

**PREVENT**  
**& SAFEGUARDING**

IT IS EVERYONE'S RESPONSIBILITY

**WHAT IS IT?**

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SCAN HERE

Safeguarding protects our students who may be at risk of significant harm

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## SAFEGUARDING

Safeguarding is about protecting children, young people and vulnerable adults from abuse or neglect. We are all responsible for the safety of children, young people and vulnerable adults. We must ensure that we are doing all we can to protect the most vulnerable members of our society.

It is important that you provide a safe and welcoming learning environment for all learners, have a zero-tolerance policy of bullying and harassment, report all incidents to us and are alert to the possibility of abuse.

# FREDIE

**FREDIE stands for Fairness, Respect, Equality, Diversity, Inclusion and Engagement, and is at the heart of Yeovil College's truly inclusive culture.**

No. **43**

**The National Centre for Diversity's 2023 Most Inclusive UK Employers**

# THE 9 PROTECTED CHARACTERISTICS

## 1. AGE

The Act protects employees of all ages but remains the only protected characteristic that allow employers to justify direct discrimination, i.e. if an employer can demonstrate that to apply different treatment because of someone's age constitutes a proportional means of meeting a legitimate aim, then no discrimination will have taken place.

## 2. DISABILITY

The Act includes a new protection arising from disability and now states that it is unfair to treat a disabled person unfavourably because of something connected with a disability. An example provided is the tendency to make spelling mistakes arising from dyslexia. The Act includes a provision which makes it unlawful, with limited exceptions, for employers to ask about a candidate's health before offering them work.

## 3. GENDER REASSIGNMENT

It is discriminatory to treat people who propose to start or have completed a process to change their gender less favourably, for example. Because they are absent from work for this reason.

## 4. MARRIAGE AND CIVIL PARTNERSHIP

The Act continues to protect employees who are married or in a civil partnership. Single people are however not protected by the legislation against discrimination.

## 5. PREGNANCY AND MATERNITY

The Act continues to protect women against discrimination because they are pregnant or have given birth.

## 6. RACE

The Act continues to protect people against discrimination on the grounds of their race, which includes colour, nationality, ethnicity or origin.

## 7. RACE OR BELIEF

The Act continues to protect people against discrimination on the grounds of their religion or their belief, including a lack of any belief.

## 8. SEX

The Act continues to protect both men and women against discrimination on the grounds of the sex, for example, paying women less than men for doing the same job.

## 9. SEXUAL ORIENTATION

The Act continues to protect bisexual, gay, heterosexual and lesbian people from discrimination on the grounds of their sexual orientation.

# THE PREVENT DUTY

Prevent is the Government's strategy to stop people becoming involved in violent extremism or supporting terrorism, in all its forms. Prevent works within the noncriminal space, using early engagement to encourage individuals and communities to challenge violent extremist ideologies and behaviours.

Prevent is about safeguarding our learners to keep them both safe and within the law. It is not about preventing learners from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways.

## Possible extremism in our communities:

- White Supremacists
- Nazi parties
- Anti-Semitism
- Holocaust denial
- Race and religion hatred
- Animal Rights extremism
- Far Right extremism
- Religious extremism
- Homophobia.

As an employer of a learner, we ask for your support in the recognising and highlighting to Yeovil College any cause for concerns.

Identification of concerns might include the following although this list is not exhaustive:

- Expression of views which are discriminatory.
- Third party reports of concerns about behaviours e.g. plan to travel abroad or extremist activities.
- Evidence of discriminatory treatment of other groups or individuals.
- Evidence of bullying behaviour or harassment.
- Possessing or accessing extremist materials.
- Evidence of extremist views including on Social Media.
- Use of extremist language.
- Threats of violence.

# REFERRING CONCERNS

In order to protect people from abuse and harm it is important that everyone knows what to do if they suspect someone is being abused.

You may suspect that someone is being harmed or abused because:

- You have a general concern about someone's well-being.
- You see or hear about something which could be abusive.
- Someone tells you something has happened or is happening to them which could be abuse.

Together we have a duty of care to refer this information to external agencies such as Social Services or the Police. If you have any concerns or need any advice regarding safeguarding issues you can speak to Yeovil College's designated Safeguarding Officer\*.

**Somerset Direct:** 0300 123 2224

**Dorset Direct:** 01305 228866



Yeovil College's Designated Safeguarding Officer is: **Tina Callow**

The Safeguarding Telephone Number is: **07973 898849**

If you recognise someone who is at risk from radicalisation, you can help them get support by referring them to the Yeovil College safeguarding team or direct to the Channel Process on pages 5-6 (6-7 in this content document).

For more information about Prevent please see the HM Government Training - [www.elearning.prevent.homeoffice.gov.uk](http://www.elearning.prevent.homeoffice.gov.uk)

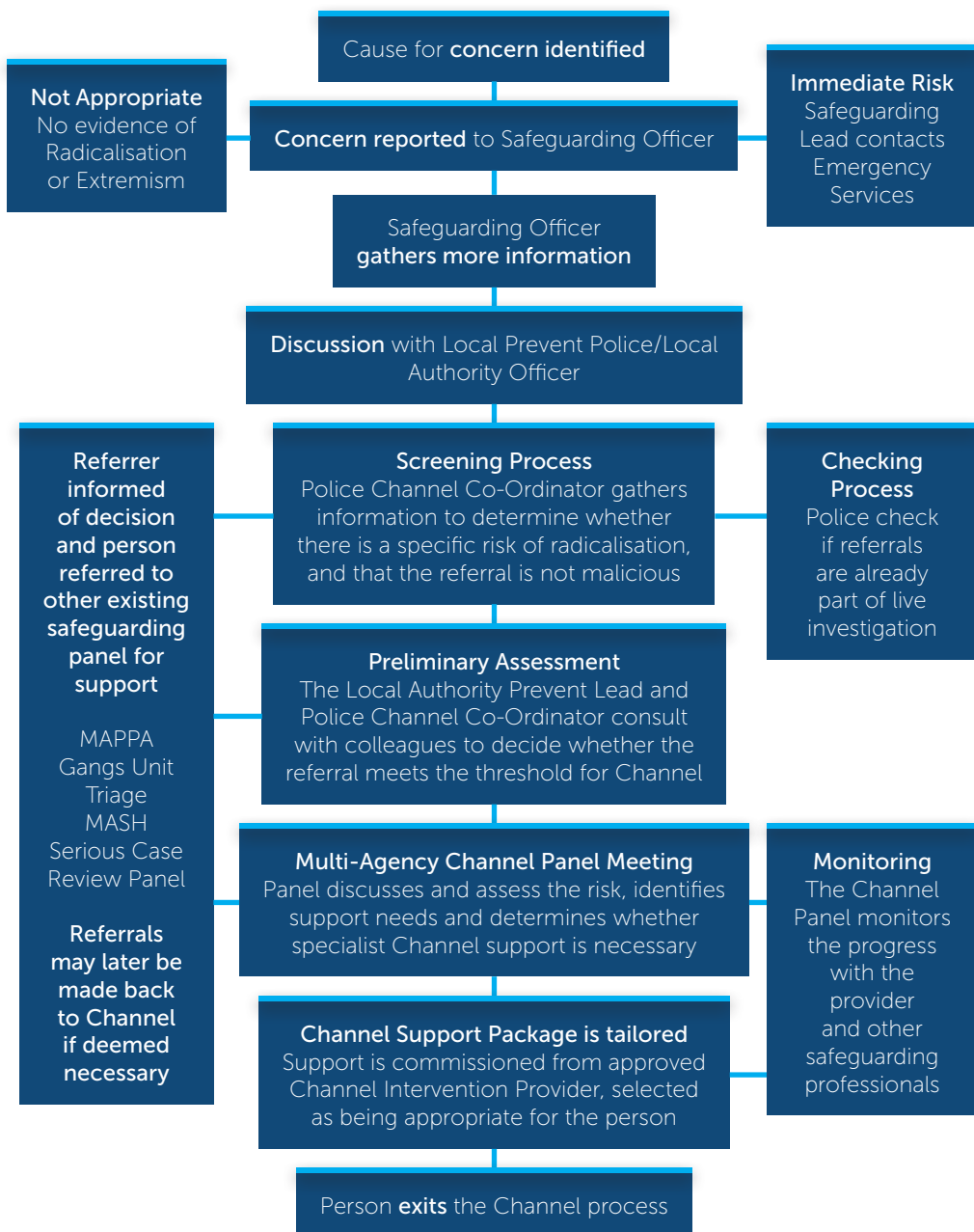
**Yeovil College Designated Safeguarding Officer:** 07973 898849

**Anti-terrorist Hotline:** 0800 789 321

**Avon and Somerset referrals:** [channelsw@avonandsomerset.pnn.police.uk](mailto:channelsw@avonandsomerset.pnn.police.uk)

**Dorset referrals:** [sru@dorset.pnn.police.uk](mailto:sru@dorset.pnn.police.uk)

# SAFEGUARDING CHANNEL PROCESS



# USEFUL CONTACTS

**ACAS**  
0300 1231100  
Acas.org.uk

Information, advice and assistance on employment law.

**Childline**  
0800 1111  
Childline.org.uk

Free, private and confidential service for anyone up to the age of 19.

**FRANK**  
0300 123 6600  
Talktofrank.com

Friendly, confidential drugs advice.

**Stonewall**  
Stonewall.org.uk

Working to achieve equality and justice for lesbians, gay, bisexual and transsexual people.

**Alcohol Change**  
0300 123 1110  
Alcoholchange.org.uk  
Leading national charity working on alcohol abuse.

**Equality & Human Rights Commission**  
0808 800 0082  
Equalityhumanrights.com  
Working to eliminate discrimination, reduce inequality and protect human rights.

**United Nations High Commissioner for Refugees**  
0203 761 9500  
Unhcr.org.uk  
Facts, statistics and answers to commonly asked questions about refugees.

**Beat, Eating Disorders Association**  
0808 801 0677  
B-eat.co.uk  
Helplines, online support and network of UK wide self-help groups.

**Samaritans**  
116 123 (UK) 116 123 (ROI)  
Samaritans.org

Talk any time you like, in your own way, and off the record – about whatever's getting to you.

**Health Assured (SAP)**  
0800 0283766 (Download the App)

**Access to Work Mental Health Support Service for Apprentices**

<https://www.remploy.co.uk/employers/mental-health-and-wellbeing/access-to-work-mental-health-support-service-apprentices/>

**Access to Work**

Access to Work - get support if you have a disability or health condition:

<https://www.gov.uk/access-to-work>



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