

Equality Duties

The Equality Act (2010) and the SEND (Special Educational Needs & Disabilities) Code of Practice in Section 41 of the Children & Families ACT 2014 gives groups of people special protection.

College staff and employers are required to make **REASONABLE ADJUSTMENTS** to help to create a level playing field for these groups.

The acronym REGARDS may be used as an aide memoire:

R – RacE

G – Gender including gender reassignment

A - Age

R – Religion/Faith

S – Sexual Orientation

Additional legal protection is given to Apprentices (as employers) if they are:

1. Pregnant or on maternity leave
2. Married or in a Civil Partnership

College staff will work in partnership with employers to meet these Equality Duties and the needs of apprentices and the workplace.

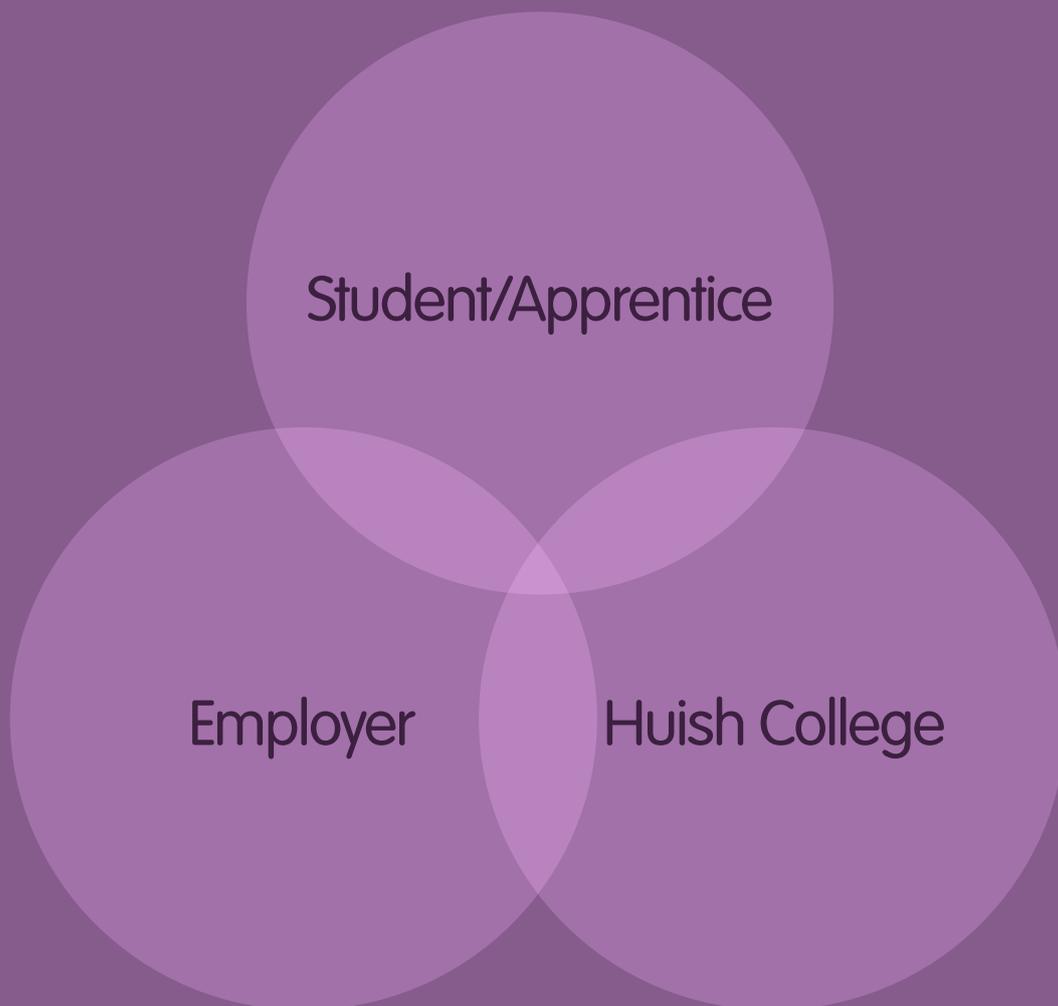


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Safeguarding & Prevent



Working in partnership with/and for our young people

The information in this publication is in line with the Department of Education's document 'Keeping Children Safe in Education' Sept. 2018.

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SHAPE YOUR FUTURE



Safeguarding and promoting the welfare of young people and vulnerable adults is everyone's responsibility. It is about protecting them from maltreatment, keeping them safe and taking actions to enable them to have better outcomes. This specifically includes under 18 year olds in training placements or on apprenticeship programmes. These are some of the safeguarding issues our young people may face:



These issues can take place within their families, in the wider community and sometimes the workplace.

More recently safeguarding legislation has expanded to include the PREVENT duty:

- P** Preventing
- R** Radicalisation by
- E** Extremist philosophies, which potentially result in
- V** Violence
- E** Extremism
- N** aNd
- T** Terrorism

It is not about preventing young people from having political and religious views and concerns but it is about preventing their expression in extremist ways.

Possible extremism in our community includes White Supremacists, fascist parties, Animal Rights extremism and Religious extremism.



As a valued employee we ask you to tell us if you have any safeguarding concerns about a student. Likewise for the **PREVENT** duty we ask you to tell us if you observe any of the following:

- Expression of views, which are discriminatory against, protected groups or individuals.
- Third party reports of a concern about behaviour e.g. plans to travel abroad or engagement in extremist activities.
- Evidence of bullying behaviour or harassment.
- Possessing or accessing extremist material.
- Evidence of extremist views including social media.
- Use of extremist language.
- Threat of violence.

The majority of employers are happy and able to support their apprentice in addition to College support services. However, sometimes young people want to access independent advice and support. It is available from Remploy on 0300 456 8210 and online www.remploy.co.uk/supportingapprentices or email apprentices@remploy.co.uk for any of the following:

- Relationship difficulties
- Problems at home
- Issues with alcohol and drugs
- Sleep problems
- Stress, anxiety or depression

REPORTING CONCERNS

If you are concerned about a young person's safety and wellbeing, including them being at risk or radicalisation, contact any of the following:

Richard Huish's Designated Safeguarding Lead:

Colin Barnard 01823 320832 or colinb@richuish.ac.uk
Your student's assessor
Anti-terrorist Hotline 0800 789321

