abused or are worried about someone
- Robust and timely follow up of every concern raised or disclosure received
- Information to learners, supported people and staff
- Embedding safeguarding into lessons and sessions
- Regular all-staff training and specialist training for some staff on specific topics



Leading:

- “Organisations should ensure they have the correct policies and procedures in place to minimise the risk of harm and to respond effectively should concerns be raised
- This could include having a detailed safeguarding policy ensuring that staff and volunteers receive regular safeguarding training.”

Source: ann cruft trust, November 2022



Leading

In City College Peterborough this is achieved through:

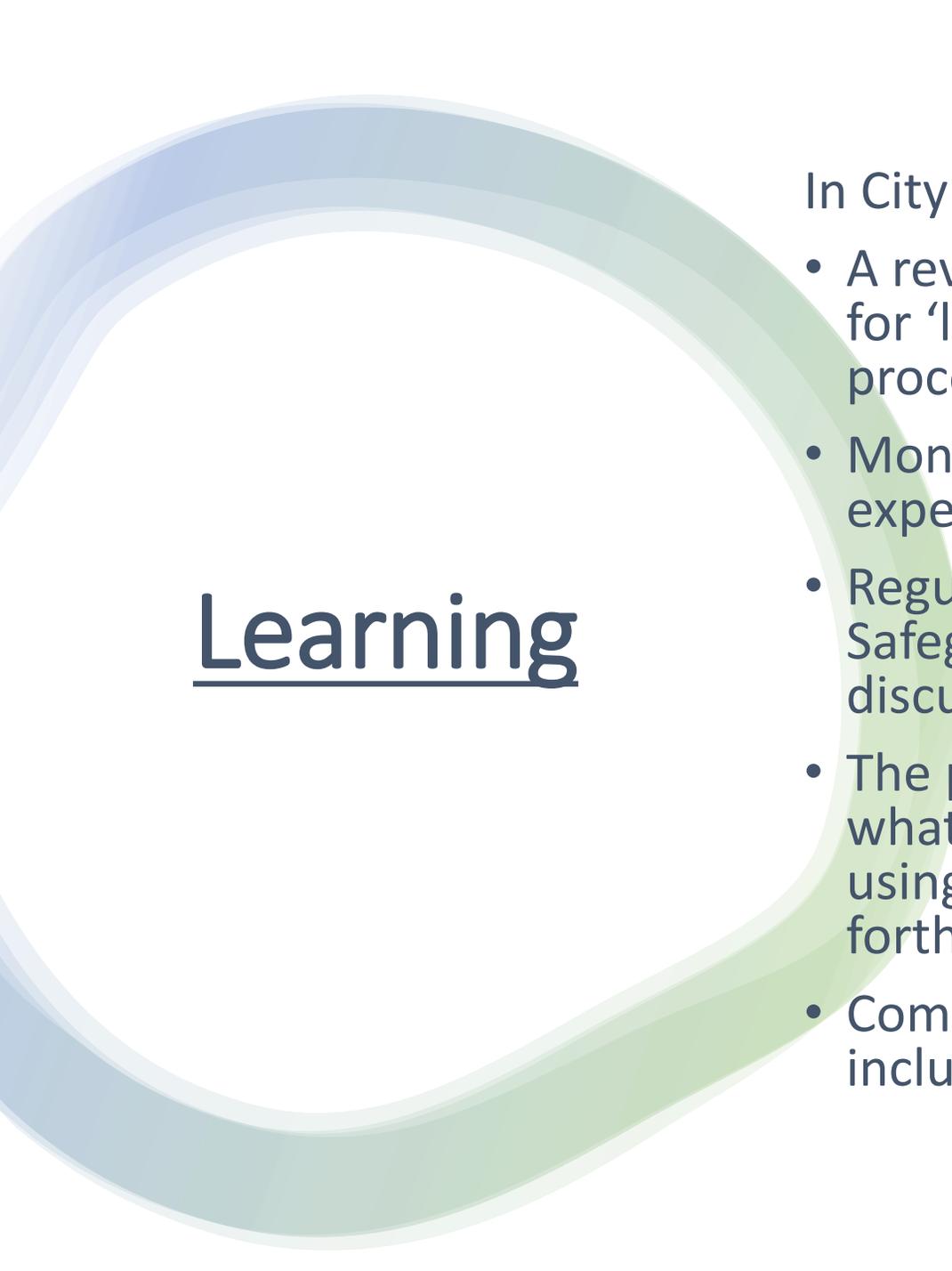
- Up-to-date Safeguarding Policies and Procedures that are regularly reviewed and are available any time on our Safeguarding system MyConcern and on our websites.
- All staff training and regular updates through newsletters and emails
- Keeping safeguarding high on the agenda for all including talking about safeguarding in lessons and sessions, in staff 1:1's and team meetings, and in our meetings with sub-contractors
- All staff having access to National Guidance and Case Reviews via the 'Resources' tab on MyConcern
- Attendance at local, regional and national forums and being a Cambridgeshire and Peterborough Safeguarding Board member



Learning:

- “It is important that organisations, and individuals within them, take the time to learn from safeguarding incidents and reflect on what actions could be altered in the future to minimise the risk of harm”

Source: ann cruft trust, November 2022



Learning

In City College Peterborough this is achieved through:

- A review of every safeguarding concern raised to look for 'lessons learned' that will inform college policy and procedures
- Monthly Designated People meetings to share experiences and develop knowledge and process
- Regular reports and meetings with our Governor for Safeguarding (Jonathan Lewis). Safeguarding is discussed at every Governing Board meeting
- The production of an annual report which looks at what happened in safeguarding in the last year and using this information to set priorities for the forthcoming year
- Completing regular audits throughout the year including Prevent, Safer Recruitment and MyConcern