



**APPRENTICESHIPS  
AND TRAINING**



# **SAFEGUARDING AND WELFARE - A GUIDE FOR EMPLOYERS**



## **Business Advisor Contact Details**

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# Safeguarding, Prevent, Equality, Diversity and Inclusion - A Guide for Employers

## **SAFEGUARDING**

Bury College has a legal responsibility to safeguard and promote the welfare of children and vulnerable adults. Part of this responsibility will be to report and work with others to safeguard children and vulnerable adults from all types of harm, abuse or neglect.

### **Is there help and advice in College?**

Yes – you should talk a member of the College staff as we have a Safeguarding Team trained to help.

### **What is a Safeguarding issue?**

Safeguarding may be related to:

- Homelessness
- Domestic Abuse
- Forced Marriage
- Emotional, Mental, Sexual Abuse
- Neglect
- Bullying or Harassment
- e-Safety issues
- Exploitation
- FGM (Female Genital Mutilation)
- Radicalisation

## Employers and Safeguarding

Responsibilities include:

- Assessing any risks to students before placement begins
- Providing appropriate induction, training and supervision for students
- Being aware of the threat to safety from being online and exercise caution with 16-18 year old students who spend a lot of time online and/or work from home
- Looking after the welfare of students in the workplace
- Ensuring systems are in place to prevent unsuitable people working with students

## Reporting Safeguarding concerns

If a student discloses anything that gives you reason to suspect that they may be at risk of harm, you should:

- Listen carefully and take what is being said seriously
- Tell the student you have a duty to report concerns
- Tell the student you cannot promise confidentiality
- Write down what the student says in their own words
- Contact our Safeguarding Team immediately by calling 0161 280 8604 or email [safeguarding@burycollege.ac.uk](mailto:safeguarding@burycollege.ac.uk)

# Prevent

Bury College has a legal responsibility to safeguard and promote the welfare of all their students and to ensure that they operate within the law.

The Prevent Duty is a Government strategy that was introduced to safeguard communities against the threat of extremism, radicalisation and terrorism.

An important part of the Prevent Strategy is the promotion of British Values.

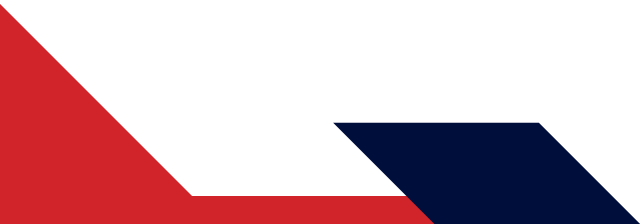
They include:

- The Rule of Law
- Democracy
- Mutual Respect
- Individual Liberty

## **Is there help and advice in College?**

Yes – you should talk a member of the College staff as we have a Safeguarding Team trained to help.

## **What issues could lead to a person being vulnerable to negative external influences?**

- Loneliness or isolation
  - Changes to a family situation
  - Poverty
  - Political grievances
  - Accessing extremist material
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## Employers and Prevent

Responsibilities include:

- Be alert with regards to changes in behaviour that may give you cause for concern
- Advise the College of any concerns regarding the student to allow us to investigate any issues further
- Promote British Values with the student and challenge views that contradict this
- Be receptive and approachable if the student would like to discuss concerns relating to extremism or events in the news. Encourage them to also have discussions with their Learning and Skills Coach

## Reporting Prevent concerns

If you are worried or concerned about your student, please contact our Safeguarding Team immediately by calling 0161 280 8604 or email [safeguarding@burycollege.ac.uk](mailto:safeguarding@burycollege.ac.uk)

# Equality, Diversity and Inclusion

Equality of opportunity underpins every aspect of learning and training delivered at Bury College.

Equality means having the same chances as everyone else.

Equality is not about treating everyone in the same way, but recognising that their needs may be different.

Diversity is about valuing individual difference.

Diversity aims to recognise, value and manage difference to enable all staff and students to contribute and realise their full potential.

Inclusion refers to an individual's experience within the workplace and in wider society and the extent to which they feel valued and included.

## **Legal Framework**

The Equality Act 2010 replaces and incorporates all existing anti-discrimination laws with a single act and incorporates and extends some key pieces of legislation.

The act identifies nine protected personal characteristics; age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, pregnancy, marriage and civil partnership and maternity. An individual may have a number of these personal characteristics.

The Equality Duty which arises from the act creates a single framework which outlaws discrimination against individuals and this includes:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability
- Harassment
- Victimisation
- Failure to make reasonable adjustments in order to accommodate a person's disability

You will have policies in place to protect your staff which you will also follow for your student.

Bury College is committed to promoting equality, diversity and inclusion for all learners and Learning and Skills Coaches will therefore discuss these issues with your students during their visits.



## APPRENTICESHIPS AND TRAINING

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