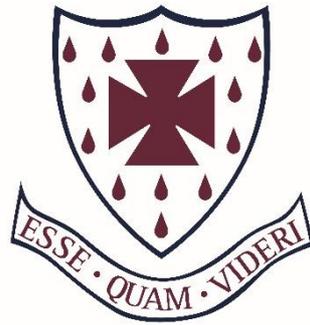


S. Anselm's School



Policy Title: Independent Listener Policy

Policy Category: Pastoral

Policy Number: P7

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|------------------------|---|
| Policy Owner / Author: | Mrs A Whawell |
| Approved by: | Head |
| Date Approved: | June 2025 |
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| Confidentiality Label: | <input type="radio"/> Internal Use Only <input type="radio"/> Parent Web Page <input type="radio"/> Public Document |
| Contact for Queries: | |

✦ This document is controlled and reviewed as part of the School's policy management process. Please refer to the school's website or Teams to ensure you are using the most up-to-date version.

Update: 6/1/26 New Independent Listeners with contact details.

S. Anselm's School offers a high level of pastoral support to our pupils to ensure that they can achieve their full potential. There are a number of adults whom the pupils may approach for help and support, however we recognise that there may be occasions when a pupil does not want to speak to an adult employed by the school but wishes to speak to someone who understands the school and is impartial.

The National Minimum Standards for Boarding (2022) states the 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'.

S. Anselm's School has three Independent Listeners who acts in this capacity, offering a channel for pupils to discuss issues. The Independent Listener acts as a 'safety valve' for pupils, offering a vehicle for pupils to talk about issues they may not feel comfortable raising with school staff.

S. Anselm's current Independent Listeners are:

Mrs Lisa Donnelly

Contact details: -

Telephone – 01629 816830

Email- Listen@anselms.co.uk

Reverend Alan Isaacson

Contact details: -

Telephone – 01629 816831

Reverend Hilda Isaacson

Contact details: -

Telephone – 01629 816832

These details are displayed in the Boarding House in each of the dormitories as well as around the School, alongside contact details of the Children's Commissioner, Childline, Young Minds and ISI.

Role of the Independent Listener

1. The Independent Listener will act as a confidential and supportive adult to pupils who wish to discuss concerns or worries.
2. The Independent Listener will provide an opportunity for the pupil to talk through their problems and issues in a safe and non-discriminatory manner.
3. The Independent Listener will encourage the pupil to participate in decisions affecting them.
4. In the same way as with any member of staff, confidentiality cannot be maintained in a case where there is concern for the welfare or safety of the pupil (or others) as

a result of any discussion between the pupil and the Independent Listener. In such situations the Independent Listener should inform the Designated Safeguarding Lead or, in specific situations, the LADO or Police.

5. Other than as set out above, there is no requirement for the Independent Listener to report to the School any of the conversations they have with pupils. However, the Independent Listener, with agreement from or at the request of a pupil, may contact the School to share specific details or raise particular concerns.
6. At their discretion, the Independent Listener may report generic information such as the number of calls they receive.
7. The Independent Listener will be invited to the school for lunch, assemblies, special occasions to familiarise themselves with the School and the pupils.
8. There will be no expectation that the Independent Listener will make themselves available in person for face-to-face meetings.

Appointment of the Independent Listener

1. The School will follow the normal recruitment policy in line with current legislation, National Minimum Standards for Boarding (NMS Standard 14), ISI regulations and KCSIE guidance, including appropriate checks with the Disclosure and Barring Service.
2. The Independent Listener will be included in the Single Central Register
3. The Independent Listener will be required to read, understand and sign as such, the School's Safeguarding policy, Staff Code of Conduct and Whistleblowing.
4. The School will make it clear that the position, which is a voluntary and unpaid role, is to support the students and lies outside the school's management structure.
5. The School will be aware of the Independent Listener's other roles and experience and their professional expectations and codes (e.g. religious, medical, counselling).
6. The School will make it clear to the Independent Listener the rules on confidentiality, especially their duty to breach confidentiality if informed of a safeguarding risk.
7. The School will ensure that, alongside their understanding of the supportive pastoral structures in place within the School, students are aware of the role of Independent Person including the rules on confidentiality.
8. The school will provide a job description (see below) and briefing/induction and on specific circumstances to be aware of, and school policy such as bullying, drugs, et al.

9. The Independent Person will need to have knowledge of ‘school norms and expectations’ including current issues, National Minimum Standards etc This will be done through regular training or communication with the Deputy Head (Pastoral).

Role and Job description: **ROLE OF THE INDEPENDENT PERSON:**

1. The Independent Person will act as a confidential and supportive adult to students who wish to discuss concerns or worries. In a similar way to any member of staff, confidentiality cannot be maintained in a case where there is concern for the welfare or safety of the student (or others) as a consequence of any discussion with the Independent Person. In these situations, the Independent Person should inform the Designated Safeguarding Lead, or, in specific situations as detailed in the Safeguarding and Child Protection Policy, the LADO team or the Police.
2. 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 students. However:
 - a. The Independent Person, with explicit agreement from/at the request of a student, may contact the School to share specific details or raise particular concerns.
 - b. At their discretion, the Independent Person can report to the Deputy Head Pastoral or Head generic information such as the number of calls they receive.
3. The Independent Person will visit the school on occasion, so the children are aware of who they are and the Independent Person role.
4. There will be no expectation that the Independent Person make themselves available in person for face to face meetings with the pupils.