

Training Now

Learn | Achieve | Succeed

Employer's Guide to Safeguarding and Prevent

If you have any concerns about an apprentice's safety, welfare or wellbeing do not hesitate to contact a member of the Training Now Safeguarding team:

Tara Roudiani, Managing Director & Designated Safeguarding Lead: 07458 093436

Laura Lawson, Welfare and Support Manager & Deputy Safeguarding Lead: 07738 892289

Scott Jones, Operations Director & Safeguarding Officer: 07976 648974

Jo Stone, Head of Quality and Learning & Safeguarding Officer: 07458 111870

Jo Mackay, Learning & Development Manager & Safeguarding Officer: 07834 535318



This guide provides information for employers around the areas that are central to maintaining the safety of our apprentices.

Training Now is committed to safeguarding all apprentices that undertake learning with us. Employers must also take responsibility for an apprentice's welfare in, and outside of the workplace and to seek appropriate advice when they feel an apprentice may be at risk.

What is Safeguarding?

Safeguarding is about protecting the health, wellbeing and human rights of individuals. These measures allow children, young people and adults at risk to live free from abuse, harm and neglect.

What is Prevent?

The Prevent duty is one of the four strands of the government's counter terrorism strategy and lays out our responsibility for preventing people from being drawn into extremism, radicalisation or terrorism. The aim of Prevent is to stop people becoming or supporting terrorists by challenging the spread of terrorist ideology. Our duty is to have due regard to the need to prevent people from being drawn into terrorism, radicalisation or extremism. We also work to safeguard our apprentices and learners to protect and divert them away from being drawn into this activity. This is part of our wider Safeguarding remit.

As part of this, we have a statutory duty to safeguard our apprentices and learners to keep them both safe and within the law and we commit to promoting Values in Britain

In the event of an emergency, including a threat to life, always call the emergency services on 999.

Safeguarding Summary

Although many of our apprentices do not fall into the category of an; 'adult at risk of abuse' we still need to understand and act upon our duty to safeguard all our apprentices from harm.

There are many areas that can affect the safety and/or wellbeing of our apprentices including:

Bullying, Cyber bullying • Child Criminal Exploitation (CCE) • Child Sexual Exploitation (CSE) • Crime & fear of crime • Criminal Exploitation (County Lines) • Cuckooing • Cyber bullying • Discriminatory abuse • Domestic abuse • Female Genital Mutilation (FGM) • Financial abuse • Forced marriage • Gaslighting • Grooming (including via the internet) • Homelessness highlighted as vulnerability • Honour-based abuse • Inappropriate supervision by staff i.e. bad practice • Institutional abuse • Modern slavery • Neglect • Peer on peer abuse • Physical abuse • Psychological/ Emotional abuse • Radicalisation & extremism • Self-harm • Sexual abuse (including peer-on-peer, inappropriate relationships & online) • Sexual exploitation • Sexual harassment • Victimisation due to race, sexuality, faith, age, gender, disability

Who are the potential abusers?

Family members, friends & acquaintances • Strangers • Terrorist organisations • Staff including assessors & agency staff • Externally contracted staff e.g. security, cleaning staff • Volunteers • Other apprentices, learner & their peers • Themselves • Anyone else

What is Extremism?

'Vocal or active opposition to fundamental British values, including **democracy, the rule of law, individual liberty & mutual respect** & tolerance of different faiths & beliefs; &/or calls for the death of any person, whether in this country or overseas'.

Why might someone be drawn towards extremist ideology?

- Questions about identity, faith, belonging
- Desire for 'adventure' & excitement
- Enhance self-esteem & 'street cred'
- Involvement & identification with a charismatic individual & attraction to a group that can offer support & a social network
- A trigger from a personal experience of racism or discrimination

Recognising Extremism - early indicators may include:

- Showing sympathy for extremist cause
- Glorifying violence
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations, eg use of extreme violence against individuals or groups
- Out of character changes in dress, behaviour & peer relationships

E-Safety

E-safety is providing our apprentices with the information they need to help them to make safe and sensible choices when using the internet, IT systems and staying within the law.

What are the 4 areas of risk?

Content: being exposed to illegal, inappropriate or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation & extremism.

Contact: being subjected to harmful online interaction with other users; for example: peer to peer pressure, commercial advertising & adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.

Conduct: personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending & receiving explicit images (e.g consensual & non-consensual sharing of nudes & semi-nudes &/or pornography, sharing other explicit images & online bullying); &

Commerce: risks such as online gambling, inappropriate advertising, phishing & or financial scams.

Your role:

- Support your apprentice to achieve, do their off the job training, keep well and take responsibility for them as an employee as well as an apprentice with Training Now
- Understand that Training Now and you as the employer have a responsibility to keep apprentices safe and demonstrate our commitment to the Prevent Duty
- Remember that Training Now has a responsibility to safeguarding our apprentices, which is different to safeguarding our clients and service users
- Give additional support and care to our apprentices who are under the age of 18, they are still a child
- Contact the Training Now Safeguarding Team if you need any advice, or if you have a concern about your apprentice.

Training Now will:

- Be your point of contact for any welfare or safeguarding concerns for our apprentices
- Act to keep our apprentices informed of our duty to safeguarding them, to promote Prevent and Values in Britain and to give them information about their rights and responsibilities
- Refer and support their individual needs, make their training a safe space
- Action on any reported concerns, which may include internal or external referral
- Work with you to make your apprentice successful.