

## Independent Person Policy

Scope:	Whole School (Including Boarding)
Release date:	September 2021
Review date:	September 2022
Author:	Senior Deputy Head – Senior School
Reviewer:	International Director
Approval body:	

### Linked Documents

This Policy should be read in conjunction with the:

- Safeguarding Policy (A6)
- Medical Policy

### Availability

This policy may be viewed on the School website, and a printed copy is available upon request from the School Office/Pupil Services Team.

## Outline of Need

Wisbech Grammar School believes that the pastoral systems we have put in place provide equal opportunities to our pupils through a supportive and empathetic environment in which each individual should feel valued and free to develop their own personality and potential while discovering how to be a positive and contributing member of society. We aim to ensure that our community is one in which harassment, discrimination or any form of peer on peer abuse is not tolerated. Each pupil knows that any member of staff is available for advice and support including the Senior Deputy Head, Head of Boarding, the wider boarding team and any member of the teaching staff. All are made aware that the School Nurse and counsellor are available to be seen to discuss any problems they are having and that information will only be passed on if there is a safeguarding concern. We place great emphasis on Pastoral Care and feel that the systems in place effectively support our pupils with their wellbeing and mental health

We also recognise that there may be occasions when a pupil wishes to speak with someone who is not part of the School staff, the board of directors or the advisory committee. The National Minimum Standards for Boarding Schools (April 2015) states that a school must: "identify at least one person other than a parent, outside the staff, and those responsible for the leadership and governance of the school, who boarders may contact directly about personal problems or concerns at school".

Wisbech Grammar School independent person is:

Jeijing Hao  
Guardian – Access Education UK  
309 Signals Drive,  
Coventry,  
CV3 1PA.  
Mobile: 07760655888.  
Email: [jhao@access-edu.co.uk](mailto:jhao@access-edu.co.uk)

These contact details are displayed on House noticeboard alongside those of the Children's Commissioner and Childline.

## The Role of the Independent Person

The Independent Person will act as a confidential and supportive adult to boarders in the House who wish to discuss concerns or worries. In a similar way to any member of staff, including the School Counsellor, School Nurse and Pastoral Staff, confidentiality cannot be maintained in a case where there is concern for the welfare or safety of the boarders (or others) as a consequence of any discussion with the Independent Person. The Independent Person should inform the Designated Safeguarding Lead (Senior Deputy Head), or, in specific situations as detailed in the Safeguarding and Child Protection Policy, the Cambridgeshire Multi Agency Safeguarding Hub

Other than as set out above, there is no requirement for the Independent Person to report to the School any of the conversations they have with boarders.

The Independent Person, with explicit agreement from/at the request of a boarder, may contact the School to share specific details or raise particular concerns.

At their discretion, the Independent Person can report to the relevant Resident Tutor, Head of Boarding, Senior Deputy Head or Headmaster generic information such as the number of calls they receive and any particular themes that arise in conversations.

The Independent Person will visit the House on occasion (at least termly), have lunch/supper with the boarders and staff and familiarise themselves with the House on an informal basis.

There will be no expectation that the Independent Listener make themselves available in person for face-face meetings with the boarders

### **Appointment of the Independent Person**

Currently the role is being fulfilled by a Guardian paid by the parents of the boarders:

- The School will ensure the Agency has fulfilled their safer recruitment policy
- The school will have in its possession a copy of the safer recruitment policy
- The school will ask for it to be confirmed that the Independent person has a valid Enhanced DBS Certificate
- The school will have a copy of the agency's safeguarding policy
- The School will ensure that the Independent Person has been safeguarding trained in their setting
- The School will keep in contact with the agency's safeguarding lead to discuss procedures and share policies
- The School will make clear to the Independent Person the rules on confidentiality – especially their duty to breach confidentiality if informed of a safeguarding risk to boarders (or others).
- The School will ensure that, alongside their understanding of the supportive pastoral structures in place within the School, boarders are aware of the role of Independent Person including the rules on confidentiality.
- The school will ensure that the independent Person can remain objective in the face of pupil disclosures and that at all times they will act in the best interest of the child.