DULWICH COLLEGE
FOUNDED 1619

INDEPENDENT PERSON POLICY

1. Introduction and Aims

At Dulwich College, we are committed to ensuring pupils' wellbeing and have robust systems in place to provide comprehensive pastoral support. However, there are occasions when a pupil may wish to speak to someone unconnected with the College.

Pursuant to Standard 11.4 of the National Minimum Standards for Boarding Schools, the College is required to appoint an individual who is not a parent and is outside the staff (and those responsible for the leadership and governance of the College) who boarding pupils may contact directly about personal problems or concerns at College (an "Independent Person").

The aims of this Policy are to set out: (1) details regarding the appointment and role of the Independent Person; and (2) how the role of the Independent Person should be promoted within College.

2. Appointment and Role

2.1 Safer Recruitment

The College will ensure that the Independent Person is readily accessible and able to exercise objectivity in responding to concerns and issues raised by boarders. Furthermore, the College will monitor the Independent Person's other roles and experience so as to avoid someone who may be seen to be in a position where there could be a conflict of interests by virtue of previous or current roles or allegiances.

The Independent Person will be subject all relevant recruitment checks in accordance with the College's Recruitment Policy, and such checks will be recorded in the Single Central Record (SCR).

2.2 Policies and Training

The Independent Person will receive a copy of the College's Safeguarding (Child Protection) Policy and all related policies. The Independent Person is expected to follow all those policies and any relevant statutory guidance including Keeping Children Safe in Education and Working Together to Safeguard Children.

The Independent Person is expected to have appropriate safeguarding training which will be recorded on the College's central training record.

The Independent Person will be briefed on their responsibilities for confidentiality and the rules attached to breaching this responsibility as detailed in Keeping Children Safe in Education (for example, if they are informed of a safeguarding risk to pupils). The Independent Person will be provided with an induction, detailing the expectations of their role, and briefed on any trends regarding pupil issues within the College e.g. bullying, substance abuse etc. that are likely to result in contact with pupils. They will be provided with all policies associated with these issues such as the Anti-Bullying Policy.

2.3 Liaison with the College

The Independent Person will be provided with the contact details of the Designated Safeguarding Lead (and Deputies).

The Independent Person is independent from the College and will have no duty to relay information to the College about those pupils with whom they have been in contact (unless there is a child protection concern). If information does need to be relayed for child protection purposes, this will be directed to the appropriate Designated Safeguarding Lead.

On occasion, the Independent Person may be requested to submit a numerical report on the types of issues arising in order to inform the work of the Designated Safeguarding Lead and their Deputies in considering pastoral support provision.

2.4 Multi-Agency Working

The Independent Person will be supplied with the contact details of Local Authority Designated Officer (LADO) and the Local Authority Children's Service. In the event that a referral to the LADO or Children's Services is required, the Independent Person is under no obligation to share this information with the College. However, where a referral is made, the Independent Person may inform the Designated Safeguarding Lead in line with the College's Safeguarding (Child Protection) Policy reporting procedures.

3. Promotion of the Independent Person

3.1 Pupils

The availability, role and contact details of the Independent Person will be advertised widely to all boarding pupils, for example, on posters in the Boarding Houses, within the welcome and induction packs and through verbal reinforcement by staff etc. The information supplied to pupils will include a simple narrative of the purpose of the Independent Person, the rules on confidentiality, and their contact details.

3.2 Staff

All boarding staff will receive training on the Independent Person and encouraged to remind pupils that they available for pupils to contact.