

QUALITY ASSURANCE DOCUMENT QA 72 – CAUSE FOR CONCERN PROCEDURE

Introduction

The Cause for Concern Procedure is formed to provide clear guidance on appropriate actions if a member of staff is concerned about the wellbeing or behaviour of a student. Where concerns arise around the impact on a student’s academic engagement due to health, wellbeing, conduct, safety or vulnerability issues, the Cause for Concern Procedure should be implemented. Where concerns relate to achievement, attendance, falling grades or academic misconduct, the issue should be referred to other relevant policies and procedures.

The University has a legal duty to provide a safe environment and to minimise the exposure of staff and students to acts of violence and terrorism. A key element of the Prevent strategy is to encourage institutions and sectors, including higher education (HE), to address risks of radicalisation. The Counter-Terrorism and Security Act 2015 (the Act) introduced a package of measures aimed at countering the risk of terrorism and radicalisation and to have ‘due regard to the need to prevent people from being drawn into terrorism’. The Cause for Concern Procedure provides a route of raising a Prevent related concern.

Procedure

There are three stages to Cause for Concern Procedure, which acts as a triage to signpost to the most relevant Policy within the University.

Stage 1 – Define the concern and urgency

If a concern is raised about the actions or behaviour of a student, referral process is determined by the nature of the concern (wellbeing, conduct, or safety). The member of staff should make a note of the concern and proceed to Stage 2 of the procedure.

If the situation is urgent, staff should contact:

Blended Learning Study Centres	
First Aid	Designated First Aider
Security	Head of Centre Operations
Critical Emergency	External Emergency Services (999)

If a member of staff is unsure about who to contact, they should contact the Safeguarding Officer:

Distance Learning
Distance Learning Student Support Manager

Stage 2 – Referral and Decision Process

For concerns that relate to health or wellbeing, the staff member should seek advice from one of the following:

Name	Job Title	Extension	Email
Debbie Groom	Head of Centre Operations	436	dgroom@arden.ac.uk
Carly Foster	Head of Student Success	TBC	TBC
Suzanne Mitchell	Director of Student Experience	356	smitchell@arden.ac.uk

The named contact will gather information, brief senior staff and take the decision to proceed to stage 3 and to follow either the:

- Fitness to Study Policy;
- Student Disciplinary Procedure;
- Or decide that no further action is required.

If the concern relates to non-academic misconduct the following members of staff should be contacted:

Name	Job Title	Extension	Email
Debbie Groom	Head of Centre Operations (Manchester and Birmingham)	436	dgroom@arden.ac.uk
James McConville	Head of Centre Operations (Tower Hill and Ealing)	328	JMcConville@arden.ac.uk
Simon Garbutt	Head of Centre Operations (Holborn)	349	sgarbutt@arden.ac.uk
Suzanne Mitchell	Director of Student Experience	356	smitchell@arden.ac.uk

The named contact will investigate the incident which led to the concern, brief senior staff and take the decision to proceed to stage 3 and follow either the:

- Student Disciplinary Procedure;
- Fitness to Study Policy;
- Or decide that no further action is required.

If the concern relates to safeguarding the staff member should contact one of the following safeguarding officers for advice:

Named Officer	Role	Extension	E-mail
Kim Roddis Helen Duff	DL Safeguarding Officers	206 323	kroddis@arden.ac.uk hduff@arden.ac.uk
Ravi Bakshi	Ealing Safeguarding Officer	404	rbakshi@arden.ac.uk
Debbie Groom	Holborn Safeguarding Officers	436	dgroom@arden.ac.uk

Keisha Gayle	Tower Hill Safeguarding Officers	420	kgayle@arden.ac.uk
Tony Nkhoma		417	tnkhoma@arden.ac.uk
Candise Phillips-Lamonth	Birmingham Safeguarding Officer	427	cplamonth@arden.ac.uk
Debbie Groom	Manchester Safeguarding Officer	436	dgroom@arden.ac.uk

The Safeguarding Officer will make an assessment, brief senior staff, and take the decision to proceed to Stage 3, Safeguarding Procedure, or take no further action.

If the concern relates to the **Prevent Duty** the staff member should contact one of the following safeguarding officers for advice:

Named Officer	Job Title	Extension	Email
Steve Clayton	Registrar	364	sclayton@arden.ac.uk

The named officer will gather information prior to external referral at stage 3 through the Safeguarding Policy/Procedure.

Stage 3

If the concern relates to health, wellbeing or non-academic misconduct then stage 3 of the Cause for Concern Procedure is the Fitness to Study Policy, or the Student Disciplinary Procedure as determined at stage 2. If the concern relates to safeguarding, the Safeguarding Policy/Procedure may be followed.

If the concern relates to Prevent, the procedure will require external referral to either: the Local Authority Prevent Coordinator; or the Department of Business, innovation and Skills FE/HE Prevent Coordinator who will decide whether or not to forward the concern to Prevent Case Management.

Each University Policy has an appeal option and a return to study option.