



Safeguarding and the Prevent Duty for Employers

All Further Education providers have a duty to safeguard their students, which includes work-based learners. Safeguarding is central to all WBTC does and includes the time learners are in the workplace, hence it is also the responsibility of the employer to alert WBTC of any concerns, no matter how small, to enable us to ensure our learners are safe and protected.

What is Safeguarding?

Safeguarding and promoting the welfare of children and vulnerable adults is defined for the purpose of this guidance as:

- protecting children from maltreatment
- preventing the impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
- taking action to enable all children to have the best outcomes

Children includes everyone under the age of 18

What is The Prevent Duty?

The Prevent Duty is in place to prevent people from being drawn into terrorism, it's not about preventing learners from having political and religious views and concerns, but about supporting them to use those concerns or act on them in a non-extremist ways.



What is Extremism?

The government has defined extremism in the Prevent Duty as: 'vocal or active opposition to fundamental British values'.

Extremism and radicalisation might include; violent Islamist groups, the extreme right wing or even county lines and other causes.

What is Radicalisation?

This is the process by which a person comes to support terrorism and extremist ideologies.

Its definition is 'the action or process of causing someone to adopt radical positions on political or social issues'

What are fundamental British Values?

There are 5 of these and they are defined as 'democracy, the rule of law, individual liberty and tolerance for those with different faiths and beliefs'

WBTC encourages its learners and staff to respect other people with particular regard to protected characteristics set out in the Equality Act 2010.

What are signs that someone is vulnerable?

There's no easy answer and no single way of identifying who is likely to be vulnerable to being radicalised into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- Loneliness or isolation leading to negative influence from other people or via the internet
- Drugs, gangs, violence and crime against them or their involvement in
- Family tensions and breakdown, poverty, homelessness and lack of self esteem
- Personal or political grievances
- Sexual exploitation, physical or mental abuse

What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to extremism. It's a supportive approach that operates in the pre-criminal space. It uses a multi-agency approach to identify an individual at risk, assess the nature and extent of the risk and, as a result, develop a support plan for the individual concerned.

What is WBTC's role?

WBTC have a legal responsibility under the Prevent Duty to ensure that:

- All staff have undertaken the required training
- All staff know how to refer concerns and who to refer them to
- All staff, working with employers, exemplify the behaviours outlined by fundamental British values.

We cover aspects of safeguarding and Prevent throughout each learner's time on programme and do this by:

- embedding British values into teaching and learning
- discussing safeguarding, equality, diversity and inclusions, Prevent and British values during monitoring visits
- monitoring on-line activity whilst on site
- ensuring we follow safer recruitment guidelines with all staff having DBS (Disclosure and Barring Service) checks
- vetting and risk assessing all visitors who deliver sessions

What is the employers role?

- Support us in embedding British values
- Support us to support the learners by highlighting any concerns, as early as possible, to the Lead Designated Safeguarding /Prevent and Sexual Harassment Officer: Natalie Elliott, natalie.elliott@wbtc-uk.com or Deputy Lead Safeguarding Officer: Martyn Staines, martyn@wbtc-uk.com