

Training

Farnborough College of Technology want to ensure that you receive sufficient support and training. You will receive an email from "Smartlog" which will give you access to both Safeguarding and Prevent training.

Further support, advice and other training resources can be found at on our website <https://www.farn-ct.ac.uk/services-for-employers/>

A full employers guide on how to support and mentor your apprentice/work based learner can be located at the bottom of the following page <https://www.farn-ct.ac.uk/services-for-employers/apprenticeships-for-businesses/>

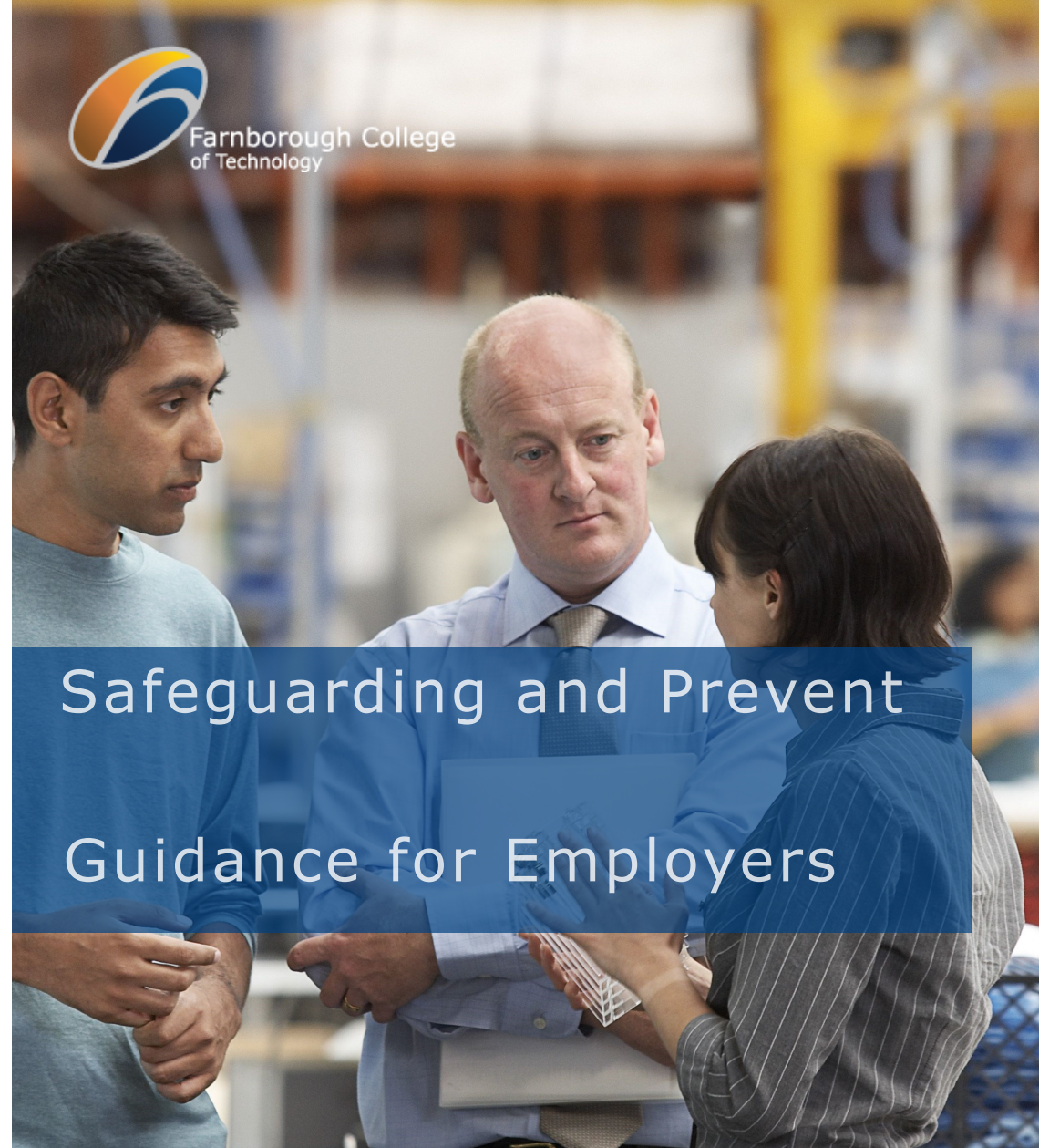
For any safeguarding concerns

Please contact our designated safeguarding team

Call **01252 407373** or email **safe@farn-ct.ac.uk**



Farnborough College
of Technology



Safeguarding and Prevent Guidance for Employers

Farnborough College of Technology
Boundary Road, Farnborough
GU14 6SB

farn-ct.ac.uk
01252 405555

Further Education providers are now expected to take responsibility for the safeguarding of their students which extends beyond the college campus, including apprentices. Prevent works to stop students getting involved with or taking part in terrorism or extremist activities without denying them political or religious views.

What is Safeguarding?

Safeguarding means the overall wellbeing of students, ensuring safety and care as well as protection from the following (not inclusive):

- Suicidal thoughts
- Mental health concerns
- Bullying (or cyberbullying)
- E-Safety (online)
- Abuse (physical, emotional, sexual or neglect)
- Drug and alcohol misuse
- Self Harming
- Exploitation (sexual, financial)
- Female genital mutilation
- Forced Marriage

What are the warning signs?

- Isolation, or becoming withdrawn
- Unexplained injuries, marks or bruising
- Complaining of hunger but having no money or food
- Generally looking unkempt / washed and not well looked after
- Talking about inappropriate relationships with friends or adults

What is Prevent?

The College has a legal obligation (Section 26 of the Counter-Terrorism and Security Act 2015) to prevent people from being radicalised and drawn into terrorism. This covers all students regardless of age and requires us to be aware of any potential dangers and what to do about them.

What is Extremism & Radicalisation?

The Government defines extremism as “*vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect*”

Our duties cover all forms of extremism such as:

- Animal rights activists
- Neo-Nazism (far right)
- Religious extremism

Radicalisation is the process by which somebody comes to support terrorism and extremist views. There are many things that could make someone vulnerable to being radicalised.

What makes someone vulnerable to being Radicalised?

- Abusive relationships
- Loneliness
- Drug and alcohol problems
- Gangs, violence and crime
- Mental health issues
- Financial problems, poverty, homelessness

Someone who may be vulnerable to being radicalised may display the same behaviours as other safeguarding issues but may be outspoken about their beliefs.

What does Farnborough College of Technology do?

The College operates a safer recruitment process as part of the recruitment procedure, this includes: identity checks, criminal record (enhanced DBS), mental and physical capacity, right to work in the UK, professional qualification and references.

All staff receive training to identify when a young person may be vulnerable to radicalisation. This is completed at staff induction as well as on an annual basis.

What are my responsibilities as an employer?

You have a responsibility to:

- Assess any risks to students before commencement of employment
- Understand the safeguarding requirements and ensure measures are put in place to report these concerns (nominate a designated safeguarding colleague)
- Provide appropriate induction, training and supervision to students
- Allow students to converse about their concerns about extremism including topics and events in the news
- Be responsive to changes in students behaviour that may cause worry or concern.