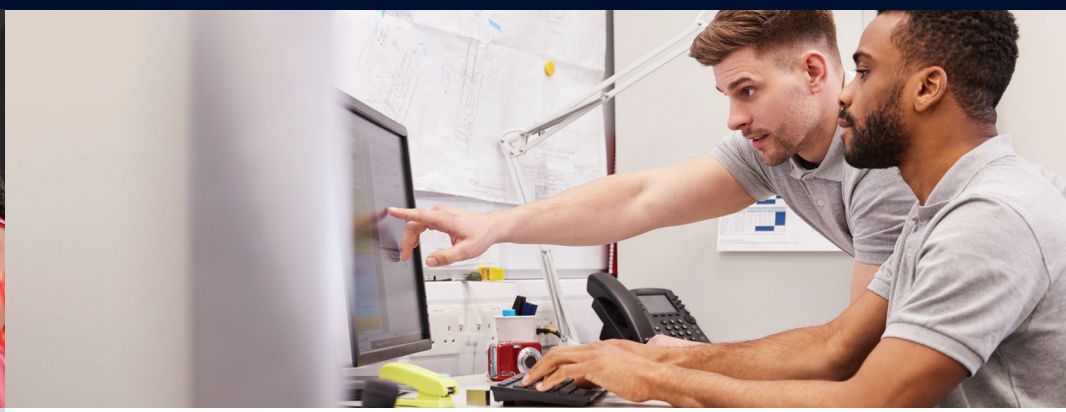
CHRYSOS
HR SOLUTIONS LIMITED

# Safeguarding & Prevent Duty



***Everyone has a right to live life free from fear, abuse and neglect.***

***Independent training providers working with children and vulnerable adults have a responsibility to protect their safety and basic human rights by ensuring they have policies and procedures in place to address the possibility of harm.***

***Staff should be given training so that they can spot signs of harm and know what to do to report their concerns.***

## What is Safeguarding?

Safeguarding refers to actions taken to protect children and vulnerable adults from harm. This harm may be from adults or children and it is vital that anyone working closely with vulnerable individuals, understands what safeguarding is and why it's important.

Children are defined as anyone under the age of 18.

**Safeguarding children means:**

- Protecting them from abuse, maltreatment and exploitation.
- Preventing harm to their health or development.
- Ensuring they can grow up under safe and effective care.
- Acting to ensure they have the best outcomes in life.

A key element of safeguarding is identifying actual, likely or suspected harm and acting to protect children who are suffering or likely to suffer from significant harm.

A vulnerable adult is someone unable to care for themselves or protect themselves from significant harm or exploitation.

**Safeguarding vulnerable adults means:**

- Ensuring they can live safely, free from abuse and neglect.
- Empowering them to make their own decisions and give informed consent.
- Preventing and stopping abuse or neglect.
- Promoting their well-being and taking their views, wishes, feelings and beliefs into account.

**Signs that may indicate a Safeguarding cause for concern**

It can be difficult for those in need of care and support to ask for help, making it important to be aware of possible indicators.
Some examples of cause for concern are when an individual:

- Becomes quieter and withdrawn.
- Has lost weight or appears malnourished.
- Seems to be struggling with money.
- Has unexplained cuts or bruises.
- Has changed behaviour

***Prevent Duty...***

***'...due regard to preventing people being drawn into terrorism'***

***Extremism...***

***'....Vocal or active opposition to fundamental British Values'***

***Vulnerability to extremism...***

- ***Loneliness or isolation***
- ***Drugs, gangs, violence and crime against them or their involvement in crime***
- ***Poverty, homelessness and lack of self-esteem***
- ***Personal or political grievances***
- ***Recent political or religious conversion***

## What is the Prevent Duty?

The Prevent Duty is part of the Counter-Terrorism and Security Act 2015 and places a duty on bodies such as Education, Health and Policy to 'have due regard to preventing people being drawn into terrorism'. In order to protect children and vulnerable adults, you must be alert to any reason for concern in the individual's life at home or elsewhere. This includes awareness of the expression of extremist views.

**Extremism and Radicalisation**

Extremism is defined by the Government as: 'vocal or active opposition to fundamental British values' and includes 'calls for the death of members of our armed forces, whether in this country or overseas.'

Radicalisation is defined as 'the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.'

It is just as important to safeguard children and vulnerable adults from extremism as it is from other risks and to approach this in the same manner.

**What are British Values?**

British Values are a key element of the Prevent Duty and underpin what it is to be a citizen in a modern and diverse Great Britain valuing our community celebrating diversity in the UK.

The British Values are: 'democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.'

In addition to upholding British Values, cHRysos HR encourages all staff and learners to show respect for others, underpinned by our Equality, Diversity, Bullying and Harassment Policy and to give particular regard to the protected characteristics set out in the Equality Act 2010.

**Channel**

The Channel programme underpins and supports the Prevent Duty by pr support to individuals who may be vulnerable to being drawn into terroris uses a multiagency approach to identify those at risk, assess the nature a extent of the risk and develop a support plan for the individual concerned.

**Possible signs of being vulnerable to extremism**

- Loneliness or isolation
- Drugs, gangs, violence and crime against them or their involvement in crime
- Poverty, homelessness and lack of self-esteem
- Personal or political grievances
- Recent political or religious conversion

***British values...***

***Democracy***

***The rule of law***

***Individual liberty***

***Mutual respect and tolerance for those with different faiths and beliefs.***

***The cHRysos HR policy on Safeguarding and the Prevent Duty can be found here***

## What is cHRysos HR's role?

**cHRysos HR will ensure that:**

- All staff have undertaken training in Safeguarding and the Prevent Duty
- When appropriate we refer concerns about learners or colleagues to the Designated Safeguarding and Prevent Lead/ the Local Authority Designated Officer/the Police
- We work with employers and partner organisations to exemplify British Values of 'democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs'
- We promote diversity and challenge prejudices and racist comments and behaviours.
- We develop critical thinking skills and a strong, positive self-identity
- We actively promote British Values
- We provide learners with information so they understand how to protect themselves from extremist views contrary to British Values, which they may encounter, now or later in their lives, helping to keep themselves safe.
- We use a range of methods to protect learners from the risk of radicalisation, such as: embedding British Values into our teaching and learning practice; ensuring all staff have received training
- All our staff are subject to Disclosure and Barring Service (DBS) checks.

**Employer's responsibilities**

We need your help to safeguard the welfare of our learners and ask that you fulfil your responsibility as an employer by:

- Alerting cHRysos HR to any concerns you have about your Apprentice as this will enable us to explore what the cause might be
- Providing opportunities for employees to discuss their own concerns about extremism, events in the news and about British Values
- Being alert to any changes in your Apprentice's behaviour, that in your professional opinion gives you cause for concern

**Reporting Safeguarding or Prevent concerns involving an Apprentice**

If you have a concern, would like more information or have any questions, please contact your Skills-Coach or call our Designated Safeguarding and Prevent Officer, **Frank Barber on 03300 562443.**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