

Safeguarding & Prevent

A Guide for Employers



Safeguarding at the College

York College has a legal responsibility to safeguard and promote the welfare of children and vulnerable adults. Part of this responsibility is to report and work with others to safeguard children and vulnerable adults from all types of harm, abuse or neglect.

Is there Help & Advice in College?

Yes – you should talk a member of the college staff as we have a Safeguarding team trained to help. Further information, guidance and policies are also available on our website:

[Safeguarding | York College](#)

What is a Safeguarding issue?

Safeguarding may be related to:

- Homelessness
- Domestic Abuse
- Forced Marriage
- Emotional, Mental, Sexual Abuse
- Neglect
- Bullying or Harassment
- e-Safety issues
- Concerns related to being a Care Experienced or YCL (Young Care Leaver)
- Exploitation
- FGM (Female Genital Mutilation)
- Pregnancy (Notification if a pregnancy is disclosed so safety measures can be put in place)
- Preventing Radicalisation
- Criminal Record

Employers & Safeguarding

Responsibilities include:

- Assessing any risks to students on work placement or an apprenticeship, including welfare and safeguarding.
- Providing appropriate induction, training and supervision for students.
- Looking after the welfare of students on placement or an apprenticeship.
- Ensuring systems are in place to prevent unsuitable people working with students.
- Reporting any safeguarding concerns

Students are designated as employees for the purpose of health & safety.

Reporting Safeguarding Concerns

If a student discloses anything that gives you reason to suspect that they may be at risk of harm, you should:

1. Listen carefully and take what is being said seriously
2. Tell the student you have a duty to report concerns
3. Tell the student you cannot promise confidentiality
4. Write down what the student says in their own words
5. Contact our Safeguarding Team immediately by calling **01904 770471** or email stayingsafe@yorkcollege.ac.uk

Prevent at the College

York College has a legal responsibility to safeguard and promote the welfare of all our students and to ensure that we operate within the law. The Prevent Duty is a Government strategy that was introduced to safeguard communities against the threat of extremism, radicalisation and terrorism, and for the promotion of British Values.

Is there Help & Advice in College?

Yes – you should talk a member of the college staff as we have a Safeguarding team trained to help. Further information, guidance and policies are also available on our website:

[The Prevent Strategy, British and College Values | York College](#)

What is a Prevent issue?

Prevent may be related to:

- Loneliness or Isolation
- Changes to a Family Situation
- Poverty
- Political Grievances
- Crime & Anti-Social Behaviour
- Changes in Behaviour
- Argumentative
- Unwilling to engage with those of different Race, Religion & Gender
- Accessing extremist material or showing sympathy to extremist groups

Employers & Prevent

Responsibilities include:

- Be alert to changes in behaviour that may give your cause for concern.
- Advise the College of any concerns regarding your student to allow us to investigate any issues further.
- Support an open culture for employees to discuss their own concerns about Extremism, events in the news and about British Values (Democracy, The Rule of Law, Mutual Respect, Tolerance and Individual Liberty) if they wish.

Students are designated as employees for the purpose of health & safety.

Reporting Prevent Concerns

If you are worried or concerned about your apprentice or work placement student, please contact our Safeguarding Team immediately by calling **01904 770471** or email stayingsafe@yorkcollege.ac.uk

Once we have investigated concerns, the Safeguarding Lead will determine the most appropriate course of action and may refer to the Channel programme. For more information, you can visit the government website: [Channel and Prevent Multi-Agency Panel \(PMAP\) guidance - GOV.UK \(www.gov.uk\)](#)

For urgent or 'out of hour' concerns about your or the student's personal safety, contact the Police on 999 (emergency) or 101 (non-emergency)