

Inspire Education Group

# SAFEGUARDING & PREVENT FOR EMPLOYERS

2023-24



**Inspire**  
Education Group

*Peterborough and Stamford,  
Thriving Together*

# WHAT IS SAFEGUARDING?

**Inspire Education Group (IEG) is committed to safeguarding and promoting the welfare of all its students. As an education provider, the principles and outcomes of our work are based on individual respect, the promotion of human rights, and protection from all types of abuse and neglect, including radicalisation and extremism. Similarly, the employers we work alongside also have a responsibility to the learners they employ. As an employer, it is important to understand what safeguarding means to you and your business and what to do if you suspect a student is subjected to or at risk of being exposed to harm.**

**IEG fully recognises its responsibility for safeguarding under the Education Act 2002, Care Act 2014, Apprenticeships, Skills, Children and Learning Act 2009 (as amended) and the Education and Training (Welfare of Children) Act 2021. In addition, acknowledging the responsibility to adhere to other statutory guidance.**

## WHAT IS SAFEGUARDING?

Safeguarding means:

- Protection from abuse, neglect and maltreatment.
- Promotion of health and development.
- Ensuring safety and care.
- Ensuring optimum life chances and best outcomes.

Safeguarding is defined by the Children Act 1989 and means that organisations working with young or vulnerable adults must take all reasonable measures to ensure that the risks of harm to the individual's wellbeing are minimised.

## WHAT IS PREVENT?

In 2011 the government introduced the Prevent Strategy, part of the overall counter-terrorism strategy, CONTEST; this outlines objectives and measures to protect vulnerable people from being drawn into terrorist or extremist activity and from being exposed to radicalisation.

Prevent is about safeguarding our communities from the threat of terrorism by stopping people from supporting it or becoming terrorists themselves. Radicalisation is the process by which a person comes to support terrorism and extremist ideologies.

We have a common law duty of care to ensure that the student is safe at all times. This does not just mean within the workplace, but also means we must be able to identify and act on causes for concern outside of work where appropriate.

## WHAT DOES SAFEGUARDING MEAN FOR YOU?

- Providing students with a safe working Environment.
- Recognising and reporting to us any young person or vulnerable adult who is suffering, or likely to suffer significant harm.

# ROLES & RESPONSIBILITIES

**Organisations working with young people or vulnerable adults must take all reasonable measures to ensure that the risks of harm to the individual's wellbeing are minimised.**

## WHAT ARE THE MAIN ROLES AND RESPONSIBILITIES OF EMPLOYERS AND STAFF?

Responsibilities include:

- Understanding what is meant by Safeguarding and Prevent Duty and promoting the welfare of students.
- Be aware of your statutory duties regarding the welfare of children and vulnerable adults and prevent them from being drawn into terrorism.
- Provide a safe, supportive environment for learners both on and off-site.
- Identify if there are learners who are suffering, or likely to suffer, significant harm.
- Be familiar with our guidance and reporting arrangements.
- Being aware of the responsibility of the employer to ensure that staff working alongside learners do not pose a risk to their wellbeing.
- Further information on Safer recruitment and selection can be found at: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>



# HOW SAFEGUARDING CONCERNS MAY PRESENT

## **SAFEGUARDING CONCERNS MAY PRESENT AS:**

- Significant changes in behaviour.
- Over-dependency on staff.
- Deterioration in work.
- Poor/over attendance.
- Low self-esteem or withdrawn.
- Inappropriate behaviour including risk-taking.
- Aggressiveness, anger, anxiety.
- Drug and/or alcohol abuse.
- Being asked/leaving home.
- Harm to self or others.
- Bullying or discrimination (victim or perpetrator).
- Serious financial hardship.
- Emotional distress including mental health concerns.
- Fabricated or induced illness.
- Involvement in gangs and youth violence.

The presence of one or more of these factors does not necessarily mean that your student is being harmed. It could, however, alert you to a potential problem that there may be a serious cause for concern. Abuse can be:

- Emotional, physical, sexual, neglect, psychological or financial.
- Between students - peer on peer abuse.

- Discrimination, bullying and cyberbullying.
- Child Sexual Exploitation and Child Criminal Exploitation.
- Domestic violence and violence against women and girls.
- Female Genital Mutilation and Forced Marriage.
- Human trafficking and modern slavery.

## **KEY 'AT RISK' / VULNERABLE GROUPS:**

- People with learning difficulties and or disabilities.
- Young offenders and other ex-offenders.
- Young carers, young parents.
- Looked after or in care and care leavers.
- Homeless including temporary or insecure accommodation.
- Students with social-emotional and behavioural difficulties.
- Chaotic family backgrounds or violence in families, family members in or out of prison.
- Addiction and substance misuse issues.
- Students who are isolated or have mental health issues.
- Having asylum-seeking or refugee status.

# BULLYING, HARASSMENT & SEXUAL VIOLENCE

**There must be a culture of zero tolerance for incidents of bullying and harassment including sexual violence or sexual harassment. This type of behaviour is never acceptable and will not be dismissed as 'banter', 'part of growing up' or 'just having a laugh'. Various forms of sexual violence and harassment can be considered peer on peer (or child on child) abuse and can occur in an otherwise consensual relationship. It can occur online and offline both inside and outside of the workplace.**

It is recognised that a student's progress and emotional wellbeing may be adversely affected if they are subjected to any form of bullying and or harassment. It is also important to recognise the negative impact that engaging in these behaviours or witnessing the bullying and/or harassment of another can have.

This type of unwanted conduct has the purpose or effect of violating the dignity of an individual or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Factors which may increase the risk of bullying, prejudice-related incidents or discrimination:

- Sexuality.
- Gender identity e.g. transgender.
- Black and Asian Minority Groups.
- Minority religions or other minority factors.

There are three types of harassment that are unlawful under the Equality Act 2010:

- Harassment related to a relevant protected characteristic.
- Sexual harassment.

- Less favourable treatment of a student because they submit to or reject sexual harassment or harassment related to sex.

Peer on peer abuse occurs when a young person is exploited, bullied and or harmed by their peers who are the same or similar age. This can include:

- Bullying, including cyberbullying.
- Physical abuse such as hitting, kicking, shaking, biting, hair-pulling or otherwise causing physical harm.
- Sexual violence and sexual harassment.
- Initiating or hazing type rituals.

When referring to sexual harassment we mean 'unwanted conduct of a sexual nature'. This can include:

- Sexual comments, such as, telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names.
- Sexual 'jokes' or taunting.
- Physical behaviour, such as, deliberately brushing against someone, interfering with someone's clothes.



- Displaying pictures, photos or drawings of a sexual nature.
- Upskirting – a criminal offence.
- Online sexual harassment.
- Consensual and non-consensual sharing of nude and semi-nude images and/or videos. Taking and sharing nude photographs of U18s is a criminal offence.
- Sharing of unwanted explicit content.
- Sexualised online bullying.
- Unwanted sexual comments and messages, including, on social media.
- Sexual exploitation; coercion and threats.
- Coercing others into sharing images of themselves or performing acts they're not comfortable with online.

When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003 which are:

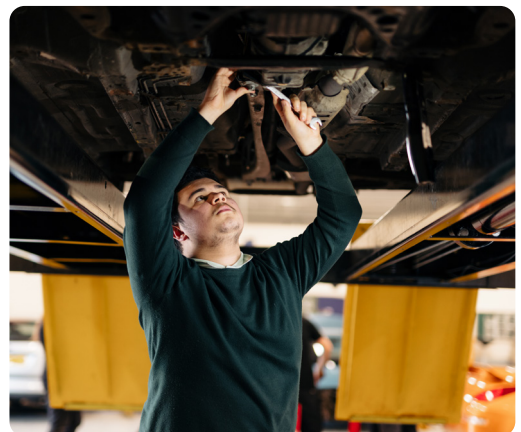
- Rape.
- Assault by penetration.
- Sexual assault.
- Causing someone to engage in sexual activity without consent.

## WHAT IS CONSENT?

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom.

Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

A child under the age of 13 can never consent to any sexual activity. The age of consent is 16. Sexual intercourse without consent is rape.



# WHAT YOU SHOULD DO AS AN EMPLOYER

## AS AN EMPLOYER YOU NEED TO:

Identify a named member of staff to be the key point of contact for the student.

Make sure that:

- All students feel the working environment is safe and welcoming and all are respected equally.
- Vulnerable students are involved in individual risk assessments and understand arrangements to keep them safe.
- Students implement safe working practices.
- Students understand and implement internet safety measures.
- Students understand abuse, discrimination, bullying and harassment and know what actions to take if they occur.
- Complaints about safety-related matters are tackled rapidly and effectively.
- Employers should be aware that their role is to inform through the appropriate channels and not to investigate concerns or allegations.

For any concerns, employers need to:

- Listen and appear to have time, do not ask leading questions.
- Stay calm and show that you are taking it seriously and reassuring the student they have done the right thing.
- Do not promise confidentiality, explain that it may be necessary to share information with other relevant people.

- You do not have to decide whether the student is telling the truth or not.
- Pass on any allegation of abuse about a member of staff and report this to the College key contact.
- Record and date all concerns using the student's own words as much as possible and pass them immediately to the relevant College contact.

Peterborough College contact line:  
01733 762356

Stamford College contact line:  
01780 484300 ext. 390

The College will then take advice from our own internal Safeguarding team and will advise on the best course of action. Any serious cases of harm should be reported to the Police or Social Services. Our Safeguarding team can help give guidance on how to report an issue.

## ACCIDENTS AND INCIDENTS

Please report any accidents/incidents involving a student to:

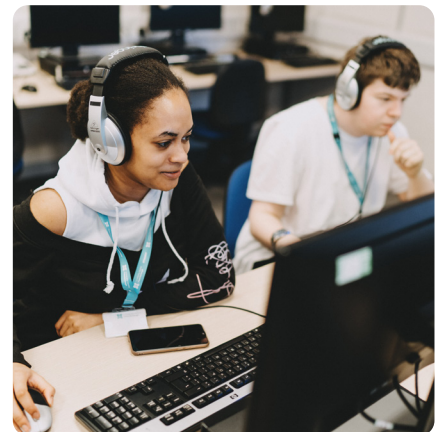
*work.experience.pbo@ieg.ac.uk*  
*work.experience@stamford.ac.uk*

## PROFESSIONAL BOUNDARIES

All employers must protect themselves from allegations of abuse and build positive relationships with our students. Always remember that these relationships are professional and that employers should protect themselves as well as our students.

Remember:

- Avoid situations where staff can be vulnerable and open to possible allegations.
- If you need to speak to students 1:1, if possible do this in sight of others.
- Do not ignore anything you see, hear or read about a student that troubles you.
- Seek to develop mutual respect through your example.
- Do not provide students with personal details. e.g. personal mobile phone, home phone, personal email address or Facebook/social media following.
- If the student reports a safeguarding concern whilst on placement about the organisation the College will investigate following the College's safeguarding procedure.





# USEFUL CONTACTS

CONCERN	AGENCY	NUMBER
Forced Marriage	Choice	0800 5999818
Suicidal Thoughts	Samaritans	0845 7909090
Suicidal Thoughts	Lifeline	0808 8082121
Suicidal Thoughts	HOPEUK	0800 0684141
Suicidal Thoughts	CALM (for men)	0800 585858
Mental Health Support	CPFT Service (Cambridgeshire and Peterborough)	0300 3000055
Mental Health Support	LPFT Service (Lincs)	0800 0013441
Mental Health Crisis	NHS 111	Option 2
Rape & Sexual Assault	The Elms SARC	01480 425003
Rape & Sexual Assault	Lincolnshire Rape Crisis	0800 3345500
Abused Females	Women's Aid	01733 894455
Housing Referral	City Council	01733 864064
In Care Team	Locate	01778 42400
Domestic/Sexual Abuse	SASP (Peterborough)	01733 961653
Domestic Abuse	EDAN (Lincs)	01522510041
Sexual Health	iCash (Cambridgeshire and Peterborough)	0300 3003030
Sexual Health	LiSH (Lincolnshire)	015220309309
Self-Referral for Abortion	BPAS	03457 304030
Bereavement	Cruse	0808 8081677
Welfare concerns (18+)	Adult Social Care (Peterborough)	01733 747474
Welfare/Abuse (up to 18)	Children's Social Care (Peterborough)	01733 864180
Welfare/Abuse (up to 18)	Children's Social Care (Cambs)	0345 0455203
Welfare/Abuse (up to 18)	Children's Social Care (Lincs)	01522 782111
Drugs and Alcohol	We are With You (Lincolnshire)	0845 608545
Drugs and Alcohol	Aspire (CGL) (Peterborough)	01733 895624
Housing Referral	Lincolnshire Youth Housing Support	01511 873212
Housing Referral	Shelter (Peterborough)	0808 4444
Police Non-Emergency		101



**OUR VISION IS  
FIRST CHOICE  
OF EDUCATION  
TRAINING IN**

**OUR MISSION  
TRANSFORM  
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**IS TO  
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AND TRAINING.**



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