

Employers Information For

SAFEGUARDING & WELLBEING OF OUR STUDENTS

Reporting Procedures For Employers We Work With

www.walsallcollege.ac.uk

INTRODUCTION

Employers, placement, and training providers have a duty to safeguard and protect people whilst in the workplace. We are committed to providing a safe environment for our students and want to ensure that this safety is mirrored in the workplace. Employers must take steps to ensure young people and vulnerable adults are always safe whilst on their premises and under their care.

Walsall College is committed to ensuring that all of our students should live free from abuse, exploitation and neglect. We believe that every student is deserving of an environment that is supportive, caring, and nurturing for them to be able to flourish and thrive. This is for all of our students, whether they are a child or an adult.

WHAT IS SAFEGUARDING?

Our view of safeguarding is that “it could happen here” and we have the interest of the students as our priority. As a College, we promote safety and wellbeing of our students whilst being aware of indicators of abuse, exploitation, and neglect.

We understand that children and adults can be at risk inside and outside of home, college, and online. When children is referenced it means those under the age of 18 years in line with the legal definition and adults over that age of 18 years.



DEFINING HARM

ABUSE can take many forms, including:

- **Physical** which may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or otherwise causing physical harm
- **Emotional** abuse is emotional mistreatment of others, it is sometimes referred to as psychological abuse. It can involve behaviours that deliberately trying to scare, humiliate, isolate, or ignore a child
- **Sexual** abuse is defined as any unwanted sexual behaviour that takes place with or without consent, and can be physical, psychological, verbal, or online. It can also include sexual relations with a child, regardless of the context

NEGLECT is the ongoing failure to meet a person's basic needs, which can put them in danger and have long-term effects on their health and wellbeing. Neglect is the most common form of child abuse. Some examples of neglect include:

- Inadequate food, clothing and shelter (including exclusion from home or abandonment)
- Unable to protect a child from physical and emotional harm or danger
- Not providing adequate supervision (including the use of inadequate care-givers)
- Prevent access to appropriate medical care or treatment
- It may also include neglect of, or unresponsiveness to basic emotional needs

EXPLOITATION is the deliberate abuse of power or control over another person, usually for personal gain. It can take many forms, including:

- Modern slavery can appear as being injured, malnourished, unkempt, and under the control of others
- Both criminal and sexual exploitation can look like being groomed with gifts, money, drugs, status, and affection
- County lines exploits others to store and move drugs and money for criminals from larger cities

HOW EMPLOYERS HELP KEEP OUR STUDENTS SAFE

It is equally important to us that employers we work with understand and embrace their responsibility in keeping our student's safe. We want employers to feel confident in sharing that they may have noticed a change in behaviour, or have had a disclosure that may indicate abuse, neglect, exploitation, mental health, or wellbeing and share this information with our dedicated Safeguarding and Wellbeing Team.

Students may share this with you directly, or it may manifest into visible signs of harm such as:

- Unexplained injuries or in inconsistent narrative regarding how they received the injuries
- Aggressive, irritable, or agitated in their interactions with others
- Arriving to work suspected to be under the influence of alcohol or drugs
- Self-harm, suicide ideation, or suicide attempt
- Difficulty concentrating or remaining focused on a task
- Emotionally dysregulated
- Withdrawn, avoiding and shutting down to others
- Not turning up for work without explanation or starting to show up for work late
- A reluctance to go home

If you identify any signs which indicate concerns, they must be reported. If you are unsure, worried, or concerned please report it. All the small stuff adds up and that is why it is so important that we are dynamic and joined up in our approach to safeguarding.

Please see further details on our final page to report any information to us.

PREVENT DUTY

In the Counter-Terrorism and Security Act 2015, the Prevent Strategy is defined as "preventing people from being drawn into terrorism."

The Government's Prevent Strategy has three specific strategic objectives:

1.

Respond to the ideological challenge of terrorism and the threat we face from those who promote it

2.

Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support

3.

Work with sectors and institutions where there are risks of radicalisation that we need to address

We are aware that people can be drawn into extremist ideology and be drawn into radicalisation. This can happen in both a physical or online network. Similar to protecting children and adults from other forms of harm, protecting others from this risk is an important part of our College's safeguarding strategy.

Understanding
Democracy
Tolerance
Identity
Equality
Cultural
Awareness
Rule of Law
Opportunity
Relationships
**BRITISH VALUES AT
WALSALL COLLEGE**
**Mutual
Respect**
Acceptance
Individual Liberty
Diversity
Empowerment
Personal
Development
Student Union
Enrichment
Belonging
Inclusion

THE JOURNEY OF RADICALISATION

Radicalisation is the term used to describe the process where an individual becomes involved with or starts to support groups or ideologies with extremist beliefs. Those who become radicalised often end up getting drawn into serious abuse, which is why radicalisation is classed as a form of harm.

Being aware of how young people can be vulnerable to radicalisation from groups or organisations with extreme beliefs is important for anyone who has a safeguarding responsibility.

There are a variety of ways in which radicalisation can take place:

- Grooming, either online or in-person from a member of an extremist group looking to indoctrinate vulnerable individuals into their belief system
- Exposure to material or information that is inappropriate and can have a harmful impact, such as violent and aggressive imagery that encourages similar behaviour
- Psychological manipulation that encourages certain behaviours and punishes others, that the individual being radicalised starts to conform and aligns thinking, behaviour, and actions with the rest of the group.

RECOGNISING EXTREMISM

Indicators of radicalisation or extremism (both online and in-person):

- Showing support for extremist causes
- Glorifying violence, especially to other faiths or cultures
- Making remarks or comments about being at extremist events
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations or other extremist groups
- Out of character changes in dress, behaviour and relationships
- Secretive behaviour and changes in overall demeanour
- Online searches or sharing extremist messages or social profiles
- Intolerance of difference, including faith, culture, gender, race or sexuality
- Graffiti, art work or writing that displays extremist themes
- Attempts to impose extremist views or practices on others
- Advocating violence towards others
- Isolating themselves from family and friends
- Talking as if from a scripted speech
- Unwillingness or inability to discuss their views
- Sudden disrespectful attitude towards others
- Increased levels of anger
- Increased secretiveness, especially around internet use
- Owning extremist literature
- Vocalising extremist views/celebrating violence.

ROLES AND RESPONSIBILITIES OF EMPLOYERS AND THEIR EMPLOYEES

We would be failing our community and neglecting our safeguarding responsibilities, if we assumed that information relating to the safety and wellbeing of our students is 'trivial', 'none of our business' or 'someone else' will sort it out. If a student discloses any information that they are being harmed, or gives cause to a suspicion of harm then this should be reported in line with the College guidance. We have a proactive and solution-focused safeguarding and wellbeing team that will respond to any information we receive.

The following roles outline the key responsibilities for reporting safeguarding concerns:

- An employer should ensure that their employees understand how to report safeguarding and wellbeing concerns
- The Employer should never promise confidentiality to the young person or vulnerable adult and should advise them that they will be sharing their concerns with the College
- Any information received by a member of staff, no matter how small or insignificant it may seem, must be regarded as the highest priority, and reported by a phone call or using the reporting concerns form
- A member of the Safeguarding and Wellbeing team will take the appropriate action and involve any third-party organisations deemed necessary
 - All serious cases will be reported to the Police or Social Services, who will log the report and make further investigations, these may involve direct contact with the employer
 - Walsall College will keep the employer informed of any developments where appropriate

PROCEDURE FOR REPORTING ANY CONCERNS

8:30am - 5:00pm

In the event of an emergency, please contact
07311 398629 or 01922 657000
and ask for urgent safeguarding support.

If the issue is not an emergency, please scan the QR code below and complete the form.

Please provide as much information as you can, even if you are not sure if its relevant. We thank you for whatever information is shared and will treat it sensitively.



Out of hours

In the event of an emergency, please contact the student's named emergency contact. If unavailable, please contact local police in emergency use 999 and in non-emergency 101.

For social services, you would consult within the local authority in which the person lives, please refer to the duty manager.

Other helpful contact numbers are:

Crimestoppers:
0800 555 111

National Anti-Terrorism Hotline:
0800 789 321