

Safeguarding



Safeguarding Responsibilities for Employers of Apprentices

Taking on an apprentice is a positive investment in both your business and a young person or adult's future. Alongside providing training and supervision, employers also share a legal responsibility to safeguard apprentices while they are in the workplace.

What “Safeguarding” Means

Safeguarding is about protecting learners from harm, abuse, neglect, exploitation, and discrimination. For apprentices, this applies both inside and outside of their apprenticeship.

Legal Duties for Employers of Apprentices

- Under 18s: Apprentices under 18 are legally classed as children. Employers must help keep them safe from harm (Children Act & Keeping Children Safe in Education).
- Adults (18+): Employers must protect vulnerable adults from abuse or neglect, in line with the Care Act 2014.
- Prevent Duty: All employers must help protect apprentices from radicalisation and extremism (Counter-Terrorism & Security Act 2015).
- Health & Safety: Apprentices must have a safe workplace, free from bullying, harassment, and exploitation (Health & Safety at Work Act 1974).

What Employers Must Do

- Create a Safe Workplace: Apprentices must be treated fairly, respectfully, and never exposed to harm or harassment.
- Know How to Report Concerns: Any safeguarding concerns (abuse, neglect, bullying, radicalisation, unsafe working practices) should be reported immediately to the Alliance Learning's Safeguarding Team (details on next page)
- Protect Apprentices Online: If apprentices use workplace IT or social media, ensure safe, responsible use.
- Maintain Professional Boundaries: Supervisors should avoid overly familiar, discriminatory, or inappropriate behaviour.
- Support Vulnerable Apprentices: Be aware that some apprentices (care leavers, those with disabilities, mental health needs, or other vulnerabilities) may require additional support and safeguarding.

Safeguarding

Alliance Learning Safeguarding Team

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.

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 (DSL) - 07587 135904

Dave Haslam (Deputy DSL) - 01204 677850

Paul Chapman - 07799 622314

Chris English - 07767 161802

Suzanne Watson - 07786627315

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.



British Values



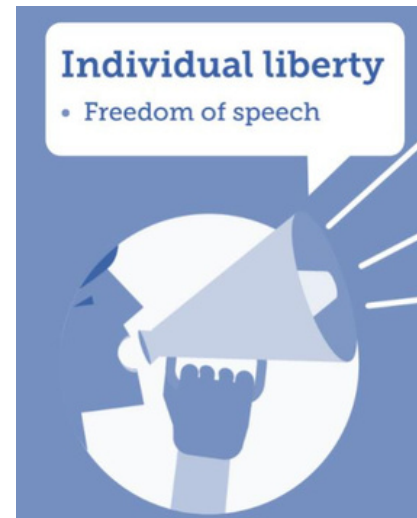
Democracy

- 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