

Safeguarding

As a learner with Alliance Learning you have the right to be safe during your training and within your workplace. Whether you are under 18 years of age or a vulnerable adult, safeguarding may apply to your circumstance.

What is a vulnerable adult?

A vulnerable adult is defined by the Law Commission 1995 as: a person who is 18 years or over who because of mental or other disability, age or illness either receives or may be in need of community care services or is resident in a continuing care facility and is unable to take care of themselves or unable to protect themselves against significant harm or exploitation.

Alliance Learning has a fully trained Safeguarding Team who are available to offer information, advice and guidance to ensure that you, or anyone you feel may be at risk, is offered and receives the appropriate support.

Safeguarding is the overarching term used to describe the protection of the health, wellbeing and human rights of individuals. Under legislation, all parties involved in a learning programme have to take reasonable action to minimise risks to learners. This includes aspects both in and outside of the workplace.

Have a concern? Want to talk?

If you don't feel safe or have a concern about someone else, please contact one of our Designated Safeguarding Officers:

Jonathan Wetherby - 07587 135904

Chloe Ramsden - 07749 473233

Paul Chapman - 07799 622314 Megan Pasquill - 07587 773406

safeguarding@alliancelearning.com



Warning Signs

- Absence - Missing work or not turning up
- Changes in behaviour and character - becoming quiet or loud, aggressive or withdrawn
- Changes in emotional health - crying, anxiety or low mood
- Excessive alcohol consumption
- Physical injuries - cuts or bruises
- Poor living conditions
- Self-harm
- Use of drugs
- Withdrawing from certain activities - reluctance to go outside or online, sudden changes in use of technology.

It is important to stress that the existence of some of these characteristics is not a definitive sign that anything is wrong.

We urge Employers to familiarise themselves with relevant government legislation and take appropriate steps to understand what safeguarding means in practice in their organisation. Ensure that any staff working with learners in a position of trust are appropriate for the role and do not present any danger or threat. Ensure that any people working with young or vulnerable people have had an appropriate DBS check. If possible, identify a person to coordinate safeguarding across the organisation.

Health and Wellbeing

New roles and responsibilities can take their toll on anyone, so it is important that you look after your own health and wellbeing as well as being alert to other people's.

Food

It's important that you're fuelling your body with healthy and nutritious food to give you the energy to get through your day. The food you eat can have a huge impact on your attitude to work and concentration levels at work.

Exercise

Some of the apprenticeships we deliver at Alliance Learning are heavily office based, which often means you are sedentary for long periods of time. This makes scheduling time for exercise even more important. Research shows that physical activity can boost self-esteem, mood, sleep quality and energy, as well as reducing your risk of stress and depression.

Sleep

Most of us need around 8 hours of good-quality sleep a night to function properly, some more and some less. Many effects of lack of sleep, such as feeling grumpy and not working at your best, are well known, but sleep deprivation can also have profound consequences on your physical health. 1 in 3 of us suffer from poor sleep, with stress, computer use and taking work home often blamed.



Water

Throughout the day, you lose about two litres of water from your body. If you don't replace this lost water, it can lead to dehydration which presents as thirst, headaches, dizziness, drowsiness, nausea, vomiting, muscle cramps and dry mouth. Often a glass of water is what your body needs to stop those thoughts about biscuits on your colleagues table, or to start concentrating better again.



Stress

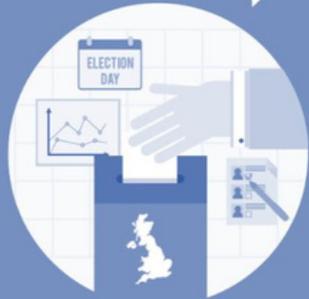
Stress isn't necessarily a bad thing. Good stress can help you to feel more alert, increase your concentration and provide more energy when needed. But there can be problems when your stress is greater than your ability to cope and can become harmful to your health and wellbeing. You can't always prevent stress, but there are lots of things you can do to manage stress better. You could:

- Try mindfulness
- Use calming breathing exercises
- Download some relaxations and mindfulness apps
- Share your problems with family or friends
- Make more time for your interests and hobbies
- Take a break or holiday
- Take some regular exercise and make sure you're eating healthily
- Make sure you're getting enough sleep

British Values

Democracy

- Your opinion counts



The rule of law

- No one is above the law
- Laws protect everyone
- Innocent until proved guilty



Individual liberty

- Freedom of speech



Respect and tolerance

- All backgrounds and cultures
- All ages
- All genders and sexualities
- All religions and beliefs



British Values reinforce what it is to be a citizen of Great Britain, valuing individuals, communities and diversity across the UK.

British Values (despite their name) are not exclusive to Britain and are shared by a multitude of other countries as a way of creating an orderly society, where individual members can feel safe, valued and contribute for the good of themselves and others. We urge all employers we work with to ensure that their employees respect other people in regard to the protected characteristics set out in the Equality Act 2010 and to show mutual respect and tolerance for those with different beliefs.

We are committed to providing training that explores, defines and promotes the understanding of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.

Prevent

Prevent is about safeguarding people and communities from the threat of terrorism. It is the first of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism. At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.



What is 'Channel'?

Channel is about early intervention to protect and divert people away from the risk they may face of being drawn into terrorist-related activity.

It 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
- Developing the most appropriate support plan for the individuals concerned

What is Extremism?

The Government has defined extremism in the Prevent Duty as: "vocal or active opposition to fundamental British values". This also includes calls for the death of members of the British armed forces. Extremism and radicalisation might include violent groups, the extreme right wing and other causes.

Radicalisation

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist activity

Responsibilities

Employers have the following responsibilities regarding Prevent:

- Alert Alliance Learning to any concerns regarding your Apprentice(s)
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and British values
- Be alert to any changes that give you cause for concern