

Safeguarding Students

Employer Guide

Safeguarding Students

Blackburn college is committed to safeguarding and protecting all our students. Safe students make successful students and we expect all employers to share our commitment.

Therefore, the college has developed this simple guide to safeguarding, including a 'what to do' guide if you are concerned about a young person (under the age of 18) or vulnerable adults.

Important Principles:

- ☐ Young people and vulnerable adults have a right to be safe and should be protected from all forms of abuse
- ☐ Safeguarding is everyone's responsibility
- ☐ It is better to offer help as early as possible, before issues escalate and become more damaging
- ☐ Working together with other agencies and colleagues provides the best support



What is Safeguarding?

Safeguarding is the term used for protecting people from maltreatment and keeping individuals safe and protected from harm, abuse and neglect.

This can include the following types of abuse:

- ☐ Physical Abuse – deliberate physical injury/harm
- ☐ Emotional Abuse – abuse that has a negative impact on emotional health and wellbeing
- ☐ Mental Health Issues
- ☐ Sexual Abuse and Exploitation
- ☐ Neglect and Self-Neglect
- ☐ Domestic Abuse (unhealthy relationships)
- ☐ Forced Marriage
- ☐ Financial Abuse
- ☐ Bullying (including cyber-bullying)
- ☐ Radicalisation and Extremism
- ☐ Discriminatory Abuse

Warning signs and indicators:

- ☐ Changes in behaviour and character – becoming withdrawn, aggressive, challenging or disruptive
- ☐ People who go missing
- ☐ Excessive use of alcohol or substances, including "Legal Highs"
- ☐ Physical injuries e.g. bruises, cuts or burns
- ☐ People who are reluctant to go home or appear frightened
- ☐ People who are in a controlling or unhealthy relationship – this includes with peers, family and partners
- ☐ Unexplained gifts and new possessions

- ❑ Young people who have older partners
- ❑ Changes in emotional health and wellbeing
- ❑ Poor or neglected living conditions or homelessness
- ❑ Lack of adequate clothing, money or food
- ❑ Self-harm
- ❑ Stress, anxiety and low in mood
- ❑ Safeguarding concerns can also be a worry or feeling that something is wrong. The welfare of young people and vulnerable adults is paramount and action must be taken to respond to known or suspected abuse



Our approach

In order to support our students, the College has a dedicated safeguarding team and trained professionals who can offer you advice and guidance.

What You Should Do:

If you are concerned about the safety or welfare of a student you can discuss the issues with the named contact that is supporting students in the workplace. Alternatively you can contact the College's Safeguarding Team on the number below.

Being alert to signs and indicators of abuse and neglect is the first step to promoting the welfare of young people and vulnerable adults. Don't be worried about asking for help or raising concerns. If you have concerns you should ask for help.

Further advice and guidance is available on the College website – this includes a detailed safeguarding policy and details of the College's Designated Safeguarding Lead. All staff and volunteers at Blackburn College receive training and guidance to keep students safe and protected from harm.

Training:

Blackburn College, in partnership with the Local Safeguarding Boards, has access to safeguarding e-learning for our employers to access. The courses are free and registration is easy by visiting the following website and completing the 'Safeguarding Children' and 'Safeguarding Adults' courses:

https://blackburn.melearning.university/course_centre

Specific Safeguarding Issues – Further Information

The information below aims to provide more detailed guidance about key safeguarding issues that are high profile and require immediate interventions.

Preventing Radicalisation and Extremism:

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. As with managing other safeguarding risks, it is important to be alert to changes in behaviour which could indicate that they may be in need of help or protection.

Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people.

Your Apprentice will be expected to complete the online mandatory training within 4 weeks of starting their Apprenticeship Course.

Online training: www.etflearners.org.uk

Child Sexual Exploitation (CSE):

CSE involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in

sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship.

The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber-bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Remember! If you have concerns or want more information, advice or guidance contact the College's dedicated safeguarding team.

Contact Details

Direct Telephone Number: 01254 292424
Email: safeguarding@blackburn.ac.uk

Why choose Blackburn College?

- ❑ Top 10 in England for Apprentice Success*
- ❑ Take advantage of our £65 million student village
- ❑ Specialist advice and guidance for all our students
- ❑ State of the art buildings, chill zones and 3 Starbucks coffee shops
- ❑ Dedicated Apprenticeship team to support you throughout your Apprenticeship
- ❑ £30 per term travel passes for 16-18 year old Apprentices