



University of
Salford
MANCHESTER

SAFEGUARDING APPRENTICES EMPLOYER RESPONSIBILITIES THE UNIVERSITY OF SALFORD

SAFEGUARDING APPRENTICES

EMPLOYER RESPONSIBILITIES

All employers with apprentices should have an awareness of the following:

- / Safeguarding
- / The Prevent duty
- / British Values

WHAT IS SAFEGUARDING?

Safeguarding relates to the protection of the health and wellbeing of children, young people and adults at risk, enabling them to be free from abuse, neglect or exploitation.

We all play a vital role in safeguarding our apprentices and, as such, it is important that employers are aware of how to detect and report a safeguarding issue.

Safeguarding is about keeping people safe from harm and we all have a role to play in this. Some people, such as children and adults at risk are more vulnerable to harm as they may be less equipped to keep themselves safe from it. 'Harm' can mean a number of different things and people can experience this in different ways. Examples of harm and abuse can include domestic abuse, neglect (including self-neglect), self-harm, sexual abuse, emotional and psychological abuse and financial abuse among many others. People can experience abuse from people they know such as family and friends, or from people within their communities or strangers.

If you require further information and guidance, please see our [Safeguarding Policy](#)

WHAT IS PREVENT?

The duty to safeguard apprentices from harm extends to preventing them being drawn into terrorism. This forms the statutory 'Prevent Duty' ([s26 Counter Terrorism and Security Act](#)).

The [Prevent Duty](#) is about safeguarding people from harm by preventing them being radicalised into terrorism and extremist ideologies associated with terrorist groups. It is not about stopping people holding or expressing views that others might find offensive. It is important to note that 'extremism' covers a broad spectrum of beliefs which may include far-left, far-right, environmental, Islamist, pro-life etc. Whilst some of these beliefs may be offensive to others, they are not all illegal and would only be concerning when someone is at risk of committing violence or criminal activity including vocal or active harassment, intimidation (hate crime), or incitement to violence.

It can be difficult to identify radicalisation, but it can include changes in behaviour and appearance, isolation from friends or involvement with new groups/individuals, unwillingness to discuss views or discussing new extreme views that they have not expressed before. You can find out more about the signs of radicalisation using the [ACT early website](#).

If you are worried about an apprentice, you should always discuss your concerns with Salford University. Further information and guidance about the Statutory Prevent Duty along with access to a Prevent e-learning package can be found via the following address:

www.government/publications/prevent-duty-guidance

WHAT DO I DO IF I AM CONCERNED ABOUT AN APPRENTICE?

We encourage all employers to **NOTICE, CHECK and SHARE.**

- / Notice: you might notice an apprentice's behaviour gives you a cause for concern. This may include extreme changes in usual behaviour (or something 'isn't quite right'), or you see or hear something that could constitute abuse.
- / Check: Question and check your concerns with other core staff members
- / Share: Report any genuinely held concerns to the University as soon as possible.

Please note, it is not your role to investigate the concern yourself, but you have a duty to pass the information on.

BRITISH VALUES

British Values refer to 4 values which are deemed to be fundamental to a successful and cohesive society.

- / Democracy
- / Individual liberty
- / The rule of law
- / Mutual respect and tolerance of different faiths and beliefs

For information about how Salford University uphold and promote these values, please visit www.salford.ac.uk/about-us/corporate-information/the-prevent-duty

WHAT DO EMPLOYERS NEED TO DO?

Employers should have a named contact available to discuss any safeguarding concerns.

This individual should:

- / Report safeguarding concerns around children, young people and adults at risk
- / Be able to report the concern to the university as soon as possible
- / Have a foundational understanding of safeguarding and prevent duty
- / Make sure that British Values are actively being promoted across the workplace
- / Understand what to do in the instance of a safeguarding concern

For more information around safeguarding, codes of conduct and reporting, please refer to the Salford University [Safeguarding Policy](#).

SAFEGUARDING - RAISING A CONCERN

You can find out more about how the University works to keep its students safe on the [safeguarding pages](#) of our website.

EMPLOYERS:

Employers who have safeguarding or Prevent concerns about an apprentice can contact Safeguarding at the University to report their concerns:
safeguarding@salford.ac.uk

APPRENTICES:

Apprentices who have concerns about the safety and wellbeing of themselves or someone else can report these to the University using our [Report and Support platform](#)

Any urgent concerns, where there may be a serious risk to someone's safety or wellbeing should be reported to the police:

999 – Police emergency

101 Non emergency (do not require an immediate response)

Please be aware that both the safeguarding inbox and Report and Support are only monitored between 9-5 Monday to Friday.

Leanne Kirk

Respect, Culture and
Behaviours Manager/
Deputy Designated
Safeguarding Lead

Safeguarding Policy, University of Salford, Manchester:
[Safeguarding Policy](#)

The Prevent duty, University of Salford, Manchester:
[The Prevent duty](#)
