

## Employer Responsibilities

- **Alert The Hive College to any concerns** regarding a student to allow us to explore what the causes might be
- **Be alert to any changes** in the student's behaviour, that gives you cause for concern
- **Provide opportunities** for employees to discuss their own concerns about extremism and events in the news and about British values.

## Reporting Concerns

If you have a concern, would like more information or have any questions, please contact our **Safeguarding Team** on **0121 306 4800**



# Safeguarding and Prevent Information for Employers



## For more Information:

The Hive College Child Protection & Safeguarding Policy [Policies – Believing is Achieving \(hivecollege.org.uk\)](#)

The following sources may also be useful for further information:

- [HM Government Prevent duty guidance: for England and Wales](#)
- What is Prevent? Let's Talk About It: <http://www.ltai.info/what-is-prevent/>
- Prevent education: <http://preventforfeandtraining.org.uk/>

## Keeping Students Safe

At the Hive College we take our responsibility to ensure the safety of all our students very seriously. Our approach is to embed the British Values, the Equality Act and the Prevent Duty within every aspect of college life. We have clear policies and procedures to outline our approaches. This leaflet is designed to give employers an overview of these and to clarify their duty in relation to keeping our students safe.

## What is Safeguarding?

Safeguarding is the overarching term used to describe the protection of health, well-being and human rights of individuals. Under legislation, all parties working with students must take reasonable action to minimise risks to students, identify risks where there are vulnerable individuals and take appropriate action.

Many areas are considered to fall under the definition of safeguarding such as:

- Abuse
- Bullying
- Discrimination
- Mental health
- Racism
- Radicalisation and extremism

## What is the Prevent Duty?

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies, to have “due regard to the need to prevent people from being drawn into terrorism”. As a college we have a duty to comply with Prevent.

- The Prevent strategy, published by the Government in 2011, is part of the UK’s overall counter-terrorism strategy, CONTEST.
- The aim is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.
- It deals with all forms of terrorism and with non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit.

## What is Radicalisation?

The process by which a person comes to support terrorism and forms of extremism leading to terrorism.

## What is Extremism?

The Government has defined extremism in the Prevent Duty as:

*“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed services”.*

## What are the signs of Vulnerability?

There is no single way of identifying who is likely to be drawn into terrorism. Factors that have a bearing on someone becoming vulnerable may include:

- Loneliness or isolation.
- Pressure from persons linked to extremism victim or witness to race or religious hate crime.
- Conflict with family over religious beliefs/lifestyle/politics.
- Identity confusion.
- Recent religious conversion.
- Under-achievement.
- Experience of poverty, disadvantage or social exclusion.
- A series of traumatic events global, national or personal.



## What are the possible signs?

- Change in behaviour or appearance due to new influence.
- Possession of literature related to extreme views.
- Extremist influences.

## What are British Values?

An important part of Prevent is the promotion of British values. These are the norms that shape our society and which are enshrined in law. British Values are described as:

- **Democracy**
- **The rule of law**
- **Individual liberty**
- **Mutual respect and tolerance**

All employers should exemplify British values through their behaviour and practice with students, colleagues and other people they interact with through their work.

## Equality Act 2010

This includes:

- Demonstrating and promoting tolerance and mutual respect as part of their Equality duty,
- Complying with the Equality duty as set out in the Equality Act 2010 to prevent discrimination against people with protected characteristics.

The nine protected characteristics specified in the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

## What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism.

It is a supportive approach and operates in the pre- criminal space. The programme uses a multi-agency approach to protect vulnerable people by identifying individuals at risk, assessing the nature and extent of the risk and developing the most appropriate support plan for the individuals concerned.

## What is Hive College’s role?

To ensure that;

- Employers and staff are aware of their safeguarding obligations through guidance and training.
- Students have an awareness of safeguarding and understand how to access support services
- Safeguarding officers are appointed to coordinate safeguarding across the organisation.
- Students are safe online by assessing how they may be at risk of harm using internet or technology and ensuring training is completed as part of the curriculum.
- Promotion of British Values throughout the student programme
- Students are encouraged to respect each other and their differences with regards to Equality Act 2010.
- Staff and employees are alert to the signs of vulnerability and are able to take appropriate action through the Safeguarding Officers.
- If appropriate, the vulnerable individual will be discussed with the Designated Safeguarding Lead which may involve referral to the Channel programme.