Safeguarding and PREVENT

An Employers Guide

01246 500688
ccsafe@chesterfield.ac.uk

Chesterfield College Safeguarding Team

The Safeguarding Team work to provide a safe college environment, in which our students and apprentices can learn, work and enjoy their time with us.

Jo Down: Director of Student Experience & Wellbeing
**Sally Smith:** Safeguarding and Wellbeing Manager
Hannah Earl: Safeguarding Officer
Louise Nicholas: Safeguarding Officer
Sarah Best: Safeguarding Officer
Jaye Kearney: Triage Co-Ordinator/Administrator

During college open times, if students have any concerns about their safety or the safety of others, they can come in to the Wellbeing Hub **HERE** in South Block, by the lifts.
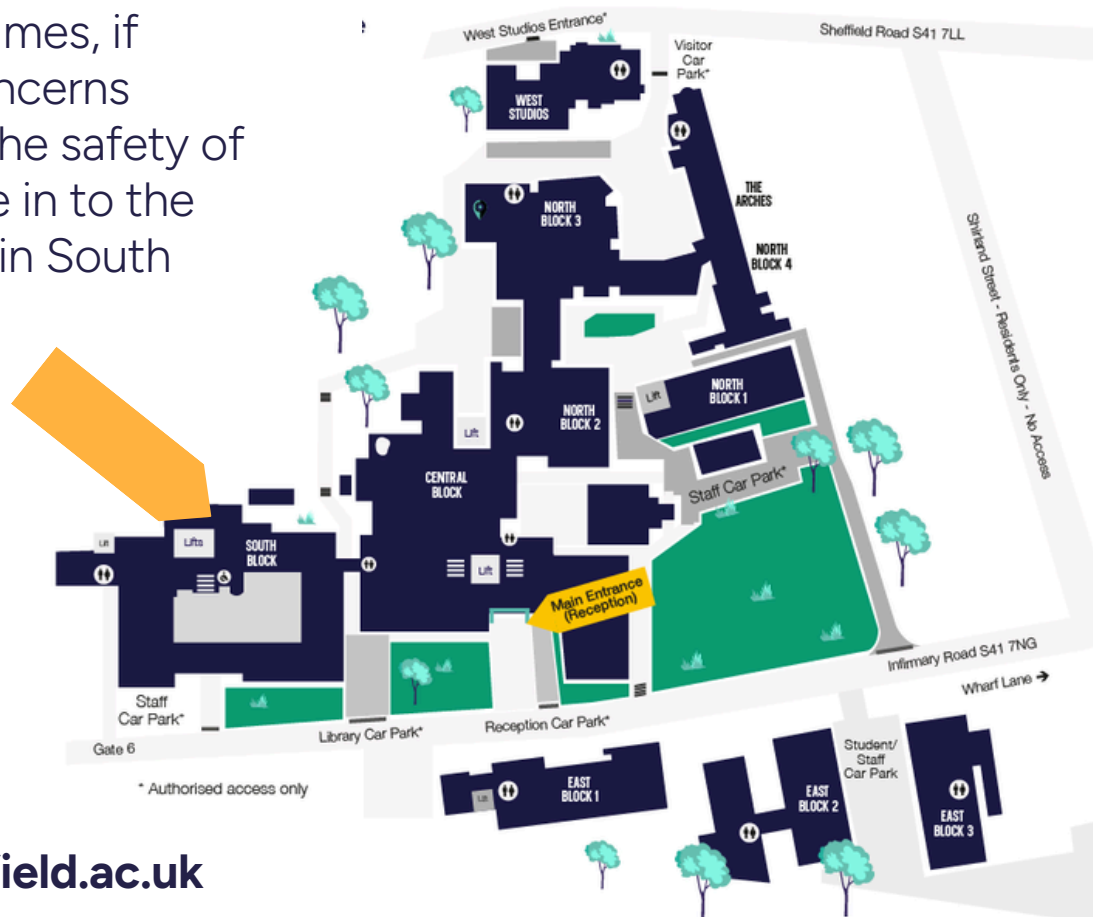
Contact us on:
- **01246 500688**
- **ccsafe@chesterfield.ac.uk**

Inspiring futures
changing lives

What is Safeguarding?

Safeguarding Children 16-18yrs

Protecting children from abuse and maltreatment preventing harm to children's health or development ensuring children grow up with the provision of safe and effective care taking action to enable all children and young people to have the best outcomes.

Safeguarding Adults

The Department of Health defines a vulnerable adult as someone who has needs for care and support (whether or not the local authority is meeting any of those needs), and as a result of those needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Abuse may be of a sexual, physical or emotional nature. It may also be caused by the neglect of a child or young person's basic physical or psychological needs.

If you suspect a child may be, at immediate risk please call 999.

Physical Abuse - may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse - is the persistent emotional maltreatment of a child causing severe and persistent adverse effects on the child's emotional development. It may involve making a child feel that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

Neglect - is the ongoing failure to meet a child's basic needs and the most common form of child abuse. A child might be left hungry, dirty, or without proper clothing, shelter, supervision or health care. This can put children and young people in danger. It can also have long term effects on their physical and mental wellbeing.

Sexual Abuse - is forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

Child Criminal Eploitation (CCE) - involves a young person being drawn into a form of modern slavery with victims being forced to work under the control of highly organised criminals in activities such as forced begging, shoplifting and pickpocketing, cannabis cultivation, drug dealing and financial exploitation.

Child Sexual Exploitation (CSE) - is a type of sexual abuse. When a child or young person is exploited they're given things, like gifts, drugs, money, status and affection, in exchange for performing sexual activities.

County Lines - refers to illegal drugs being transported from one area to another, usually by children or vulnerable people who are coerced into it by gangs.

Grooming -is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them.

FGM - procedures, usually on young girls, involving partial or total removal of the external female genital organs or any other injury to the female genital organs for non-medical reasons.

Modern Slavery - is the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.

Honour-based Violence - is a crime or incident committed to protect or defend the 'honour' of a family or community.

Forced Marriage - a marriage conducted without the valid consent of one or both parties and where duress is a factor.

Domestic Violence - an incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence by a family member. Children living in a house where domestic abuse takes place are also classed as victims, even when no physical harm to themselves occurs.

Sexual Harassment - refers to unwanted behaviour of a sexual nature which violates dignity, makes the person feel intimidated, degraded or humiliated and creates a hostile or offensive environment.

The PREVENT Duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism.

Radicalisation is defined as "a grooming process or exploitation phase of recruitment to a particular cause or ideology". This might include violent Islamist groups, nationalist groups and the far-right, INCELS (Involuntary Celebates) and other causes.

At the heart of Prevent is safeguarding children and adults. It provides early intervention to protect, support and divert them away from being drawn into terrorist activity, rather than punishment or criminalisation.

Chesterfield College has a statutory duty to PREVENT and we need your help and support to enable us to comply with this duty.

What you can do as an employer

- You have responsibility to alert Chesterfield College to any concerns regarding your staff and apprentices to allow us to explore what the causes might be.
- Be alert to any changes in behaviour that, in your professional opinion, give you cause for concern.
- Provide opportunities for individuals to discuss their own concerns about extremism, events in the news and about British Values.

As an education provider, Chesterfield College promote **British Values**

Democracy - a culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.

The Rule of Law - the need for rules to make a happy, safe and secure environment to live and work.

Individual Liberty - protection of your rights and the rights of others around you.

Mutual Respect and Tolerance of Different Faiths and Beliefs - the understanding that we don't all share the same beliefs and values. Respecting the values, ideals and beliefs of others, whilst not imposing our own onto them.

Finding it difficult to manage how we think, feel, act with respect to daily stresses could be a sign of poor mental health. Mental illnesses are conditions that affect a person's thinking, feeling, mood or behaviour, such as depression, anxiety, bipolar disorder, or schizophrenia.

Depression - is a feeling of low mood that lasts for a long time and affects your everyday life. It can make people feel hopeless, despairing, guilty, worthless, unmotivated and exhausted. It can affect self-esteem, sleep, appetite, sex drive and physical health. In its mildest form, depression doesn't stop people leading a normal life, but it makes everything harder to do and seem less worthwhile. At its most severe, depression can make a person feel suicidal, and be life-threatening.

Anxiety - is what we feel when we are worried, tense or afraid – particularly about things that are about to happen, or which we think could happen in the future. Occasional anxiety is a normal human experience. But if feelings of anxiety are very strong, or last for a long time, they can be overwhelming. People may also experience physical symptoms such as sleep problems and panic attacks.

Eating Disorders - are not just about food. They can be about difficult things and painful feelings which someone may be finding hard to face or resolve. Lots of people think that if someone has an eating problem they will be over or underweight, and that being a certain weight is always associated with a specific eating problem, but this is a myth. Anyone, regardless of age, gender or weight, can be affected by eating problems. The most common eating disorder diagnoses are anorexia, bulimia, binge eating disorder, and other specified feeding or eating disorder.

Self-harm - is when a person hurts themself as a way of dealing with very difficult feelings, painful memories or overwhelming situations and experiences. This can be cutting, burning or bruising for example.

Self-harm and suicidal thoughts or ideation must be referred to the Safeguarding Team immediately on 01246 500688. However, if it is felt that there is an immediate risk please contact emergency services via 999.

Dealing with a young person who discloses information

- Listen non-judgmentally and stay calm.
- Do not promise confidentiality - explain you may need to talk to the Safeguarding Team immediately.
- Reassure the learner that you will only share this information with the Safeguarding Team and that you, the employer, will not discuss this disclosure with anyone else.
- Record what the young person said using their own words, sign and date the record.
- Ask open ended questions to clarify but do not investigate.
- Avoid giving any opinion or offering advice.
- Contact a member of the Safeguarding Team to report your concern, as soon as possible.
- Reassure the young person, but avoid unnecessary physical contact.

If they are at immediate risk please call 999.

The College Safeguarding Team are available:
- Monday - Thursday, 8.30am-5pm
- Fridays, 8.30am-4.30pm

Additionally, during term time, the Duty Safeguarding Officer can be reached on Monday and Thursday evenings, 5-9pm, by calling **07584 384838**.

Outside College Opening Hours please direct the young person to the safeguarding and wellbeing portfolio on the college VLE. They can also follow us on Instagram for regular tips and tools, and event information.
- Find us at: cc_safeguarding

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