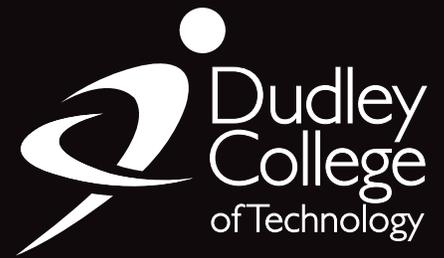


# WORKING WITH US TO PROVIDE AN APPRENTICE OPPORTUNITY, WORK PLACEMENT OR INTERNSHIP.



An employer's commitment to the wellbeing of your learner



Thank you for your interest in taking on an apprentice, providing a work experience placement or an Internship placement. We know you will recognise many business benefits both for your organisation and employees by providing this opportunity for a Dudley College learner.

As part of your commitment to the individual you take into your workplace you have a range of responsibilities in law – we want you to understand, what these are so you can think about the way you operate and how best you can meet these.

This leaflet outlines your role with regard to two of these: Safeguarding and Prevent.

# LEGAL BACKGROUND AND DEFINITIONS

## Safeguarding

As an employer of a young person (who by law is defined as anyone under the age of 18 years) or an adult who is vulnerable, you have a duty under Keeping Children Safe in Education.

Like everyone who comes into contact with children and their families – you have a role to play in safeguarding and promoting their welfare. The term safeguarding means you play a role in preventing children from maltreatment, making sure the mental and physical development of a child is not set back and they grow up in circumstances where they are provided with safe and effective care.

One of the ways you can protect the safeguarding of an individual is to be aware of your responsibility towards them under Section 26(1) of the Counter-Terrorism and Security Act 2015. Known as the Prevent Duty.

## Prevent Duty

Section 26(1) of the Act gives a duty to bodies such as colleges and those they work with, such as employers, to help to spot the signs and therefore prevent people being drawn into terrorism.

Terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere in which terrorism can grow and can popularise views which terrorists exploit.

The government's definition of extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

- negate or destroy the fundamental rights and freedoms of others; or
- undermines, overturns or replaces the UK's system of liberal parliamentary democracy and democratic rights ; or
- intentionally creates a permissive environment for others to achieve the results in (1) or (2).

One of the ways in which extremism can develop is through radicalisation. This is when someone starts to believe or support extreme views, and in some cases, then participates in terrorist groups or acts.



Radicalisation can be motivated by a range of factors, including ideologies, religious beliefs, political beliefs, and prejudices against particular groups of people. The process of radicalisation may involve:

- being groomed online or in person,
- exploitation, including sexual exploitation,
- psychological manipulation,
- exposure to violent material and other inappropriate information.

## The college's role

Dudley College has a legal responsibility under Safeguarding and Prevent to ensure that: all staff have undertaken training in Safeguarding and Prevent and are kept up to date with emerging issues and concerns. They must also know when it is appropriate to refer concerns about students, colleagues, or partner organisations to the College's Designated Safeguarding Team.

We ensure that our practice, including working with stakeholders and employers, exemplifies British values of democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.

We provide our students with information so that they understand how to protect themselves from harm, including extremist views, which they may encounter now or in later life.

All our staff are subject to DBS (Disclosure and Barring Service) checks before appointment. We continually update them on their duties and where staff have concerns, they would report them to the College's Designated Safeguarding Team, who would then determine what course of action to take, seeking advice from our local and regional Prevent Officers.



## Working together to support well-being

At Dudley College we recognise that our employers have significant input in ensuring that our students develop the skills, not only for their job role, but for life, including keeping themselves safe from harm.

We ask that our employers:

- Be alert to any changes in your apprentices or students (this could be a learner on work experience/placement with you) and report to Dudley College any changes in their behaviour or attitude that concerns you, as soon as possible.
- Provide opportunities for students to discuss their own concerns in a safe space.

## The employer's role

All employers with apprentices or learners on placement should have an awareness of the Prevent Duty and understand their Prevent related responsibilities, especially in the context of Safeguarding.

The person who is responsible for the welfare of an apprentice or student on work placement should:

- Undertake Prevent Duty training which can be found at: Prevent duty training - GOV.UK ([www.gov.uk](http://www.gov.uk))
- Understand the risk of radicalisation.
- Know how to refer an individual who is vulnerable back to us.
- Exemplify British values in their workplace.

It may be useful for you to be know that Dudley College of Technology offers a range of support services to all learners which they can directly access, these include:

- Careers Guidance
- Counselling
- Well Being Coaches
- College Intervention Prevention Officer (CIPO)
- Financial Advice
- Library Services
- Students' Union
- Mental Health First Aid
- Togetherall (a 24/7 service where students can access support for their mental health and well being)

