

College of
West Anglia



SAFEGUARDING OUR LEARNERS: INFORMATION FOR EMPLOYERS

As a further education college focused on the education and training of thousands of children and young adults, safeguarding is central to everything we do.

As an employer working in partnership with CWA, whether this is by employing an apprentice or providing work experience or placement, your support in ensuring the safety and wellbeing of our learners is critical.

Our learners come from diverse backgrounds with a range of personal circumstances. Some of them may have backgrounds that make them particularly vulnerable to abuse, exploitation, radicalisation or harm.

This leaflet is designed to provide information about your responsibilities under safeguarding and what to do if you have a concern in relation to one of our learners.

WHAT IS SAFEGUARDING?

Safeguarding involves keeping students safe from harm and abuse and dealing appropriately with any concerns you become aware of.

The government defines safeguarding and the promotion of welfare of children as:

- protecting children from maltreatment
- preventing impairment of children's mental and physical health & development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes
- children includes everyone under the age of 18

Our safeguarding responsibilities also apply to vulnerable adults (defined as anyone aged 18 or over who is or may be in need of community care services as a result of such factors as disability, age, illness, and who is or may be unable to take care of him or herself, or unable to protect him or herself from significant harm or exploitation.)

COMMON SPECIFIC TYPES OF SAFEGUARDING CONCERNS TO BE AWARE OF INCLUDE:

- Child sexual exploitation
- Domestic violence
- Mental health (including self harm, suicidal thoughts, anxiety etc)
- Gangs and youth violence
- Drug and alcohol abuse
- Child criminal exploitation
- Radicalisation
- Female genital mutilation
- Forced marriage
- Peer-on-peer abuse

PEER-ON-PEER ABUSE

Peer on peer abuse can take different forms, including but not limited to:

- bullying (including cyberbullying)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- sexual violence (e.g. rape and sexual assault)
- sexual harassment (including sexual comments, jokes, online sexual harassment etc)
- non-consensual sharing of nude images (formerly referred to as sexting)

CWA has a zero-tolerance approach to peer-on-peer abuse and we expect our employer partners to support us in this. Any concerns relating to peer-on-peer abuse must be taken seriously. It must never be tolerated or passed off as 'banter', 'just having a laugh' or 'part of growing up'. Doing this can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

RADICALISATION, EXTREMISM AND THE PREVENT DUTY

Prevent is part of the government's counter-terrorism strategy and is designed to stop people from being radicalised and drawn into supporting or carrying out terrorist activities. As a further education institution, CWA has a legal duty to take steps to prevent people from being drawn into terrorism.

Extremism under the Prevent Duty is defined as 'vocal or active opposition to fundamental British values', which are defined as democracy, the rule of law, individual liberty and mutual respect and tolerance for different faiths and belief. Extremist groups might include violent religious groups, the extreme right wing, animal rights extremists and other causes advocating violence.

Radicalisation is the process by which a person comes to support terrorism and extremist ideologies. Young people and vulnerable people are particularly targeted by groups who may promote violent extremist activity. This can be seen as a form of grooming and frequently involves online activity.

We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability and expect our employer partners to support us in this and report to our safeguarding team any concerns that may arise.

SIGNS OF CONCERN

There are many possible factors to indicate a safeguarding or radicalisation concern. These may include:

- Significant changes in behaviour or appearance
- Poor attendance / unexplained absences
- Inappropriate / risky behaviour
- Extreme emotional behaviours such as aggressiveness, anger, tearfulness, anxiety
- Self harm
- Voicing opinions or beliefs that may be considered extremist and are promoting the use of violence

WHAT TO DO IF YOU HAVE A CONCERN

If you are concerned for the wellbeing of a learner or become aware of a potential safeguarding concern in relation to a learner, you should report this to your contact at CWA. Alternatively, you can report it to a member of the safeguarding team by emailing safeguarding@cwa.ac.uk or phoning **01553 761144** and asking to speak to a member of the safeguarding team.

MORE INFORMATION

You can find more information in our Safeguarding policy on our website: cwa.ac.uk or by contacting our safeguarding team by email at safeguarding@cwa.ac.uk