

# SAFEGUARDING AND PREVENT FOR EMPLOYERS

## Student & Apprentice Wellbeing

First Intuition aims to provide a supportive environment and equality of opportunity for students facing difficulties and those who may have experienced problems or concerns.

As an employer, you also have a duty to safeguard those under the age of 18 years and those classed as a vulnerable adult.

See '[Safeguarding Contacts](#)' below for the safeguarding team at your First Intuition centre.

## Safeguarding Explained

Safeguarding or child protection is a process of taking action to protect children (anyone aged under 18) and vulnerable adults from harm.

A safeguarding issue is a serious risk of abuse (physical, sexual, emotional and financial), neglect or any other event that is likely to cause significant harm. It also covers things such as extremism, forced marriage and female genital mutilation.

Where these matters present themselves, First Intuition has a duty to take steps to protect its students and apprentices, and will do so professionally using specially trained staff both inside and outside college.

This duty covers young people up to the age of 18 as well as adults who may be vulnerable because of their situation. Therefore to keep everyone safe from harm, regardless of age, little distinction is made between our procedures.

Safeguarding issues can take place anyway, including online and on mobile phones. As a college we treat all matters equally seriously regardless of where they occur.

First Intuition aims to ensure that all our students and apprentices are safe from being abused or harmed in any way and this includes informing and advising the employers we work with, in case a disclosure is made within the workplace.

We have a dedicated safeguarding team that can help you with safeguarding concerns of one of our students or apprentices, should you need any advice or a referral needs to be made.

**If a member of your team is at immediate risk of harm, you must dial 999 and alert the necessary authorities.**

## APPRENTICESHIP SAFEGUARDING & PREVENT

### How can the Safeguarding Team help?

#### Attendance

If you have a learner under the age of 18, you must report them to the safeguarding team if their unauthorised attendance at work or college is poor.

#### Pastoral support explained

There may be a time when a student or apprentice needs ongoing help, such as emotional support, help with anger or self-esteem issues or exam-stress whilst they are studying. Please contact the relevant FI Safeguarding team for advice and support.

#### Feeling safe at college

The Safeguarding Team are here to make sure all students and apprentices feel safe at FI. If you or an employee has any concerns, please contact us. Alternately, you can speak to your skills coach or any other staff member, who can then report your concerns for you.

#### Safety at home

If one of your learners feels unsafe at home, please speak to a member of the Safeguarding Team who will speak with you and the individual about your concerns. The team will then work with them to look at what options are available to ensure that they are safe. Depending on the situation and what they feel comfortable with, this may involve calling parents/guardians, police, social care, or anyone else that may be able to help. This is a process that will always involve the individual to make sure their wishes are heard and respected where possible.

The safety of our students and apprentices is the most important thing to us at First Intuition, so please let us know if there is anything that causes any of your learners to feel unsafe so we can make sure the issue gets resolved.

#### Referrals

A learner does not have to be referred to speak to someone in the Safeguarding Team. Although some students/apprentices will be referred by a tutor or friend, they can make the decision to visit the Safeguarding Team for support themselves. As an employer, you can also refer your learner to the Safeguarding Team.

#### Help with bullying issues

Speak to your learner's tutor, Skills Coach or any FI staff member. They will offer help and support and deal with any bullying issues they may be experiencing.

#### Sexual abuse and harassment

If you are concerned about your learner or a member of staff, please report this to the Safeguarding Team immediately. If there is a significant risk of immediate harm, please alert the authorities (999).

#### Support if your learner lives on their own

You can contact the Safeguarding Team for help or support if your learner lives alone, for example in supported or shared accommodation, if they are a care leaver, looked-after-student or are living independently for any reason.

If they are experiencing financial difficulty, the Safeguarding Team and Apprenticeship Team will work together to ensure they have what they need to be ready to learn. We can also speak with any other professionals they are in contact with to ensure everyone is supporting them through their apprenticeship or studies.

#### Homelessness

If your learner become homeless and are under 18 it is very important that you notify the Safeguarding Team immediately. We can offer help and support and refer them to the appropriate agencies.

## FOR EMPLOYERS SAFEGUARDING & PREVENT

### **Support for young carers**

The Safeguarding Team can support your learner if they consider themselves to be a young carer. They may need additional support and understanding from their tutors with regards to their deadlines, attendance, and any other academic concerns.

The team are happy to communicate with their tutors to ensure they are supported. We can also help point them in the direction of young carer's groups in their local area for specific support.

### **Help if your learner is in social care**

If your learner is involved with social care for any reason (for example being in foster care, on a child protection plan, a child in need, etc.), please let the Safeguarding Team know so that they can ensure they have extra support at FI to get through their apprenticeship/studies and anything else that may impact on their education, such as finances, emotional/mental health, family or home life, etc.

We can keep in contact with any professionals that they work with, such as their social worker, to ensure that everyone is supporting them together. If they are in care they can also speak with the Safeguarding Team and Apprenticeship Team, who will ensure that they have access to any equipment or resources that they will need for their apprenticeship.

### **Youth Offenders**

If your learner is known to the Youth Offending Services, it is important that they disclose this to the Safeguarding Team and inform us of their support worker's details. The Safeguarding Team will liaise with their support worker to ensure that they are fully supported.

### **Substance misuse**

Please contact the Safeguarding team if your learner would like any help or advice about concerns they have with drugs, alcohol, or any other substance such as legal highs. The team will be able to support them with looking for services that deal specifically with these issues and the team can help make any referrals with them.

### **Mental health issues**

If you are concerned about your learner's emotional or mental health, please contact the Safeguarding Team for help and support. The team offer a friendly, welcoming and non-judgemental approach to supporting anyone who needs help or advice about their mental health. We can offer support by helping them speak to their tutors and by making any referrals to mental health teams outside the college.

### **E-Safety**

We want to ensure our learners stay safe in all aspects of their life, including online. Here are some things to remember. If you are concerned about your learner's online activity or they have disclosed that something online has made them feel uncomfortable or worried, then they can speak to someone in our safeguarding team.

The following sites provide excellent advice that's worth reading.

**Report Abuse:** <https://www.ceop.police.uk/safety-centre/>

**Cyber Bullying:** <https://www.bullying.co.uk/cyberbullying/>

**Childnet:** <https://www.childnet.com/>

**Think You Know:** <https://www.thinkuknow.co.uk/>

## PREVENT FOR EMPLOYERS

All employers with apprentices or learners on placement should have an awareness of the Prevent Duty and understand their Prevent related responsibilities, especially in the context of Safeguarding. This will ensure the welfare of learners.

The person who is responsible for the welfare of an apprentice or student on work placement should:

- Undertake Prevent Duty training as identified by leaders and managers at the education or training provider.
- Understand the risk of radicalisation.
- Know how to refer an individual who is vulnerable to the provider you work with who will normally be the Designated Safeguarding Officer, the Prevent Officer or the Welfare Officer.
- Exemplify British values in their workplace.

Please see our Employer Prevent Guide for further information, advice and guidance on Prevent.

### **Additional links:**

Act Early: <https://actearly.uk/>

E-Learning Training on Prevent: [YOU HAVE ACCESSED THE E-LEARNING TRAINING ON PREVENT](#)

# APPRENTICESHIP SAFEGUARDING & PREVENT

## Helpful Links

### Samaritans

Loneliness, suicide, bereavement

<https://www.samaritans.org/>

Tel: [116 123](tel:116123)

### Shelter

Homelessness, issues with housing or renting, benefits, council housing

<https://england.shelter.org.uk/>

Tel: [0808 800 4444](tel:08088004444)

Call number if:

- you have nowhere to sleep, or might be homeless soon
- you have somewhere to sleep, but nowhere to call home
- you are/could be at risk of harm

### Mind

Mental health worries, advice about treatment

<https://www.mind.org.uk/>

Tel: [03001233393](tel:03001233393)

### ACAS

Employer and employee rights, workplace problems

<https://www.acas.org.uk/>

Tel: [03001231100](tel:03001231100)

### Refuge

Domestic violence against women and children

<https://www.refuge.org.uk/>

Tel: [08082000247](tel:08082000247)

### Men's Advice Line (Respect)

Domestic violence against men

<https://mensadvice.org.uk/>

Tel: [08088010327](tel:08088010327)

### Talk to Frank

Information about drugs, drug addiction

<https://www.talktofrank.com/>

Tel: [03001236600](tel:03001236600)

### Alcoholics Anonymous (AA)

Information about drinking, alcohol addiction

<http://www.alcoholics-anonymous.org.uk>

Tel: [08009177650](tel:08009177650)

### Gamblers Anonymous

Information about gambling, gambling addiction

<https://www.gamblersanonymous.org.uk/>

Tel: [03300940322](tel:03300940322)

### Safeline

Sexual abuse, rape, preventing sexual exploitation of children

<https://www.safeline.org.uk/>

Helplines:

Women: [08088029999](tel:08088029999)

Men: [08088005005](tel:08088005005)

Young people: [08088005007](tel:08088005007)

## Safeguarding Team Contacts

Please contact the safeguarding team for your FI centre:

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