



Inspire
Education Group

ANNUAL SAFEGUARDING REPORT

*Be Bold, Be Brave,
Be Exceptional*

o 2024 - 2025



Annual Safeguarding Report 2024/25

1 Introduction

At Inspire Education Group (IEG), our unwavering commitment to safeguarding is demonstrated through robust and effective arrangements that prioritise the safety and wellbeing of our entire community. IEG fosters an open culture where safeguarding is everyone's responsibility. Our dedicated Safeguarding and Prevent Committee, chaired by the Vice Principal for Student and Staff Experience provides strategic oversight ensuring comprehensive Risk Assessments and Action Plans are regularly monitored by the committee. This structure is further reinforced by a Designated Safeguarding Lead (DSL) at each college, with the Assistant Principal for Student Experience and Support at Peterborough College serving as the Strategic Group lead. They are supported by a Deputy DSL and additional deputies at each site, who manage day-to-day aspects of Safeguarding incidents and promotion of positive wellbeing of learners and apprentices.

Governance is robust, with a dedicated link governor for Safeguarding and Prevent. Highly effective partnerships between the Day Duty Principal, on-site safety team and multi-agency partners significantly enhances our collective safeguarding efforts. Staff awareness of safeguarding remains high, with 89.4% of staff agreeing that our current arrangements are effective, (Staff Survey March 2025), with responsive action taken to understand feedback from staff on how IEG can continue to improve arrangements.

This strong culture was externally recognised and reinforced in December 2024 by Tammy Banks, Chair of Children's Services and Director of Tays Training, who visited Peterborough College to receive an award for her outstanding contributions to society. Tammy praised the college as *'light, open, friendly and full of safeguarding posters, guidance, inspiring comments, anti-racism statements and neurodiversity-friendly touches'* highlighting its inclusive language and welcoming environment from the wellbeing centre to the corridors.

2 Policy Updates

Our comprehensive Safeguarding for All Policy aligns with the latest legislation, including Keeping Children Safe in Education (KCSiE) 2025, local safeguarding board recommendations, and government guidelines. In addition, it is a requirement for UCP to have some distinct policies and processes to ensure compliance with both the Office for Students (OfS) conditions and also the Higher Education Act 2023.



3a Staff Training

All new staff, governors and volunteers are required to complete online safeguarding training. This is refreshed every three years with annual online updates that align with KCSiE requirements. Managers and the Executive team monitor compliance with this mandatory training.

Additionally, our staff induction includes sessions on key regional and national safeguarding themes, understanding low-level concerns and allegations and topical face-to-face training during staff development days.

A termly **IEG Safeguarding newsletter** is circulated to keep staff informed of national updates, local concerns and key priorities, ensuring they have the necessary knowledge and skills to safeguard themselves and our students.

Safeguarding team members continue to receive ongoing professional development (CPD). This training aligns with key risk categories identified by local safeguarding and education teams.

To further support our whole-college approach to Safeguarding and student wellbeing:

- **Mental Health First Aid** training, led by our Mental Health and Wellbeing Lead, is available to all staff. Currently there are 112 **trained Mental Health First Aiders** across the Group (an increase of 26% from 2023/24).
- Key members of our Safeguarding and Engagement Team have completed **training in restorative practices** with the Peterborough Virtual School.
- New **staff drop-in sessions implemented by college safeguarding leads**, provide support, supervision and a debriefing opportunity for cross-college staff on student safeguarding concerns.
- In July 2025, over 120 student-facing support staff received **trauma-informed training** delivered by Tammy Banks as part of IEG's focus on becoming a whole Trauma informed organisation.

3b Staff Allegations and Low-Level Concerns

At each site, the Designated Safeguarding Lead (DSL) collaborates with the Group Director of People Services to manage and oversee staff safeguarding concerns. This joint effort ensures that all allegations are thoroughly investigated, documented and reviewed to identify areas for improvement.

The Local Authority Designated Officer (LADO) manages serious cases where staff allegations meet a specific threshold, including concerns about harm to a child, criminal offences or general unsuitability for working with children.



In the 2024/25 period, the LADO managed three official allegations. In addition, two separate cases involved intelligence shared about staff members across the group. It's important to note that all five of these incidents related to activities outside the workplace. These cases required ongoing staff monitoring and support.

Overall, the number of referrals and concerns remained consistent with the previous year, with a minor decrease in the number of shared intelligence cases.

Table 1. Incidents and Investigations of Staff Allegations and Low-Level Concerns: 2023/24 compared to 2024/25

Staff Allegations and Concerns			
2023/24	LADO Referral	LADO Intelligence	Low Level Concerns
IEG Total	2	4	11
2024/25	LADO Referral	LADO Intelligence	Low Level Concern
IEG Total	3	2	6
Peterborough	1	2	4
Stamford	2	0	2
UCP	0	0	0

4 Strategic Partnerships

4a. Attendance at Local and Regional Safeguarding Forums

In the 2024/25 academic year, significant changes have occurred in our engagement with local and regional safeguarding bodies, primarily due to the separation of the Peterborough and Cambridgeshire Safeguarding Boards. This has led to a targeted focus on new and refocused multi-agency groups.

Channel Panel: The Designated Safeguarding Lead (DSL) attends the Channel Panel as required, based on live case referrals and the presence of students at risk.

Risk Outside The Home (ROTH) Group: We have representation on the newly reformed ROTH group (the Multi-Agency Child Exploitation is now at a strategic level in the authority). Our presence provides key insight and collaboration with local agencies, including the Local Authority Exploitation team, Safer Schools and other local partners.

Prevent Network: We continue to be represented at the Home Office's Clear, Hold, Build Alliance Group and the Eastern and East Midlands Prevent Network Committees.



Education Sub-Groups: We maintain representation on the combined Cambridgeshire and Peterborough Children and Adults Board and the Peterborough Education Sub-Group. Additionally, we have secured representation at Lincolnshire Education Safeguarding network meetings, thereby expanding our regional reach.

4b. Community and Local Authority Collaboration

Our strong relationships with external providers are vital to early intervention efforts and the ability to support a wide range of students. We maintain robust links with over 50 local stakeholders and charities, including Cambridgeshire Rape Crisis, Lincolnshire Domestic Abuse Support, iCASH (sexual health) and PEDS (Peterborough Eating Disorder Support). We continue to strengthen our relationships with key local authorities, including the Early Help team, the Multi-Agency Safeguarding Hub (MASH) and Virtual Schools. These collaborations are crucial for providing specialised support to vulnerable young people, such as Children in Care and Care Leavers, asylum-seeking migrant children and those facing homelessness, poverty and other challenges.

This multi-faceted approach ensures we remain fully informed about current legislation, national and local trends and best practices.

5 IEG Partners

Collaboration with Partners is a key part of our safeguarding approach. We maintain strong relationships with our partners, ensuring a unified and effective response to all safeguarding concerns.

We hold regular meetings for all Designated Safeguarding Leads (DSLs) from our partner organisations. These meetings are a forum for sharing best practices, providing updates on new regulations and setting clear expectations for safeguarding arrangements. Safeguarding cases and arrangements are also reviewed by the DSL in the termly Curriculum Performance Reviews (CPRs).

To further support this collaboration, a dedicated mailing list is in place for all DSLs. This list allows us to quickly share important updates and briefings that we receive from our various multi-agency links, keeping everyone informed in real-time.

Partners have not reported a combined increase in safeguarding concerns compared to the previous year. Specifically, there was only a **nominal increase** for ESPA and GLADCA.

Table 2. Reported Safeguarding Concerns by Partners 2024/25

Partners				
2024/25	Aspire	ESPA	Gladca	Inspire+
No. of Safeguarding Cases	1	6	3	1



6 Student Safety and Engagement

The voices of our learners and apprentices are consistently heard and they are well informed about the comprehensive safeguarding support available to them. Sessions on how to stay safe and when to seek help and report a concern are seamlessly embedded within the curriculum. Student surveys throughout the year indicate high levels of safety and awareness among our students:

- 96% of students reported feeling safe on campus
- 94% of students felt they were not treated differently due to their identity
- 89% of students know how to report personal or peer welfare and safeguarding concerns.

6a. Personal Development and Awareness Initiatives

At the start of the academic year, we engaged Jumped Up Theatre's "Justice in Motion" to deliver a powerful and accessible performance on child exploitation and County Lines. The show was delivered to over 800 fully engaged students, with its visual format being particularly effective for our ESOL students. Following the performance, local artists led creative workshops, which provided students with a vital outlet to process and reflect on the show's crucial themes

There continues to be a robust Personal Development programme led by Student Mentors that covers mandatory topics such as Safeguarding, Prevent, British Values and Equality, Diversity, and Inclusion.

To enhance this, an established guest speaker programme delivers powerful presentations on critical issues, including:

- Youth violence, knife, and gang crime
- Road safety
- Drugs and County Lines
- Healthy relationships

Student engagement with these notable speakers has been excellent throughout 2024/25. A summary of feedback includes:

Peterborough College
4 February

Today at Peterborough College, students had the powerful opportunity to hear from Alison Cope, who delivered four impactful talks on the dangers of knife crime. ... [See more](#)



Alison Cope's presentation on knife crime was highly emotional and impactful. Students found her personal story about her son to be heartbreaking and powerful. Her talk effectively raised awareness about the serious dangers of knife crime and social media, with students reporting a new understanding of how quickly online comments can lead to real-world violence.



The Amy Winehouse Foundation's presentation focused on addiction and its effects on wellbeing. Students learned that many people share similar struggles and that it's important not to judge others. The talk encouraged empathy and provided information on the serious and addictive nature of drug use, particularly for those struggling with personal issues.

6b Mental Health and Wellbeing for Students

Mental Health Support: Aligned with National and Local Trends

National Context

The mental health and wellbeing of students in further education colleges remains a complex and challenging issue, influenced by a myriad of personal, societal and political factors. The [2025 AoC Mental Health report](#) evidenced that colleges are meeting the sustained high demand on services with compassion, innovation and community focus, but critically, they cannot undertake this challenge in isolation. Colleges are navigating overwhelmed health and education systems, fostering their own partnerships with students, families and services to co-create much needed policies and provision.

For students aged 16 to 18, 81% of colleges reported either a slight or significant increase in disclosed mental health issues. The survey has again shed light on some personal and societal influences shaping student mental health. Home circumstances remain a significant factor reported by 83% of respondents, but this year's headline influence is difficulty with relationships/maturity, with 84% of colleges citing this as having a negative impact on students' mental health.

IEG Context

The significant increase at IEG in student mental health concerns (a 42% rise), with 702 students receiving support, directly reflects a growing national challenge. This is not a localised issue but a nationwide trend. The remarkable 200% increase in support meetings, totalling 1,781, demonstrates our robust response to this need. The primary issues identified (anxiety, stress, depression and self-harm) are consistent with those seen across the UK.

While a recent Cambridgeshire County Council survey showed a slight decrease in overall mental health struggles, it highlighted that younger people remain significantly more likely to report issues. This validates the vital role of educational settings in providing support. The push to embed the NHS Mental Health Support Teams (MHSTs) into local schools and colleges aligns directly with our strategy to work in close partnership with these services.



Table 3. Reported number of Students with Mental Health Concerns 3-year comparison:

Students Requiring Support for Mental Health			
	2023/24	2024/25	2024/25
IEG Total	496	666	706
Peterborough	304	338	355
Stamford	189	320	343
UCP	3	8	8

6c. Local and National Collaboration

The Group is actively involved in both national and local strategic bodies, including the Peterborough and Cambridge Children and Young People Mental Health and Wellbeing Board, the AoC Mental Health Advisory Group and the AoC Regional Mental Health Communities of Practice Groups. This participation allows us to stay informed on the latest approaches and navigate the challenges of service availability in our local area.

Our strong connections with key services like the MHSTs, CAMHS and Kooth are crucial for effective referrals and staff training. These partnerships, including with groups like the YMCA Trinity Group and Stamford MindSpace, ensure our students have the best chance of access to the challenging landscape of external support.

7 Mental Health Support

7a. Targeted Initiatives:

In addition to offering students free breakfast, stress and resilience workshops, wellness drop-ins, and dedicated male and female support groups, the Group also implemented several new, tailored initiatives during the 2024/25 academic year to further support student mental health and wellbeing. For 2024/25, these included:

- **Boxing Futures Programme:** At our Stamford campus, the Boxing Futures programme provides male students with a 24-week course. Each weekly, two-hour session combines a boxercise class with a dedicated mental health support group.
- **Talking Therapies:** To support the broader college community, Talking Therapies facilitates monthly drop-in sessions for both staff and students, providing a consistent space for support.
- **Men's Mental Health Group:** As part of our Gender Special Interest Group, we established a monthly Men's Mental Health Group for students. The initiative has received positive feedback, highlighting its value as a safe and supportive space.
- **Physical Activities:** We continue to promote positive mental health through physical activities, with sessions regularly included in our weekly student schedule.



- **Substance Abuse Support:** We continue to collaborate with external services to support students with substance abuse issues. These key partnerships include Horizon and Change Grow Live.

7b. ESOL Student Mental Health Project

Peterborough is using Virtual Schools funding to commission the YMCA to deliver a three-phased mental health and wellbeing program. The program includes initial assessment, tailored support (covering language, culture and emotional needs), and the creation of a comprehensive workshop. Insights gathered will inform the final workshop, which will be licensed for year-long, in-house delivery. The ultimate goal is to empower participants to become peer facilitators.

7c. Spectrum Life

In September 2024 we successfully rolled out group-wide access to Spectrum Life, a digital platform for all students. This platform was chosen for its ability to provide 24/7 real-time support and a digital wellbeing app, offering a holistic approach to our mental health strategy. Since its implementation, the platform has achieved 2,779 sign-ups whilst offering an accessible and inclusive support to mental health and wellbeing.

The National Student Survey (NSS) for 2024/25 reported a 75.4% satisfaction rating for UCP's wellbeing and mental health services. While this represents a 0.2% improvement from the previous year, it remains 6.9% below the national benchmark, indicating an ongoing area of focus within our NSS Quality Improvement Plan. The introduction of Spectrum Life has been met with positive feedback from both staff and students, proving to be an invaluable 24/7 online system for supporting our higher education students with a comprehensive range of mental health, wellbeing and support resources.

7d. Counselling Services

Due to our investment in the Spectrum Life platform, early intervention and other strengthened initiatives, the use of external counselling services continues to decrease significantly. Following a 47% reduction in 2023/24, we saw a further 49% year-on-year decrease in 2024/25. This reduction is complimented by increased access to trainee counselling provisions, ensuring that we can still provide essential support to those students who are most in need.

Table 4. Primary Reasons for Counselling Referrals:

2024/25 Counselling Reasons	
Stamford	Peterborough
Anxiety/Depression	Anxiety/Depression
Suicidal Thoughts	Suicidal Thoughts
Family	Suicide attempts
Self Esteem	Self-harm
Attachment	Bereavement



8 Significant Mental Health Support and Crisis Intervention 2024/25

The analysis of student wellbeing data reveals a significant and concerning rise in mental health incidents over the past year. Across the group, there has been a 94% increase in suicide attempts, a 128% rise in reported suicidal thoughts and ideation and a 209% increase in self-harm incidents. These trends are particularly pronounced at the Stamford site. Additionally, such concerns and incidents occurring off-site have dramatically increased by 211% group-wide, with a more significant increase for Peterborough students compared to 2023/24.

Table 5. Number of Suicides and Concerns for 2024/25

Suicide and Concerns					
	Suicide Attempt	Suicide / Death	Suicidal thoughts / ideation	Incident Offsite	Self harm
IEG Total	35	1	105	53	96
Peterborough	14	1	39	32	59
Stamford	20	0	63	19	34
APPS PBO	1	0	0	1	1
APPS SMD	0	0	0	0	0
UCP	0	0	3	1	2

Data from sources like the NHS and parliamentary research indicate a rising prevalence of mental health issues, self-harm, and suicidal thoughts, particularly in the 17-19 age group. While national data often shows a steady, but less dramatic, increase year-on-year, IEG figures for self-harm and suicidal ideation are markedly higher, especially at the Stamford site. The 211% increase in off-site incidents also aligns with a growing concern about young people's mental health outside of structured college environments.

The AoC Mental Health survey 2024/25 found a widespread increase in both suicidal ideation and attempts among college students. The AoC survey also links this crisis to factors like the cost-of-living crisis and social media, which are likely contributing to the pressures our students face. The graphs below show the significant change in the proportion of students at college demonstrating suicide ideation and attempting suicide, by age group, over the past 12 months. This sector picture is reflective of the student cohort presenting across IEG:

Table 6: Change in the proportion of students at the college demonstrating suicide ideation, by age group, over the past 12 months (AoC Survey 2025)

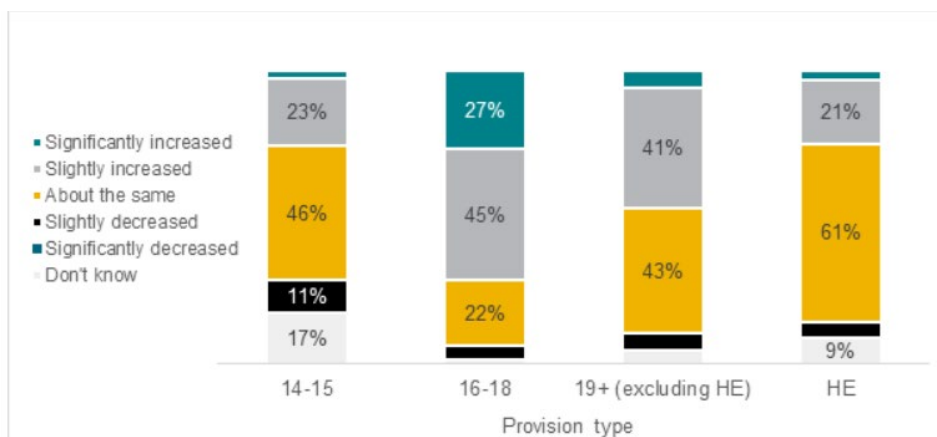
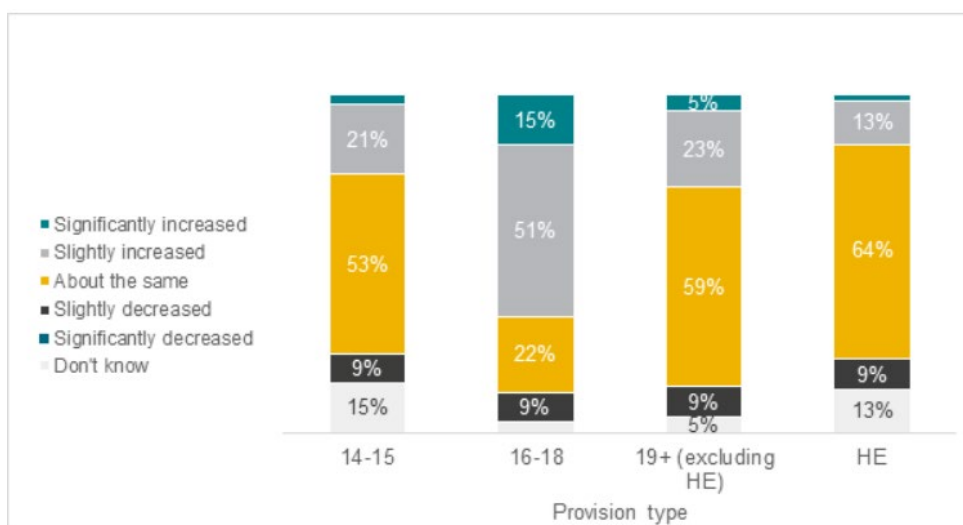


Table 7: Change in the proportion of students at your college attempting suicide, by age group, over the past 12 months (AoC Survey 2025)



9 Sexual Harassment, Violence and Misogyny

From January to March 2025, IEG actively collaborated with key partners to combat misogyny in the education sector. These efforts began with a Department for Education (DfE) roundtable in January, where we worked with the Women's Leadership Network and Ofsted to strategically recognise misogyny.

In March, we were a key contributor at a follow-up event with other colleges, the DfE and Women's Leadership focusing on identifying challenges and developing best practices.

To share our expertise, we also delivered a training workshop at the Association of Colleges EDI Conference in March, titled "Building a Culture of Equality" to develop effective practices against misogyny.

To enhance student support and awareness, the Student Wellbeing teams maintain ongoing collaboration with key local specialist agencies. This network includes the Stay Safe Partnership, Police Coordinators, and organisations focusing



on specific issues such as Violence Against Women and Girls (VAWG), Domestic Abuse, Sexual Violence and Rape Crisis.

A new addition to the National Student Survey (NSS) in 24/25 has been a series of questions relating to how an institution 'protects' students from sexual harassment. To raise awareness about the support available to HE students a series of tutorials were delivered in February and March 2025. Materials are also available on our VLE and IEG services and external charities are also available to our HE students. The results have recently been released (October 2025) and an area for development is that UCP continues to signpost support for students.

9a. Targeted Initiatives:

Our initiatives focused on a multi-pronged approach to combat misogyny and promote a culture of respect. These included:

- **Raising Awareness:** In November 2024, recognising White Ribbon Day, the Rape Crisis Team and Safer Schools Police set up interactive stands for students to promote the ending of violence against women and girls.
- **Student-Led Research:** Peer research projects were conducted across the student bodies to understand the student experience regarding gender stereotyping and misogyny.
- **Positive Relationship Training:** Split Banana provided training and support for students, Student Wellbeing Services and Student Mentors, focusing on promoting positive relationships, minds, and bodies.
- **Campaigns and Reporting:** Implementation of the 'We Will Listen' campaign, which provides anonymous reporting for sexual harassment and violence concerns. Launch of the 'It's Not Banter' campaign to address unacceptable discriminatory behaviour and harassment alongside. Have Your Say Weeks to capture student feedback and voices.

As a direct result of this proactive, ongoing work, 91% of students reported that they have not seen, heard, or experienced sexual harassment during their time at the college.

Table 8. Reported Sexual Harassment and Violence Cases for 2024/25

Sexual Harassment and Violence cases				
	Sexual Harassment	Sexual Violence	Harmful Sexualised Behaviour	Peer on Peer Abuse cases
IEG Total	39	71	16	54
Peterborough	29	49	12	36
Stamford	9	21	3	18
APPS PBO	1	0	0	0
APPS SMD	0	0	0	0
Cross college	0	1	1	0

There has been a concerning shift in the types of incidents reported by students. While there has been a 49% decrease in sexual harassment reports and a 10%



decline in sexual violence cases, this does not indicate a reduction in all harmful behaviours. In contrast, there has been a significant rise in other forms of abuse.

Harmful sexualised behaviour has seen a 100% increase, and peer-on-peer abuse has increased by 42%. This highlights a growing problem of harmful conduct between students and reflects a national pattern recognised in a 2025 survey by the Office for Students (OfS) and a report from Manchester Metropolitan University, where such categories are reflecting border, often repeated, harmful conduct between young people.

In terms of the nature of the incidents, sexualised comments are a growing concern across the group, accounting for 35% of all sexual harassment cases. At the Peterborough campus, 54% of incidents involved physical gestures and behaviours. Regarding sexual violence, the breakdown is consistent with previous years, with 57% of cases involving sexual assault and 35% involving rape.

Across the group, students involved in incidents were predominantly female (59.5% on average) and aged 16-18. While students were mainly White British, Peterborough had a higher percentage at 64% versus Stamford's 51%. Likewise, 21% of students involved at Stamford were from the LGBTQ+ community, compared to 13% at Peterborough.

Stamford experienced a higher rate of police involvement (50%) and off-site reports (78%) than Peterborough (33% and 55%, respectively). The percentage of students with learning disabilities or difficulties was significantly higher at Peterborough (66%) than at Stamford (31%). Police data for Peterborough and Stamford align, showing that violence and sexual offences are the most common crimes in the region. In Peterborough, this crime category has had a 4.2% increase from the previous year.

10 Summary of Student Safeguarding Activity 2024/25

Despite a slight annual increase in unique student safeguarding numbers, the rising volume and complexity of cases, including those involving students with multiple concerns, are presenting a growing challenge.

Table 9. Student Safeguarding Cases and Student Number 2024/25

Safeguarding Student Cases			Safeguarding Student Numbers		
	2023/24	2024/25		2023/24	2024/25
IEG Total	591	690	IEG Total	467	554
Peterborough	429	474	Peterborough	332	384
Stamford	151	215	Stamford	124	169
UCP	11	1	UCP	11	1

Incoming safeguarding files from schools have surged by 58%, significantly impacting case management and requiring extensive cross-referencing and risk assessment. There has been a yearly increase in students with unspent criminal convictions. Peterborough recorded the highest number, with 38 students in



2024/25. A further 16 have been identified pre-enrolment for 2025/26, all requiring risk assessments with statutory agencies.

Table 10. Safeguarding Cases by Reason Description 2024/25

Safeguarding Cases						
	Child Criminal Exploitation	Child Sexual Exploitation	Cyberbullying/digital safety	Domestic Abuse/HBA/FGM / Forced marriage	Emotional Abuse/Neglect	Physical Assault
IEG Total	50	4	32	124	50	34
Peterborough	38	1	24	90	43	24
Stamford	11	3	8	32	7	10
UCP	1	0	0	2	0	0

Safeguarding case demographics at both colleges align with local and national trends reported by partner organisations and safeguarding boards. The most significant increase in case types since 2023/24 is Child Criminal Exploitation (CCE) at 51% and Domestic Abuse at 32%. This corresponds with the wider national picture, as CCE is the most commonly reported form of exploitation in the UK and domestic abuse remains a persistent and widespread issue, according to data from the National Police Chiefs' Council and the Office for National Statistics.

Vulnerable Students

Table 11. Number of Vulnerable Students enrolled by category in 2024/25

Vulnerable Learners Enrolments					
	Child in Care	Care Leavers	Transition out of Care	Asylum /Refugee	Young Carers
IEG Total	135	163	22	231	128
Peterborough	115	155	22	228	80
Stamford	20	7	0	1	46
Partners	1	1	0	2	2

Despite a slight 15% decrease in young carers, the rising national trend in separated migrant children and children in care is evident locally. Peterborough College saw a 13% increase in asylum seekers/refugees (though this rise has slowed), while care leavers increased by 6% and children in care rose minimally by 2%. The slight decrease in children in care has led to a corresponding decline in Personal Education Plans (PEPs) across the Group.

Table 12: Personal Education Plans for Children in Care over the last 3 years:



Personal Education Plans			
	2022/23	2023/24	2024/25
IEG Total	304	358	333
Peterborough	256	312	290
Stamford	48	46	43

Since the beginning of the year, key leaders have worked diligently to achieve the Regional Care Leaver Covenant Award. This award recognises the commitment and dedicated support provided to students who have been in the care system across the IEG. Additionally, the Care Leaver Friendly 'Tick' Award was re-accredited, acknowledging the support extended to young carers.

11 Concerns relating to Radicalisation, Extremism, Possession of Prohibited Items and Restorative Intervention 2024/25

Nationally, referrals for radicalisation and extremism have declined. The group has also seen a 57% decrease in student-reported concerns. The most recent Prevent quarterly update for the Eastern region confirms this trend, noting a decline in education-sector referrals. While the group has seen a decrease in Prevent cases, particularly in Peterborough for the 2024/25 period, there has been a marked increase in community referrals.

A Prevent referral was submitted for a student at the Stamford campus. The concerns stemmed from the student's expression of fascist tendencies and comments about using drones to bomb hospitals. The multi-agency panel reviewed the case. While it didn't meet the threshold for full intervention, we were advised to maintain close monitoring and re-refer if new concerns arose.

Table 13: Number of Channel Referrals and Restorative Intervention Sessions 2024/25

Radicalisation, Channel Referral & Restorative Intervention				
	Radicalisation/ Extremism	Channel	Substance Misuse	Restorative
IEG Total	7	1	32	20
Peterborough	4	1	11	15
Stamford	3	0	21	5

Table 14: Student Searches 3-Year Comparison

Student Searches			
	2022/23	2023/24	2024/25
IEG Total	47	95	62
Peterborough	23	24	44
Stamford	24	71	18



The number of students presenting with substance misuse concerns has increased by 33% across the group. The main reason for student searches is for the possession of drugs or associated paraphernalia.

The Group's Positive Behaviour Policy firmly places a restorative practice approach at its core. When a student is found to be under the influence or in possession of drugs, they receive restorative support sessions led by key staff members, in addition to being signposted to relevant external agencies. The promising results of these interventions show that 80% of students who received these sessions as a condition of a formal disciplinary action had minimal or no further incidents and successfully completed their course.

12 Fastvue - Online Filtering and Monitoring

Table 15. Fastvue Monitoring Data of Student Activity 2024/25:

Fastvue		
	No. Alerts	No. Requiring Action
IEG Total	781	64
Peterborough	631	52
Stamford	150	12

To ensure statutory compliance and safeguard our students, essential filtering and monitoring software is on all college devices. In addition to website restrictions, the software monitors online activity using Fastvue-updated keywords and phrases. The system alerts campus Safeguarding teams to searches concerning self-harm, suicide, extremism, or radicalisation, ensuring all alerts are triaged and investigated. In 2024/25, there was a 74% decrease in alerts. Of the 64 cases investigated, none were found to pose a risk.

14: Staff Mental Health and Wellbeing

The 2024-2025 an updated Mental Health & Wellbeing Charter was published, fully underpinned by a new, overarching strategy. This commitment was formally reinforced by the re-signing of the Association of Colleges (AoC) Mental Health Charter, ensuring the institution's policies remain fit for purpose and aligned with sector best practice.



Key Initiatives

During 2024-25 the Mental Health and Wellbeing Committee continued to provide strategic direction to the College around Student and Staff Mental Health and Wellbeing activities.

Key initiatives implemented include:

- Leadership and Ethos:** IEG was proud to feature in *The Telegraph*. The article highlighted how IEG was putting people at the heart of our Strategy from targeted wellbeing support to inclusive leadership creating a culture where staff feel valued, supported and heard. Furthermore, IEG's commitment to inclusive policy was underscored by the renewal of its status as an Endometriosis Friendly Employer in April 2025.
- Targeted Training and Support:** The provision of YMCA Mental Health Awareness Training was part of the leadership programme. The successful re-launch of the Mental Health Champions coordinated by IEG's Multi Faith Chaplain provided valuable listening support and signposting for staff.
- Cultural Development:** IEG actively cultivated a positive support culture through a programme of free staff activities (including Badminton, Yoga, and 5-A-Side Football sessions), introduced a new Men's Health Club, and a continued pop-up cafe programme including Women's Health and Time to Talk tea and chat sessions.
- IEG's Annual Wellbeing Wednesday** was a resounding success, featuring 57 diverse activities both on and off-site, including clay pigeon shooting, axe throwing, escape rooms, sound baths, flower arranging, Burghley House tours, paddleboarding, Glo Golf, VR darts and Lush bath bomb making. Engagement was high with 777 activity signups.
- Accessible Benefits:** In September 2024 IEG launched the Vivup platform, which provides staff benefits and lifestyle savings, achieving 500 employee sign-ups. The Inspire wellbeing page was also consistently used to provide regular, targeted signposting to essential external resources and webinars.

Impact

This structured approach has supported IEG to achieve measurable outcomes, affirming the positive impact on staff engagement and perception:





- The Staff Survey (March 2025) indicated that 77% of staff affirmed that IEG is committed to investing positively in their wellbeing and 86% of staff report that their line manager is considerate of their workload and wellbeing.
- Staff participation in the 'Good for me Good for FE' community initiative was excellent, resulting in 561 volunteering hours logged and the successful generation of £15,000 for charitable causes.

13 Priorities for 2025/26

In addition to maintaining robust policies, staff development, and statutory compliance, IEG upholds rigorous attention to effective procedures and best practices.

Our investment in additional roles at each site for 2024/25 has supported the increased complexity of case management. We also recruited a Senior Safeguarding Lead to provide supervision for the expanding team and deputies across the wider Peterborough sites.

The Safeguarding team and key leads continuously monitor data, outcomes, and the student experience from a safeguarding and Prevent perspective. This information informs our Safeguarding Action Plans and progress updates on annual priorities.

This work is reported and reviewed by the IEG Safeguarding and Prevent Committee, with termly link reports shared with governors, ensuring a safe and secure environment for all staff and students.

Key priorities for the Safeguarding and Prevent Committee for 2025/26:

1. **Mental Health Charter:** Fully implement the new AoC framework and IEG Charter ensuring continuous alignment with sector best practice and evidence of impact against the standards.
2. **Spectrum Life:** Further improve student engagement and utilisation of the Spectrum Life digital app to support a proactive and preventative approach to positive wellbeing.
3. **New Ofsted EIF:** Use the new Ofsted EIF to support self-evaluation and continuous improvement, including the implementation of new vulnerable student categories in line with the Ofsted framework. This includes tracking and supporting students previously known to social care, those with a Special Guardianship Order (SGO), Child Arrangement Order (CAO) or who have been adopted.
4. **AI Policy:** Review risk management, policy and procedures for the use of Generative AI from a safeguarding perspective, following updated guidance from the Department for Education to ensure safe and responsible use by all staff and students.
5. **Martyn's Law:** Ensure IEG is fully compliant with Martyn's Law and that all new lockdown procedures are thoroughly implemented.