

Apprenticeship Safeguarding & Prevent for Employers

Below you'll find information on:

- Keeping work safe and secure
- Prevent duty and British values

Keeping work safe and secure

North Kent College has a legal responsibility to safeguard and promote the welfare of children and vulnerable adults. Part of this responsibility will be to report and work with others to safeguard children and vulnerable adults from all types of harm, abuse or neglect.

Definitions

Children are defined in legislation as those under 18 years old and those up to 25 with learning difficulties or disabilities.

Vulnerable adults are over 18, but for a number of reasons may not be able to care for themselves or protect themselves from being harmed or exploited.

Safeguarding Concerns

Concerns may include:

- Abuse – Physical/Sexual/Psychological/Financial/by Neglect or omission
- Discrimination
- Radicalisation

Employers

Employers that provide work in any form that is related to learning and have the primary duty of care for students on placements or apprenticeships. Employers have responsibilities that include:

- Assessing any risks to students before placement begins, including welfare and safeguarding. This will include protecting them from harm in any setting where they may be most at risk, for example in 1:1 situations with an adult for long periods.
- Providing appropriate induction, training and supervision for students.

- Looking after the welfare of students on placement, including having suitable supporting procedures, including named contacts in case of emergencies.
- Ensuring systems are in place to prevent unsuitable people working with students. Students are designated as employees for the purpose of health and safety.

Reporting Safeguarding Concerns

If a student discloses anything that gives you reason to suspect that they may be at risk of harm, you should:

1. Listen carefully and take what is being said seriously.
2. Tell the student you have a duty to report concerns.
3. Tell the student you cannot promise confidentiality.
4. Write down what the student says in their own words.
5. Email the College at safeguarding@northkent.ac.uk as soon as possible.

You will be asked to follow this up with a written report including the time, date and what happened. The College will then pass on the relevant information to the safeguarding team at the College, who will decide how to follow up the report. The College will notify you of the outcome. Immediately report any suspicions or allegations of abuse by a student to your College contact.

Further information on safeguarding can be found at on the [Disclosure and Barring Service \(DBS\)](#) website.

If you are worried or concerned about anything, please contact our Safeguarding team on:

Sheila Dance (Designated CP Officer) Tel: 01322 629414

Chris Lydon (Assistant Principal) Tel: 01322 629482

Mark Andrews (Vice Principal Gravesend) Tel: 01322 629642

Fiona Hassan (Student Experience Manager) Tel: 01322 629723

Download the pdf to send to a colleague or print to put up in your office:



Safeguarding Leaflet
2018.pdf

Prevent Duty & British Values

Context and Scope

North Kent College has a legal responsibility to safeguard and promote the welfare of all their students and to ensure that they operate within the law. The Prevent Duty is a Government strategy that was introduced to safeguard communities against the threat of extremism, radicalisation and terrorism, and for the promotion of British Values.

Duty of Care

Section 26 of the Counter Terrorism and Security Act 2015 places a duty on educational establishments to have “due regard to the needs to prevent people from being drawn into terrorism”.

North Kent College does not want to prevent apprentices from having political and religious views or concerns, but this is more about supporting them to use or act on their views and concerns in a non-extremist way.

Definitions with the Prevent Duty and British Values:

Ideology: A set of beliefs.

Extremism: Defined by the Governments as “vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.”

Radicalisation: The process by which a person comes to support terrorism and extremist ideologies.

Terrorism: A violent act against people or property, designed create fear and advance a political, religious or ideological cause.

British Values are defined as democracy, rule of law, individual liberty and mutual respect and tolerance of different religions.

Concerns and identifying possible warning signs:

<p>Signs of vulnerability may include:</p> <ul style="list-style-type: none"> • Loneliness or isolation • Changes to a family situation/family tensions • Poverty • Political grievances • Crime/anti-social behaviour 	<p>Possible warning signs may include:</p> <ul style="list-style-type: none"> • Progressive changes in behaviour – such as significantly changing their appearance, changing peer/friendship groups • Argumentative and unwilling to listen • Unwilling to engage with those of different race, religion, gender etc. • Accessing extremist material, showing sympathy to extremist groups
<p>Employer Responsibility:</p> <ul style="list-style-type: none"> • Be alert to any changes in behaviour that may give your cause for concern. • Advise NKC of any concerns regarding your student to allow us to investigate any issues further • Provide opportunities for employee to discuss their own concerns about extremism, events in the news and about British values. 	<p>College Responsibility:</p> <ul style="list-style-type: none"> • All staff have completed training on Prevent Duty • Be aware when it appropriate to refer concerns to our safeguarding team • All staff undergo DBS (Disclosure and Barring Service) checks • Provide students with information so they know how to protect themselves from extremist views contrary to British values via online training package and discussions.

Source: <https://educateagainsthate.com/blog/posts/spot-the-signs-radicalisation-educators/>

Reporting Concerns

If you are worried or concerned about your apprentice, please contact our Safeguarding Team immediately on: safeguarding@northkent.ac.uk

Once we have investigated concerns, the Safeguarding Lead will determine the most appropriate course of action and may refer to the Channel programme.

What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. It is a supportive approach and operates in the pre-criminal space. The programme uses a multi-agency approach to protect vulnerable people by:

- Identifying individuals at risk
- Assessing the nature and extent of the risk
- Developing the most appropriate support plan for the individuals concerned

References

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance__England_Wales_V2-Interactive.pdf
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf