



King's High School

King's High School Independent Person Policy	
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Author and Reviewer	Deputy Head Pastoral
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King's High School Independent Person Policy

1. Introduction

- 1.1. Standard 11.4 of the National Minimum Standards (NMS) 2022 11 requires that "the School identifies 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. Boarders are informed who this person is, and how to contact them and they are easily accessible."
- 1.2. This is over and above the provision already available to students through the implementation of the following policies:
 - Safeguarding and Child Protection Policy
 - Anti-bullying Policy.
- 1.3. The Independent Person is expected to follow all policies and procedures relating to:
 - Working Together to Safeguard Children (2023)

- Keeping Children Safe in Education (2025).

2. Aims

- 2.1. To ensure that every boarding student is benefitting from boarding, and is happy, safe and successful.
- 2.2. To enable boarders to obtain support and guidance when they feel unable to talk to a member of boarding or school staff or other agencies.
- 2.3. To provide an alternative person, other than school or boarding staff, to whom students can turn when having problems, they'd like to talk through with someone

3. Key Principles and Procedures

3.1. Safer Recruitment

- 3.1.1. The Independent Person will be subject to full checks as per the Keeping Children Safe in Education Guidance, Sept 2025 and ISSR, in advance of commencing their role, and their details will be included in the Single Central Record (SCR).
- 3.1.2. The independent person may withdraw their services with one month's written notice. The school and boarding programme reserves the right to cancel the arrangement with the independent person and seek alternative provision if it is felt this is in the best interests of the boarders.

3.2. Training and support

- 3.2.1. The Independent Person will receive a copy of the Foundation's Safeguarding and Child Protection Policy, the Way House Staff Handbook and all related policies and undertake annual safeguarding training.
- 3.2.2. The Independent Person will be provided with the contact details of the Designated Safeguarding Lead.
- 3.2.3. The Independent Person will be briefed on their responsibilities for confidentiality and the rules attached to breaching this responsibility as detailed by Keeping Children Safe in Education, September 2025.
- 3.2.4. The Independent Person will be briefed on any trends within the Foundation 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.

3.3. Confidentiality and Liaison with the School

- 3.3.1. The Independent Person is independent from the School and will have no duty to relay information to the School about those pupils with whom they have been in contact.
- 3.3.2. The independent person will not offer confidentiality to a student making a disclosure and is duty bound to report any information which may result in harm to a child in boarding or elsewhere. In the event that information does need to be relayed for safeguarding purposes, this will be directed to the appropriate Designated Safeguarding Lead.
- 3.3.3. The independent person will be asked to provide a brief anonymised report of issues arising and support offered at the end of each year.

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

3.4. Raising Awareness of the Independent Person

- 3.4.1. The name, telephone number and email address of the Independent Person will be included in the boarding handbook and displayed in the boarding house.
- 3.4.2. The role and name of the independent person will be shared as part of the boarding induction process.
- 3.4.3. The independent person will be invited to visit the students once or twice per term to see students in boarding and to familiarise students with the independent person.
- 3.4.4. Staff will give verbal reminders to students about the availability of the independent person and their role.

There are currently two independent persons, Jemma Zimmerman and Pirasha Ramesh.

4. Other external sources of help

Boarding students are advised of other independent sources of help as part of their induction to boarding and posters are displayed in the boarding house in addition to at school. The following organisations are amongst those recommended:

Children's Commissioner 'Help at Hand' (for those living away from home:

'[Home - Help at Hand \(childrenscommissioner.gov.uk\)](https://www.childrenscommissioner.gov.uk/help-at-hand/) **0800 528 0731**

Young Minds	www.youngminds.org.uk
Shout	85258
Childline	0800 1111
The Proud Trust (LGBT+ support)	www.theproudtrust.org
Samaritans	116 123
Kooth (online wellbeing community)	www.kooth.com