



Bosworth
Independent
School

Risk Assessment for Managing Students Over the Age of 18 Studying in Schools Alongside Students Under the Age of 18.

Introduction

Bosworth Independent School currently has approximately 150 students in the Sixth Form. Students follow a range of programmes of study, including Pre A Level, A Level and University Foundation Programme. Most will become adults during the course of their studies. The school recognises that when students become legal 'adults', and particularly when they are no longer of school age (i.e. age 18), there is a risk that this may affect their behaviour in school or impact their relationships with younger students or with staff. This risk assessment therefore seeks to identify those risks and set out the control measures in place to reduce the impact to a minimum.

General Safeguarding Information

The School has a Designated Safeguarding Lead (DSL) who is a Senior member of staff with overall responsibility for the safeguarding of children, as well as a number of Deputy Designated Safeguarding Leads (DDSLs)]. The DSL and Deputy DDSLs have Level 3 Safeguarding training every two years and their regular attendance at safeguarding training sessions, as well as in-school Safeguarding meetings run by the DSL, help to ensure up to date knowledge and understanding.

Although the legal safeguarding framework applies to 'children' up to the age of 18, school staff are instructed to report concerns about any pupil to the DSL in the same way, including adult pupils aged over 18. Support to adult pupils would be provided by the school, as it is for younger pupils, even if external agencies may not accept a referral for pupils over 18. It is considered helpful if all students at school, irrespective of their age, should be treated as and thought of by staff as 'children'.

All staff must read Part 1 (inc. Annex) of *Keeping Children Safe in Education* at least annually and should be confident that they are able to seek advice and report concerns if the need arises.

Any pupil of any age who is at serious risk of harm, where additional control measures are required, will have an individual risk assessment.

Risk Assessment

The following risk assessment will be reviewed by the DSL at least annually:

Risk	Who may be harmed	Control Measures	Residual Risk (H/M/L)	Further action required? (inc. details)
<p>Behaviour Policy (pupils) is inadequate</p> <ul style="list-style-type: none"> - Risk that the behaviour policy/student code of conduct does not apply, or is not understood to apply, to adult pupils. 	All pupils	<ul style="list-style-type: none"> ● Behaviour Policy is clear that it applies to the behaviour of all pupils of any age, and specifically including adult pupils. ● Behaviour Policy states that the school's rules and expectations for behaviour will apply regardless of whether a behaviour is legally permissible by virtue of a pupil's age (e.g. use of alcohol by those over 18 or cigarettes by those over 16). ● Sixth form students are reminded during the Induction process that school rules continue to apply to them regardless of age or whether they are legally adults and this is reiterated at the start of each year. ● All students, regardless of age, read and sign the school Code of Conduct to demonstrate their understanding. This document is held on student file. 		
<p>Staff Code of Conduct is inadequate</p> <ul style="list-style-type: none"> - Risk that guidance regarding appropriate interaction with pupils does not, or is not understood to, apply to 	Adult pupils and Staff	<ul style="list-style-type: none"> ● Staff Code of Conduct gives detailed guidance to staff regarding interactions with 'pupils' which is stated to apply to interactions with all pupils regardless of age, and specifically including adult pupils. ● Staff Code of Conduct make clear that while a 'child' is legally defined as a person aged under 18, the school has nonetheless chosen to adopt a wider interpretation of its safeguarding responsibilities so that they apply to all pupils regardless of age (although there may be some additional considerations in 		

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interactions with adult pupils		<p>relation to a pupil aged 18 or over in terms of how local agencies and/or partners respond).</p> <ul style="list-style-type: none"> Staff are specifically reminded at induction and in safeguarding updates that while the legal safeguarding framework applies specifically to children up to the age of 18, they have a duty of care to all pupils and the guidance given regarding appropriate interactions and reporting of low-level concerns about the behaviour of adults working in the school remains the same in respect of adult pupils over the age of 18. 		
<p>Safeguarding procedures are inapplicable to adult pupils</p> <ul style="list-style-type: none"> Staff not knowing when and how to report welfare concerns about an adult pupil Staff not aware that pupils over 18 may be 'vulnerable adults'. 	Adult pupils	<ul style="list-style-type: none"> The legal child protection framework (as described in <i>Keeping Children Safe in Education</i> and <i>Working Together to Safeguarding Children</i>) applies to 'children' up to the age of 18. However, the School has in place arrangements to "safeguard and promote the welfare of pupils at the school" (as required by ISSR 7a) and these wider safeguarding responsibilities apply to all pupils and not just those under 18. Safeguarding (Child Protection) Policy explicitly states that it is relevant to all pupils (not just those under 18) [and staff habitually report concerns about all pupils, including adult pupils]. The Safeguarding Policy explicitly states how concerns about adult pupils will be addressed. [E.g. In the case of a concern raised regarding the welfare of student over 18, the DSL decides on next steps, in consultation, where appropriate, with the local authority and any external professionals already engaged to support the student. It is acknowledged that the local authority may not provide support for adult pupils unless they are 'vulnerable adults'.] All school support systems (e.g. pastoral/medical/counselling) are available to all pupils regardless of age, including adult pupils. Where necessary, DSL and Nurse can signpost adult pupils to the relevant external support agencies to meet identified needs. 		

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		<ul style="list-style-type: none"> ● Detailed [Safeguarding Policy] provides guidance for staff on how to recognise signs of physical, sexual or emotional abuse or neglect and identify pupils otherwise at risk of harm, including adult pupils. ● Safeguarding training for all staff is provided on induction with regular updates also provided. 		
Bullying of younger pupils by adult pupils	All pupils	<ul style="list-style-type: none"> ● Anti-bullying Policy in place is well-adhered to and any instances of bullying of younger pupils by older ones is taken extremely seriously in line with anti-bullying and safeguarding procedures. ● Sixth form students have their own social and workspaces which limits casual interaction between older and younger pupils. ● Students over the age of 18 have separate toilet facilities which limits interaction between students while using toilets. ● Guidance on expectations of behaviour is provided to all students along with advice on where to turn for support if they encounter bullying. ● Staff are trained to recognise not only 'child on child' and 'adult on child' interactions, reporting any concerns such as unhealthy relationships, coercion and control. 		
Inappropriate behaviour by adult pupils - Risk of inappropriate conversations with, or	All pupils	<ul style="list-style-type: none"> ● Sixth form students have their own social and workspaces, in a different area of the site, which limits casual interaction between older and younger pupils. ● There is a Student Code of Conduct which is well-adhered to. Students are generally courteous and consider their audience in their interactions with staff and other students of all ages. 		

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<p>in the presence of, younger pupils.</p> <ul style="list-style-type: none"> - Risk of possessing adult material inappropriate for younger pupils - Risk to younger pupils from using shared facilities 		<ul style="list-style-type: none"> ● Sixth form pupils are reminded (at induction and other points throughout the Year 12 and Year 13) that they are role models to their younger peers and expected to behave accordingly. ● At induction, all students, including adult students, are delivered basic safeguarding training. ● Leadership training is available to Sixth form students at key points in the year. This includes an enhanced safeguarding and student safety training and 'Active Bystander' training for peers to share any online or face to face bullying, coercion and consent concerns. ● Separate toilets to be used by adult pupils 		
<p>Inappropriate relationships between staff and adult pupils</p>	<p>Adult pupils and staff</p>	<ul style="list-style-type: none"> ● Staff Code of Conduct gives guidance to staff on appropriate relationships and interactions with pupils and this applies to all pupils regardless of age, including adult pupils (see above). Includes guidance on appropriate communications, managing one-to-one meetings and physical contact. ● Staff are required to report low-level concerns, which includes any concerns about potentially inappropriate interactions between staff and pupils of any age, including adult pupils. ● Staff are given further guidance during face-to-face safeguarding induction with the DSL and regular safeguarding update training. 		
<p>Inappropriate relationships between adult pupils and child pupils</p> <p>Inc. a younger pupil developing a 'crush' on an</p>	<p>All pupils</p>	<ul style="list-style-type: none"> ● PHSE helps students develop their understanding of acceptable behaviours, healthy relationships and keeping themselves safe. ● At Induction and during PSHE, Sixth Form pupils are given guidance on the additional risks of relationships with younger pupils, for example that sharing of nudes between an adult pupil (over 18) and a child pupil (under 18) is likely to require an immediate referral to the police.] 		

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older pupil		<ul style="list-style-type: none"> ● All students are informed about the safeguarding regime at school and encouraged to raise any concerns or worries they may have with a member of staff. Student leaders and Prefects receive enhanced safeguarding training ● Sixth Form students are offered basic safeguarding training to allow them to work safely with young people (e.g. outside school). ● Sixth form pupils have their own social and work spaces which limits casual interaction between older and younger pupils. ● Staff supervision of mixed-age student activities (e.g. 'House events'). ● Staff are trained to be alert to potential signs of abuse. 		
Adult pupils accessing inappropriate adult material online	All pupils	<ul style="list-style-type: none"> ● The School's internet filtering controls help prevent student access to unsuitable material including child abuse, pornography, self-harm, violence, intolerance, terrorism and criminal activity. ● The School's monitoring system sends daily reports to the DSL of attempted access to sites that may be of concern. Results are systematically analysed by the DSL to look for one-off incidents or patterns which may be of concern and/or to plan appropriate interventions. ● All students are subject to the IT Acceptable Use Policy ● The Behaviour Policy includes 'supply or possession or accessing of pornography online on school network' as an example of serious misconduct that may lead to exclusion. 		
Smoking - Adult pupils assuming the school rules on smoking do not apply to them (as they are	All pupils	<ul style="list-style-type: none"> ● The school is an entirely non-smoking site at all times and for all individuals including staff, students, contractors and visitors regardless of age. ● The school's Behaviour Policy applies to all pupils regardless of age, including adult pupils (see above). It states... [add wording from policy forbidding smoking/vaping etc or supply of cigarettes/vapes and applicable sanctions]. 		

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<p>legally allowed to purchase and consume cigarettes/vapes).</p> <ul style="list-style-type: none"> - Adult pupils supplying cigarettes/vapes to younger pupils. 		<ul style="list-style-type: none"> • Sixth form students are reminded during the sixth form induction process that school rules regarding smoking/vaping continue to apply to them. • This policy is also made clear to the parents of all pupils 		
<p>Alcohol</p> <ul style="list-style-type: none"> - Adult pupils assuming school rules on alcohol do not apply to them (as they are legally allowed to purchase and consume alcohol). - Staff and older/adult pupils consuming alcohol together at a school event (risk of blurred boundaries). - Adult pupils supplying alcohol to younger pupils. 	All pupils	<ul style="list-style-type: none"> • The school's Behaviour Policy applies to all pupils regardless of age, including adult pupils (see above). It states that keeping and consuming alcohol on School premises is not allowed at Bosworth. Being under the influence of alcohol and being intoxicated are against the rules. Where there is reasonable evidence to suggest a student is under the influence of alcohol, a student will be requested to take a breathalyser test. Additionally, staff will search the students' room and belongings to ensure safety and wellbeing of all students in the boarding house. Breaking School rules on alcohol can lead to suspension as well as failure to agree to take a test. • Sixth form students are specifically reminded during the Sixth form induction process of school rules regarding alcohol, smoking and substances. • Members of staff are not permitted to consume alcohol while they are responsible for pupils or otherwise on duty at school (this includes school visits and events specifically for Year 13 pupils as set out below). • The school's Substance Misuse Policy forbids the consumption of alcohol by students, including those who are legally adults, at school events where alcohol may be served. • This policy is also made clear to the parents of all pupils. 		
<p>Dangerous driving</p>	All pupils	<ul style="list-style-type: none"> • Students who have passed their driving test are permitted to drive to school but are given clear guidance on where to park and that they must not transport any other students, without written consent from the pupil's parent. 		

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New drivers - risk to themselves and others (inc. other student passengers).		<ul style="list-style-type: none"> ● Learner drivers who drive to school under parental supervision must not drive on the school site at any time. ● School visits or events will never require a student to drive themselves (or others). 		
Adult pupils not prepared for further study/work post-school	Adult pupils	<ul style="list-style-type: none"> ● The Sixth Form Team offer a varied programme of events and speakers as well as individual higher education counselling to all students. ● PSHE curriculum covers transition to university, further study and work after leaving school. ● All students retain formal access to careers support, and advice and guidance from school staff, for at least one year after they leave the school. 		
Residential School Visits - Adult pupils sharing sleeping accommodation with child pupils	All pupils	<ul style="list-style-type: none"> ● Staff consider rooming arrangements on trips carefully, on a case-by-case basis and in consultation with the DSL where appropriate. ● Staff leading the visit include rooming arrangements as part of the visit risk assessment. ● Pupils of any age are not permitted to share rooms with pupils more than one year older or younger than them. ● Students on residentials do not share a room with anyone under 18. ● Individual rooms may be provided if considered more appropriate following a risk assessment. 		
Boarding - Adult pupils sharing boarding accommodation with child pupils		<p>The Boarding principles could include arrangements for adult pupils in the boarding house.</p> <ul style="list-style-type: none"> ● Staff consider rooming arrangements for all pupils carefully, on a case-by-case basis and in consultation with the DSL where appropriate. 		

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		<ul style="list-style-type: none"> • Where a pupil who is over 18 may share a room with a pupil who is under 18, this must be subject to further risk assessment which takes into account the pupils' age difference, any vulnerability and their preference. • [Individual rooms may be provided if considered more appropriate following a risk assessment. 		
<p>[ANY FURTHER RISKS IDENTIFIED]</p> <p>Insurance / Liability:</p> <p>Different legal status of over-18s may create gaps in cover</p>	<p>School, staff, pupils</p>	<ul style="list-style-type: none"> • <i>Review insurance policies for inclusion of adult students</i> • <i>Check trip/activity cover</i> • <i>Record keeping for consent</i> 		
<p><i>Legal Rights:</i></p> <p>Over-18s have rights (e.g. medical consent, contracts, GDPR) which differ from minors</p>	<p>18+ pupils</p>	<ul style="list-style-type: none"> • Staff trained on consent and confidentiality • Headteacher nominate who can sign medical forms and give consent on behalf of the parents/ guardian in a medical emergency. • Where deemed Gillick competent, over 16s, will need to agree for parents to be informed on medical matters. While their legal rights to confidentiality are protected when working with the school nurse, students will be aware that parents are routinely told if students are out of lessons or in sickbay. 		

Reviewed By	Date	Date of next review
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Head, DSL, Assistant Head Pastoral	September 2025	August 2026
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