



# Prevent and Safeguarding Policy

## 18/19

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## Introduction

The Prevent and Safeguarding Policy for BloR Business School reflects the importance of our responsibility to safeguard and promote the welfare of all our apprentices and staff by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are committed to providing a caring, friendly and safe environment for all our apprentices so that they can learn in a relaxed and secure atmosphere. We believe every apprentice should be able to participate in all learning and social activities in an enjoyable and safe environment and be protected from harm. BloR have a statutory requirement under Sections 27 and 47 of the Children Act 1989 to assist the Local Authority Social Services Department acting on behalf of children in need. BloR will safeguard and promote the welfare of children in compliance with the DfE guidance Keeping Children Safe in Education (July 2015) KCSIE (September 2016) and associated guidance Working Together to Safeguard Children (2015) WT in addition to the Care Act 2014. BloR also complies with the statutory guidance on children who run away or go missing from home or care (January 2014) and The Prevent Duty (The Counter-Terrorism and Security Act June 2015) and Social Media for Online Radicalisation (July 2015) and this Policy should be read in conjunction with these procedures and guidance.

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen at BloR and ensure that we work alongside other professional bodies and agencies to ensure that our apprentices and staff are safe from harm.

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind. Extremism is defined as the holding of extreme political or religious views. At BloR, we are fully committed to safeguarding and promoting the welfare of all Apprentices and staff. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.


At BloR, all employees are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The principle objectives of this policy are that:

- **All staff will understand what radicalisation and extremism are and why we need to be vigilant.**
- **All apprentices and staff will know that BloR has policies in place to keep them safe from harm and that BloR regularly reviews its systems to ensure they are appropriate and effective.**

BloR's curriculum promotes respect, tolerance, and diversity. Apprentices and staff are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

It is recognised that apprentices or staff with low aspirations are more vulnerable to radicalisation and, therefore, we strive to equip our apprentices and staff with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.



Apprentices and staff are briefed during induction about how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet.

Inappropriate websites are banned and cannot be accessed from BloR premises.

BloR staff, contractors, associates and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

Through various training opportunities within BloR, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

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## **Prevent**

Another aspect of safeguarding is the PREVENT duty, which requires the Education sector to have “due regard to the need to prevent people from being drawn into terrorism”, supporting terrorism or being drawn into non-violent extremism.

### **Counter-Terrorism and Security Act**

Sect 26 CTS Act places a duty on certain bodies (specified authorities – listed in Schedule 6) to have “due regard to the need to prevent people from being drawn into terrorism”.

Guidance is issued under Section 29 of the Act:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address



## Purpose of Prevent

- Prevent aims to safeguard individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities.
- It also aims to support institutions, such as schools, colleges and universities where this may happen.
- All frontline staff have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Safeguarding Officer

## Responsibilities

All provider staff have a legal responsibility under the Prevent Duty to make sure that:

- They have undertaken training in the Prevent Duty as identified by their management
- They are aware of when it is appropriate to refer concerns about Apprentices to the Prevent officer, usually the provider's Safeguarding officer
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice.

## The Prevent Strategy will specifically

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support and work with sectors and institutions where there are risks of radicalisation which we need to address.

## What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism
- **PURSUE** - to stop terrorist attacks through disruption, investigation and detection
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places

## What is Extremism?

The Government has defined extremism 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". This also includes calls for the death of members of the British armed forces.



## What is Terrorism?

An action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

## What is radicalisation?

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature • Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

The Government has defined extremism as “vocal or active opposition to fundamental British Values”, which include:

- Individual liberty
- Rule of law
- Democracy
- Mutual respect and tolerance of different faiths and beliefs.

This includes not discriminating against those with protected characteristics (Equality Act 2010), namely:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## What is Channel?

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.



## **Who does Channel work with?**

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

## **How does Channel work?**

Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals. If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk are able to work together to provide the best support.

## **What does Channel support look like?**

Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their particular circumstances.

## **How will the person be involved in this process?**

A person will always be informed first if it's felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

## **Who can make a referral?**

Anyone can make a referral. Referrals come from a wide range of partners including education, health, youth offending teams, police and social services.

## **What happens with the referral?**

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary. Raising a concern If you believe that someone is vulnerable to being exploited or radicalised, please use the established safeguarding or duty of care procedures within your organisation to escalate your concerns to the appropriate leads, who can raise concerns to Channel if appropriate.

## **Safeguarding**

BloR Apprenticeships are committed to safeguarding and promoting the welfare of all Apprentices including young people and vulnerable adults.



A vulnerable adult is defined as a person whom:

- Has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- Is experiencing, or at risk of abuse or neglect; and
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect

Employers also have a responsibility to the Apprentices they employ. We also recognise that we have a duty to help employers, staff and Apprentices to recognise their responsibilities, through guidance, support and training. As the employer of a Apprentice, it is important that you understand your responsibilities to the Apprentice and what safeguarding means to you. The following information should provide answers to some of the questions you may have. If they are not answered here, please get in touch with us using the contact details provided.

### **The aims of this Policy are:**

- To identify the expectations of staff in relation to safeguarding
- To ensure relevant and effective safeguarding practices are in place
- To ensure the right of every applicant and apprentice to learn within a safe environment
- To promote awareness to staff of the need to safeguard children and to recognise that safeguarding is everyone's responsibility
- To ensure that the fundamental rights and needs of our applicants and apprentices are observed
- To prevent abuse through the pastoral support offered to all applicants and apprentices
- To raise awareness of different types of abuse and children in need issues
- To provide guidelines for staff in handling matters relating to actual or suspected child abuse
- To ensure staff act professionally
- To deter potential, unsuitable individuals from applying to BloR by demonstrating our attentiveness and vigilance in relation to safeguarding through our website and job advertisements
- To reject at interview stage anyone where we have doubts about suitability
- To prevent the risk of abuse by ensuring procedures and standards are in place
- Academies to enable all staff to recognise the signs and report accordingly Prevent and


### **What is Safeguarding?**

Safeguarding regulations have been around for a while, across a wide range of legislation, but were brought together by the Safeguarding Vulnerable Groups Act 2006.

This legislation provides definitions of children and vulnerable adults and sets out the legislative framework of measures to protect them from harm.

- Promotion of your health and development
- Ensuring your safety and care
- Ensuring you are offered the best life chances
- Protection from abuse and neglect
- Prevention of bullying and harassment





The term 'safeguarding' embraces both child and vulnerable adult protection and preventative approaches to keep our students, staff and employers safe. Safeguarding encompasses students' health and safety, welfare and well-being.

BloR Apprenticeships is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and employers to share this commitment. We have developed a Safeguarding Policy and Procedure that aims to meet this commitment.

## Definitions

### **Safeguard**

Protect from harm or damage with an appropriate measure

### **Vulnerable**

Exposed to the possibility of being attacked or harmed, either physically or emotionally

### **A vulnerable adult**

Is in need of special care, support, or protection because of age, disability, or risk of abuse or neglect

### **Safeguarding**

Is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism related activity

### **Vulnerability**

Describes the condition of being capable of being injured; difficult to defend; open to moral or ideological attack. Within Prevent, the word describes factors and characteristics associated with being susceptible to radicalisation

### **Types of Abuse**

**Physical abuse** Is defined as the use of physical force that may result in bodily injury, physical pain, or impairment. Physical abuse may include but is not limited to such acts of violence striking, hitting, beating, pushing, shoving, shaking, kicking, pinching and burning.

### **Emotional/psychological abuse**

A person subjecting another to behaviour that may result in psychological trauma, including anxiety, chronic depression, or post traumatic stress disorder.

### **Financial abuse**

Tactic used by abusers to limit and restrict their victims' access to their finances. For example, a young adult having their benefits taken away from them.

### **Neglect by others**

Where a parent, carer or guardian will actively and knowingly fail to care for or attend to the basic needs of a child or vulnerable adult. For example, not feeding a child and/or leaving them in the same clothes and not helping them wash for days on end.



## **Self-neglect**

Is any failure of an adult to take care of themselves? It could be a result of poor health, depression, cognitive problems or being physically unable to care for themselves. In this situation, family and carers would be expected to pick up on these signs and give or apply for appropriate care.

## **Discriminatory abuse**

Is when you are picked out deliberately for unfair treatment because of a protected characteristic. For example, a vulnerable adult is picked on by an employer because of their disability.

## **Organisational abuse**

Is where an institution fails to provide basic care for its residents. It is also related to gang culture where an individual is forced into committing crime for the financial gain of gang leaders.

## **Why is safeguarding necessary for employed Apprentices?**

Providers of government funded training have a duty to safeguard their Apprentices and to take such steps that try to ensure the safety of its Apprentices (children under 18 or vulnerable adults) at all times. As part of that duty, we will talk to you about what you can do to ensure that Apprentices are not exposed to threats or dangers.

## **What are the responsibilities of an Employer?**


- To understand what is meant by safeguarding and promote the welfare of Apprentices
- Be aware of your statutory duties towards the welfare of children and vulnerable adults
- Be familiar with our guidance, in particular, the reporting arrangements

It is the responsibility of the employer to ensure employees working alongside Apprentices are free from convictions and of sound character and judgement and will not pose as any threat or danger to Apprentices.

## **What do I do if my apprentice discloses information to me?**

- Re-assure the Apprentice that they have done the right thing
- Record what the Apprentice said, using their words where possible. Sign and date the record
- Inform our Designated Person or deputy as soon as possible and pass on the written record
- Maintain confidentiality and do not discuss with others
- Listen without making judgements
- Stay calm
- Try not to ask questions, but if you must, make sure they are open-ended questions to clarify understanding and not to probe or investigate
- Don't give an opinion or offer advice
- Don't promise confidentiality - explain you may need to talk to a designated safeguarding officer

Employees working closely with children or vulnerable Apprentices should be alert to the possibilities of harm and they should inform only—and not investigate or offer advice. If any member of staff has a safeguarding issue brought to their attention, they must treat it as a matter of urgency and contact one of our Designated Safeguarding Team.



Any concern must be documented and emailed to the Designated Safeguarding Lead within 2 hours of the disclosure. Unless the child is in immediate harm, where the relevant authorities will be contacted immediately.

In this situation ensure that the child is accompanied and kept safe until the relevant authorities arrive.

If you have any concerns about an apprentice, then please do not hesitate to contact one of BloR Apprenticeships designated safeguarding team.

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## **Reporting For FGM**

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act 2003 (“the 2003Act”). It is a form of child abuse and violence against women. FGM comprises all procedures involving partial or total removal of the external female genitalia for non-medical reasons. The FGM mandatory reporting duty is a legal duty provided for in the FGM Act 2003 (as amended by the Serious Crime Act 2015).


The legislation requires regulated health and social care professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either:

- **Are informed by a girl under 18 that an act of FGM has been carried out on her; or**
- **Observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl’s physical or mental health or for purposes connected with labour or birth**

For the purposes of the duty, the relevant age is the girl’s age at the time of the disclosure/ identification of FGM (i.e. it does not apply where a woman aged 18 or over discloses she had FGM when she was under 18).

Complying with the duty does not breach any confidentiality requirement or other restriction on disclosure which might otherwise apply. The duty is a personal duty which requires the individual professional who becomes aware of the case to make a report; the responsibility cannot be transferred. The only exception to this is if you know that another individual from your profession has already made a report; there is no requirement to make a second.

Reports under the duty should be made as soon as possible after a case is discovered, and best practice is for reports to be made by the close of the next working day, unless any of the factors described below are present. You should act with at least the same urgency as is required by your local safeguarding processes.



A longer timeframe than the next working day may be appropriate in exceptional cases where, for example, a professional has concerns that a report to the police is likely to result in an immediate safeguarding risk to the child (or another child, e.g. a sibling) and considers that consultation with colleagues or other agencies is necessary prior to the report being made. If you think you are dealing with such a case, you are strongly advised to consult colleagues, including your designated safeguarding lead, as soon as practicable, and to keep a record of any decisions made. It is important to remember that the safety of the girl is the priority. It is recommended that you make a report orally by calling 101, the single non-emergency number. You should be prepared to provide the call handler with the following information:

Explain that you are making a report under the FGM mandatory reporting duty

- **Your details: Name, contact details (work telephone number and e-mail address) and times**
- **When you will be available to be called back, job role, place of work**
- **Details of your organisation's designated safeguarding lead: name, contact details (work telephone number and e-mail address), place of work**
- **The girl's details: name, age/date of birth, address**

Throughout the process, you should ensure that you keep a comprehensive record of any discussions held and subsequent decisions made, in line with standard safeguarding practice. This will include the circumstances surrounding the initial identification or disclosure of FGM, details of any safeguarding actions which were taken, and when and how you reported the case to the police (including the case reference number). You should also ensure that your organisation's designated safeguarding lead is kept updated as appropriate.

In line with safeguarding best practice, you should contact the girl and/or her parents or guardians as appropriate to explain the report, why it is being made, and what it means. Wherever possible, you should have this discussion in advance of/in parallel to the report being made. However, if you believe that telling the child/parents about the report may result in a risk of serious harm to the child or anyone else, or of the family fleeing the country, you should not discuss it.

FGM is child abuse, and employers and the professional regulators are expected to pay due regard to the seriousness of breaches of the duty.

## Cyberbullying

### What is cyberbullying?

- **Cyberbullying involves the use of electronic communication devices to bully people. These include: mobile phones, tablets, iPods, laptops and PCs**
- **Social media platforms such as Facebook, Instagram, Twitter and WhatsApp are used by cyberbullies to put out their communications**

### Who is most at risk?

- **Children using social media unsupervised**
- **Vulnerable adults are particularly at risk if they are using social media, as they may be more emotionally and mentally susceptible to the abuse**



## Definitions

### Flaming

Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.

### Denigration

Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.

### Exclusion

Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.

### Outing

Sharing secrets about someone online including private information, pictures, and videos.

### Impersonation

Tricking someone into revealing personal information then sharing it with others.

### Harassment

Repeatedly sending malicious messages to someone online.

### Cyberstalking

Continuously harassing and denigration including threats of physical harm.

## Grooming

### What does the term grooming mean?

- Grooming is a word to describe people befriending children and vulnerable adults to take advantage of them for sexual preferences
- • Grooming is also used by extremist groups to radicalise individuals in to supporting and potentially committing terrorist attacks
- • You will probably associate grooming with children, and predominantly this is what you will hear and see in the media on the subject, but it does also affect vulnerable adults

### What is sexual online grooming?

- Sexual online grooming is when people form relationships with children pretending to be their friend, using social media platforms to do so
- The person carrying out the online grooming will try to establish the likelihood of the child telling someone. They will also find out as much as they can on the child's family and social networks
- Online groomers will tend to use chatrooms, which are focussed on young people. There are countless teen chat rooms on the internet
- Those carrying out the grooming will pretend to be a child themselves, similar in age to the person they are grooming. They will even change their gender to make it easier to befriend the person they are grooming

- 
- Grooming online is anonymous and children find it easier to trust an online 'friend' than someone they have met 'face to face'

## Online Grooming

### How do you know if a child is being groomed online?

- Wanting to spend more and more time on the internet
- Being secretive about who they are talking to online and what sites they visit
- Switching screens when you come near the computer
- Possessing items – electronic devices or phones – you haven't given them
- Using sexual language, you wouldn't expect them to know
- Becoming emotionally volatile

### Grooming – In Person

- Groomers will hide their true intentions and may spend a long time gaining a child or vulnerable adults trust
- They may try to gain the trust of the whole family to allow them to be left alone with a child or vulnerable adult
- Groomers may deliberately try to work with children or vulnerable adults and gain the trust of their colleagues

### To gain trust, groomers will


- Pretend to be someone they are not, for example saying they are the same age online
- Offer advice or understanding
- Buy gifts
- Give the child or vulnerable adult attention
- Use their professional position or reputation
- Take them on trips, outings or holidays Children or vulnerable adults may not speak out about their situation because they
- Feel ashamed
- Feel guilty
- Are unaware that they are being abused
- Believe they are in a relationship with a 'boyfriend' or 'girlfriend'

### Safer Recruitment

BloR Apprenticeships and members of staff, volunteers or self-employed contractors will be subject to a safe recruitment process and ensures that all appropriate checks are carried out on all staff that will work or come into contact with children and adults at risk in line with the Disclosure and Barring Service requirements. See resourcing policy for further detail on recruitment procedures.

These checks are: Application Form, Right to Work Checks and 2 References. Passport, photo ID and proof of address are also checked.

Training on Safeguarding and online safety will be delivered for all partners, staff, volunteers and self employed contractors. Ongoing support will also be provided to make sure that partners



and staff are informed and confident to take appropriate preventative and responsive steps. Information, advice and guidance for staff will be available and regularly updated through briefings at staff meetings and training interventions.

As part of our Safer Recruitment process we have 5 trained staff in this process and at least 1 will be involved in the recruitment selection and induction process for all staff, volunteers and self employed contractors.

## **Disclosure and Barring Service Checks**

The Disclosure and Barring Service (DBS) is an executive agency of the Home Office and its primary purpose is to help employers make safer recruitment decisions and appointments. By conducting checks and providing details of criminal records and other relevant information, DBS helps to identify applicants who may be unsuitable for certain work and positions, especially those involving contact with children (those less than 18 years old) or adults at risk.

Depending on the type and regularity of contact with children or adults at risk involved in a particular role, employers are entitled to make appropriate types of enquiry about the applicant's criminal record and seek a disclosure through a DBS check.

BloR undertake Enhanced DBS checks on all staff with Apprentice contact of any kind.

### **Enhanced DBS & barred list check (child and adult)**

An enhanced check with information from the DBS's children and adults barred list is only available for those individuals engaged in regulated activity with both vulnerable groups including children and a small number of posts as listed in the Police Act regulations.

## **Reporting a Concern**

This procedure applies to all Partners, employees, self-employed contractors, volunteers, members of the board and all other third parties who, through their involvement with the Partnership work with children, young people or vulnerable adults.

### Related Legislation

Working Together to Safeguard Children (2018)

Keeping Children Safe in Education (2018)

Care Act (2014)

Safeguarding Vulnerable Groups Act (2006)

If anybody within the BloR has a concern over their own personal welfare and wellbeing, you are to listen to and record all information given, making no judgement or assumptions. Take any actions required to secure the immediate safety of the child or adult at risk if deemed appropriate, this may involve staying with them until a responsible adult can be located. This will only be recorded on the reporting form if agreed and raised with the DSO if agreed. You must report the issue to the designated officer or their deputy, regardless of whether it is agreed.

The designated officer or their deputy will then decide the appropriate course of action, and if a referral outside the organisation is appropriate.

If anyone has a concern/ allegation about a member of BloR Apprenticeships staff:

- All Apprentices are to be informed that if they have a concern over their own personal welfare and wellbeing that they do not feel comfortable talking to their tutor about, they are





to contact BloR Apprenticeships Designated Officer or Deputy.

- Contact details for the designated persons are available in this policy and on BloR Apprenticeships external website.
- If anyone contacts you to report a concern, ensure you listen and record the details as per reporting a concern to you.
- Ensure you have contact details for those involved. You must report the issue to the designated officer or deputy. They will then decide the appropriate course of action, and if a referral outside the organisation is appropriate, liaise as appropriate.
- Be mindful of confidentiality and therefore no information should be passed to anyone without prior consent to do so.
- If you observe a safeguarding issue taking place within the working practices of an employer's setting you **MUST** take action to stop the activity immediately, and inform the individual of your concerns, ask them to remove themselves from the area and advise them you will inform their senior manager.
- Take any actions to secure the safety of anyone at risk, this may involve staying with them until a responsible person can be located. Inform your designated safeguarding officer or deputy. Be mindful of differences between poor practice and a safeguarding issue and apply your action appropriately.
- If anyone reports unsafe practices or safeguarding issues to you within their working environment advise them to follow in-house reporting or whistle-blowing procedures. You may support them in speaking to the appropriate senior team members. Report the incident to your designated safeguarding officer or deputy who will offer additional guidance and support and if necessary signposting / referral if appropriate.
- It is important you do not pass any information to other parties or try to investigate the concern yourself. All concerns should be reported to the designated safeguarding officer or deputy as soon as possible.

The designated officer or their deputy take responsibility for safeguarding children, young people under 18 and vulnerable adults. They provide advice and support to staff, volunteers and self-employed contractors, and are responsible for liaising with statutory children's services agencies and with the local safeguarding partners. Other responsibilities include:

- Managing safeguarding issues and cases in their region or operation
- Liaising with and making referrals to appropriate agencies about children, young people under 18 and vulnerable adults where there are safeguarding concerns, including the designated officer or deputy
- Managing referrals and liaises with other agencies, like the DBS or Police as required
- Conduct all investigative actions following the reporting of an incident ensuring they maintain confidentiality and only involve the identified necessary parties
- Ensuring that appropriate information is available at the time of a referral and that the referral is confirmed in writing, under confidential cover as quickly as possible (e.g. within a working day)
- Keeping detailed, accurate and secure written records of safeguarding concerns, where appropriate (i.e. include a chronology of concerns, referrals, meetings, phone calls or emails) and submitting to safeguarding officer or their deputy lead who will update the internal risk register
- Recording incidents and actions, no matter how minor the incident.
- Maintaining relationships with local safeguarding partners
- Remaining familiar with local referral procedures and know how to contact and establish links with the local authority or police



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- Actively supporting safeguarding approach and the implementation of action plans
  - Ensuring the effective and consistent communication and embedding of safeguarding policies and practice within their organisation or operation.
  - Providing regular briefings and updates at staff meetings to ensure that all staff are kept up to date and regularly reminded of their responsibilities
  - Ensuring that every member of the partnership has access to and understands the safeguarding policy
  - Making sure that all partners, staff, self-employed contractors and volunteers know how to raise concerns about people who are vulnerable or at risk of abuse and neglect
  - Attending regular training and networking events relating to safeguarding issues
  - Ensuring that Apprentices/service users and their parents/guardians/carers know where to go if they need support or have concerns about the behaviour of an employee, self-employed contractor or volunteer
  - Attending interviews for key roles involved in safeguarding within their operation.
  - Effectively dealing with any potential aftermath of an incident in the partnership
  - Maintaining awareness of vulnerable service users within their operation.
  - Encouraging a culture of listening to service users and embedding their views and wishes into policy and practice.

## Keeping Yourself Safe

To maintain yours and the Apprentice's safety, the following are strictly prohibited:

- Befriending Apprentices on personal social media sites
- Distributing personal telephone numbers
- Visit Apprentices at home or transporting Apprentices to and from locations (this includes travelling in the car with a Apprentice driving)
- Do not use sarcasm, insults or belittling comments towards Apprentices
- Personal relationships with Apprentices
- It also important to be mindful of the following when conducting yourself:
- You will naturally build a rapport with Apprentices through the apprenticeship contact, and the Apprentices may see you as a confident and support but be sure to maintain professional boundaries whenever carrying out work on BloR Apprenticeships behalf.
- Be respectful of all young and vulnerable people, and appreciate you are in a position of trust. We have the opportunity to listen to their concerns and support them.
- Uphold confidentiality within certain remits when required, by the situation, but be careful not to promise to keep secrets or ask others to do so.
- Avoid spending time alone with Apprentices in a closed environment. If this is unavoidable for example during a formal assessment/examination, ensure a member of the site staff is aware where you are and monitors this.
- Be careful when giving Apprentice advice – as this is based on your opinion, focus support around information (facts) and guidance (signposting).
- If at any point, you feel unsafe in a Apprentice's company inform the site manager, your line manager, the designated safeguarding officer and leave the premises.



## **'Whistle Blowing'**

It is acknowledged that there may be times where the staff 'witness' an incident, action or event that may give them cause for concern. If any member of staff witnesses a potential safeguarding issue, they must treat it as a matter of urgency and contact one of our Designated Safeguarding Team.

Any concern must be documented and emailed to the Designated Safeguarding Lead within 2 hours of the disclosure. Unless the child is in immediate harm, where the relevant authorities will be contacted immediately.

In this situation ensure that the child is accompanied and kept safe until the relevant authorities arrive.

We are committed to the safety and security of all Apprentices at all times whilst in our care equally, we are committed to the safety and security of all staff at all times whilst in the Academy.

Therefore, we recognise the issues and concerns in regard to reporting concerns regarding the care and welfare of the Apprentices within the business.

- **All staff are required to share any concerns in regard to any staff practices that compromise the safety of the Apprentices to a designated safeguarding officer.**
- **Failure to notify the designated safeguarding officer of any concerns regarding any incidents, events or practice by individual staff will result in referral to the safeguarding team, Ofsted and the police for investigation.**
- **Where external authorities are conducting their own enquiries, our own investigation will run in parallel without jeopardy to any official enquiries and the member of staff will be placed on suspension.**
- **Any staff member who discloses a concern will be given assurance of confidentiality as far as practically possible, without jeopardy to any investigations by external authorities or our own investigation**
- **Any staff member expressing a concern about their safety following a disclosure will be give all necessary support to enable them to continue in their role with security safely.**



## Contacts

### Designated Safeguarding and PREVENT Lead

Chetna Vaghjiani

Email: [chetna.vaghjiani@ior.org](mailto:chetna.vaghjiani@ior.org) • Email: [safeguarding@ior.org](mailto:safeguarding@ior.org)

Telephone: 0161 226 8436 or 07387 815 359

### Deputy Designated Safeguarding and PREVENT Lead

Azmat Mohammed

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Version 3.0

Date Approved by Governance Board 18/03/2019

Date Amended 10/07/2019

Date of Next Review 08/3/2020

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