

Sandwell & West Birmingham Hospitals NHS Trust Training Provider

SAFEGUARDING POLICY (INCLUDING PREVENT RADICALISATION)

PROFILE	
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AUTHOR:	Designated Safeguarding Officers
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Safeguarding Policy (including Prevent Radicalisation)

CONTENTS

	Page Number
1. Introduction.....	1
2. Objectives.....	1
3. Scope	1
4. Definition of Safeguarding.....	2
5. Roles and Responsibilities.....	2
6. The Management of Safeguarding.....	3
7. Training.....	4
8. Risk Assessment.....	6
9. Prevent.....	6
10. Safeguarding Issues.....	7
11. Dealing with a Concern.....	10
Appendix 1- Safeguarding/ Prevent Reporting Process	11
Appendix 2 - Prevent Leaflet	12

1. Introduction

- 1.1. The welfare of all Apprentices is paramount. Sandwell & West Birmingham Hospitals NHS Trust Provider Team is committed to supporting Apprentices by valuing them, listening to them, and respecting them within a learning setting which promotes success.
- 1.2. All Apprentices have access to the resources, planned programmes, support and at least 20% off the job training to meet their individual needs. Developing Apprentices awareness through training and education of safeguarding and Prevent ensures we recognise good practice that protects them.

2. Objectives

- 2.1. This Policy will be reviewed on an on-going basis in accordance with changes to legislation. The formal review and on-going development of this policy will be led by the Designated Safeguarding Officer and approved by the Widening Participation Manager. This policy covers Apprentices, managers/ employers, trainers/coaches, including senior managers, directors and or clinical specialists. Staff at the Sandwell & West Birmingham Hospitals NHS Trust Provider should adhere to this policy and share it with any external visitors who are connected to our Apprenticeship training programmes. It should be used in line with each employer's individual organisational guidance / policies for safeguarding and Prevent and with any Awarding Bodies' / EPA guidelines. Safeguarding is promoted throughout via emails, conversations, and our e-portfolio (OneFile).

3. Scope

Sandwell & West Birmingham Hospitals NHS Trust Provider believe that the safety and welfare of all Apprentices is essential. It is our responsibility to recognise and deal with any concerns in relation to safety and welfare, by committing to practices that protect Apprentices. This policy sets out our pledge to safeguard our Apprentices and provides a clear framework to fulfil that assurance in which we promote safety and welfare of all. This policy incorporates all aspects of safeguarding including the prevention of young people becoming extremist or being radicalised. It details how to record and report concerns. It defines our methods to ensuring safe staff recruitment practices, staff training, and how to deal with safeguarding issues. The policy applies to all Apprentices and staff, including senior managers, directors, and employers. The policy is available on the Trust website

- 3.1. This policy will apply to all connected to an Apprentice receiving training from Sandwell & West Birmingham Hospitals NHS Trust Provider, as well as their Employers, and it is issued to them on the commencement of a new Apprentice. New provider staff receive a copy of the policy on induction. The policy considers the parameters regarding the following:
 - a) 'Working Together to Safeguard Children' (HM Government July 2018)
 - b) 'Keeping Children Safe in Education' September 2019, statutory guidance from the Department of Education (DfE), including, What to Do if You are Worried a Child is being Abused.
 - c) Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012, which aims to help avoid harm, or risk of harm, by preventing people who are deemed unsuitable to work with children and vulnerable adults from gaining access to them through their work.
 - d) Counter-Terrorism and Security Act 2015, which under section 26 requires Sandwell & West Birmingham Hospitals NHS Trust Provider as a Training Provider, to have due regard to the need to prevent people from being drawn into

terrorism, along with Revised Prevent Duty Guidance: for England and Wales, and Prevent Duty Guidance: for further education institutions in England and Wales.

- e) The Education Inspection Framework September 2019
- f) Inspecting safeguarding in early years, education and skills settings' (May 2019)

4. Definition of Safeguarding

- 4.1. The term 'safeguarding' is the action that is taken to promote the welfare of both child and vulnerable adult protection and promotes them from harm. Safeguarding incorporates Apprentices' health and safety, human rights, welfare and mental well-being.
- 4.2. This policy outlines the importance of the Provider's responsibility to safeguard and promote the welfare of all our Apprentices and staff by protecting them from physical, sexual or emotional abuse, neglect and bullying. This policy should be read in conjunction with the Trust's Safeguarding Children Policy and Safeguarding and Protection of Vulnerable Adults Policy.
- 4.3. As a provider of a government funded training programme, we have a duty to safeguard our Apprentices and to take steps that will try to ensure their safety (children under 18 or vulnerable adults) at all times.

5. Roles and Responsibilities

5.1. Widening Participation Manager

- a) Has overall and ultimate responsibility for Safeguarding (supported by the Apprenticeship Board) and will deal issues or concerns in the absence of a Designated Safeguarding Officer (DSO).

5.2. Designated Safeguarding Officer (DSO)

- a) Leads on Safeguarding for the provider, managing on a day-to-day basis and keeping up-to-date with safeguarding changes.
- b) Ensures working practices are in place to safeguard and promote the welfare of all Apprentices and staff.
- c) To be the first point of contact within the provider for guidance, support, referrals and general queries on safeguarding.
- d) Responsible for making appropriate decisions when investigating and reporting concerns in conjunction with the Trusts' Safeguarding Leads.
- e) Attend the Trust's Safeguarding Steering Group
- f) Create, and maintain secure concern files of safeguarding referrals and or allegations of abuse.
- g) Complete the referral process and follow up referrals made, internally and with external agencies.
- h) Monitor any possible safeguarding trends
- i) Plan, develop and manage Provider staff training.
- j) Keeps the Widening Participation Manager up to date with Safeguarding arrangements and any necessary policy amendments.

5.3. Sandwell & West Birmingham Hospitals NHS Trust Provider Staff

- a) Have a responsibility to promote safeguarding to learners and employers; and ensure they offer a safe working and learning environment for Apprentices. All staff must attend and complete Safeguarding training as requested. As provider we follow the SWB Recruitment Policy when recruiting staff, this includes such things

as ensuring an interviewer has safeguarding training, gaps in interviewees employment history are reviewed and written references are approved.

- b) The employer of the Sandwell & West Birmingham Hospitals NHS Trust Provider Team has robust recruitment arrangements in place to ensure any necessary Disclosure and Barring Service checks are completed at each recruitment opportunity.
- c) To have a clear understanding of what is meant by safeguarding and promote the welfare of Apprentices
- d) Be aware of their statutory duties for the Apprentice and or vulnerable adult
- e) Be aware of any potential signs or indicators of safeguarding issues or abuse
- f) Be familiar and clear on their role should there be an incident or concern occur and the action they may need to complete
- g) Be aware of the national Prevent strategy and reporting arrangements

5.4. Employers

- a) To have a clear understanding of what is meant by safeguarding and promote the welfare of Apprentices
- b) Be aware of their statutory duties for the Apprentice and or vulnerable adult
- c) Be aware of any potential signs or indicators of safeguarding issues or abuse
- d) Be familiar and clear on their role should an incident or concern occur and the action they may need to complete
- e) Be aware of the national Prevent strategy and reporting arrangements
- f) It is the responsibility of the employer to ensure employees working alongside the Apprentices are free from convictions and of sound character and judgement and will not pose as any danger or threat to Apprentices.

6. **The Management of Safeguarding**

6.1. We commit to ensuring that the Apprentice has, as set down in the ESFA rules, 20% off the job training time. We commit to providing support through line management and the Apprenticeship Team Co-ordinators, to support all Apprentices' wellbeing and mental health. We will ensure that managers, coaches and co-ordinators from the Sandwell & West Birmingham Hospitals Provider Team have regular meetings to discuss progress and to action plan should an Apprentice fall behind in learning, or if there is a concern with their wellbeing or they are seen to be struggling to achieve. If an Apprentice requires additional support to pass the Apprenticeship they should not be disadvantaged and our commitment is to ensure as many Apprentices as possible who start a programme finish that programme successfully.

6.2. All staff have a key responsibility for the Safeguarding of the Apprentices when they attend training. Safeguarding is woven throughout the Apprentice's journey so that we continually educate and increase their awareness and empower our Apprentices to understand the key values within the 'Prevent Agenda', Equality and Diversity and fundamental British Values. When Apprentices are expected for training if they do not attend we notify the Employer to discuss the absence. The DSO is informed if contact cannot be made and our Safeguarding/ Prevent Reporting Process is followed. (see Appendix 1)

a) Apprentices in the Workplace

As part of the sign up onto a programme a Workplace Health and Safety Assessment and Agreement Health and Safety Form is completed so that health and safety are evaluated and recorded. Apprentices follow their employer absence procedures and employers are encouraged to notify the Trainer/ Coach or the

SWBH Provider Designated Safeguarding Officer directly, if an apprentice does not attend work and their whereabouts are unknown.

b) Photographing Apprentices

All persons wishing to record any images of Apprentices must complete the necessary consent form. SWBH Provider Staff should always challenge any persons acting suspiciously and recording images of an Apprentice without consent. With advances in technology, especially with mobile phones being able to record and transmit images, staff must be extra vigilant. Whilst a ban on the use of mobile phones is not practical and would be difficult to police, staff should certainly challenge any persons using recording equipment without consent.

c) All Apprentices

SWBH Provider aim is to raise awareness and support Apprentices to stay safe and build resilience to threats (including on-line threats). Apprentices are updated and conscious of whom they can contact if they have a concern or issue about their own, or others, safety. Details of SWBH Provider Designated Safeguarding Officers are also displayed in all training rooms and we have confidential email only accessed by the Designated Safeguarding Officers.

d) Process for raising, recording and investigating concerns

The Sandwell & West Birmingham Hospitals NHS Provider Team have Qualified Designated Safeguarding Officers (DSO) who are available for support and also to report concerns to. Provider team staff and apprentices should report any safeguarding concerns to the DSO. The Safeguarding Officers record and investigate concerns in conjunction with the Trusts' Safeguarding Leads. The Safeguarding Officers keep confidential concern files, compliant to GDPR, and monitor possible trends. In addition all apprentices and all employers have individual logins via their e-portfolio – OneFile and this confidential email address number and Designated Safeguarding Officers contact details are accessible to all.

- See appendix 1: Safeguarding/ Prevent Reporting Process
- Safeguarding/ Prevent Reporting Form
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7. Training

Apprentice Training

Within induction we ensure ALL apprentices complete Trust Safeguarding mandatory Level 1 Safeguarding Children and Adults. Level Two Safeguarding Children and Adults is also completed dependent on the Apprentices job role, and it is the Apprentice's employer's responsibility to arrange and schedule this within the local on-boarding process. Table of training provided to apprentices:

	Provider Induction- Safeguarding Level 1 (Induction)	Safeguarding Level 2 (e-learning)	Basic Prevent Awareness (e-learning)	WRAP Training (Preventing Radicalisation - Awareness of Prevent) (e-learning)
Clinical Apprentice	✓	✓	✓	✓
Non- clinical Apprentice	✓	Dependant on job role / Employer responsibility	✓	✓

After induction the Apprentices also to complete the following training:

- a) Harassment & Bullying Level 2 – e-learning and assessment
- b) Health & Safety Level 1- e-learning and assessment

7.1. Whilst on their training programme all Apprentices complete additional safeguarding learning:

- a) Introduction to Safeguarding Officers and how to report any concerns
- b) Training session on Safeguarding in Learning. This covers the following subjects;
 - (i) Child Sex Exploitation (CSE)
 - (ii) Female Genital Mutilation (FGM)
 - (iii) Cyberbullying
 - (iv) Personal Safety and How To Stay Safe – this covers “Safe arrival/ Leaving site”, security arrangement within your workplace
 - (v) Prevent / Counter Terrorism Police –Run/Hide/Tell
 - (vi) Online Safety– this covers the following topics;
 - The apprentices are made aware of their organisations policies using the internet in their workplace.
 - To understand the risks of the technology, including mobiles, laptops and online activity and how to minimise these risks
 - Know how to communicate any concerns about online safety to the employer and Provider.
- c) Relevant Safeguarding E-learning modules

SWBH Provider Team Training

7.2. All new SWBH Provider staff complete Level 1 Safeguarding within Corporate induction and specific Provider Team policies and processes in relation to apprentices are covered in their local team induction. SWBH Provider Team’s safeguarding training is detailed below;

	Provider Induction- Safeguarding LI 1 (Induction)	Safeguarding Level 2 (e-learning)	Safeguarding Level 3 (classroom)	Basic Prevent Awareness (e-learning)	WRAP Training (Preventing Radicalisation - Awareness of Prevent (e-learning)
Directors	✓	✓		✓	✓
Senior Mgt Team	✓	✓	✓	✓	✓
SWBH Provider Staff	✓	✓	✓	✓	✓
Designated Safeguarding Officers (DSO)	✓	✓	✓	✓	✓

After induction the Provider staff also complete the following training:

- a) Harassment & Bullying Level 2 – e-learning and assessment
- b) Health & Safety Level 1- e-learning and assessment

All staff undertake refresher training for the above every three years which can be achieved through ELearning and is monitored by their Line Manager.

7.3. Members of Sandwell & West Birmingham NHS Provider Team undertake the following training/CPD:

- a) Safeguarding in Learning
- b) Relevant Safeguarding E-learning modules
- c) Research on new safeguarding issues

All staff within the Provider team are trained to Level 2 Safeguarding Adults and Level 3 Safeguarding Children.

Online Safety Training

- Provider staff are trained to identify and deal with concerns about online safety.
- Provider staff must keep up to date on any risk of harm associated with using the internet, new technology or mobile apps.
- Provider Staff must support appropriate training for apprentices so that they are able to work safely and effectively
- Provider Staff have clear understanding on what is and is not acceptable and report any concerns to DSO

- 7.4. We will also deliver regular safeguarding updates through team meetings (an item on the agenda), One File tasks and reading the intranet, at least annually to coincide with any Policy review. It is the responsibility of the Designated Safeguarding Officers to raise awareness amongst the team on a regular basis for example: to support the team to look for safeguarding concerns. The Designated Safeguarding Officers will ensure their formal training is updated at least every 2 years. Training will be revised and moderated in-line with Government policies and local priorities. Records of both internal and external training will be held on individual OneFile e-portfolio profiles.

Employers Training

- 7.5. Safeguarding is promoted to employers by issuing them with a safeguarding/Prevent leaflet on an Apprentice induction, discussions within progress review meetings and via updates on OneFile announcements.
- 7.6. Within the role of the employer it is the employer's responsibility within the local on-boarding process to schedule the appropriate safeguarding training for the Apprentice dependant on the job role and organisational requirements.

8. Risk Assessment

- 8.1. Sandwell & West Birmingham NHS Provider Team ensure a Workplace Health and Safety Assessment and Agreement Form is completed for all 16 to 18 year old Apprentices in conjunction with the (Health and Safety) Young Workers Policy. This needs to be reviewed on a needs basis (minimum annually). Also Sandwell & West Birmingham Hospitals NHS Trust Apprenticeship Provider staff will have regular conversations with the Apprentice and employers on safeguarding during progress meetings.

9. Prevent

- 9.1. Prevent is part of the Government's counter-terrorist strategy known as CONTEST. Prevent aims to reduce the risk we face from terrorism. NHS employees have a key role in Prevent. The strategy focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and drawn into terror-related activity.
- 9.2. All Apprentices and members of Sandwell & West Birmingham NHS Provider Team undertake the following provider training:

	Prevent Level 1 -Leaflet	Basic Prevent Awareness e-learning	WRAP Training (Preventing Radicalisation - Awareness of Prevent (e-learning))
Apprentices	✓	✓	✓
SWBH Provider Staff	✓	✓	✓
Designated Safeguarding Officers (DSO)	✓	✓	✓

9.3. All concerns should be reported in accordance with the Trusts' Prevent Policy and procedures or following the Employer guidelines.

10. Safeguarding Issues

10.1. Different Types of Abuse

Physical, emotional/psychological, financial, neglect by others (e.g. as a child by your parents), self-neglect, discriminatory abuse (as defined in the Equality Act 2010), organisational abuse

10.2. Specific Safeguarding Issues

The following issues give an overview of some of the particular safeguarding themes that may affect any Apprentice;

- a) Peer-on-Peer Abuse
Peer-on-peer abuse is most likely to include, but may not be limited to, bullying (including cyberbullying), gender based violence/sexual assaults and sexting.
- b) Forced Marriage
Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example).
- c) Child Sexual Exploitation (CSE)
This is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online. A considerable number of children who are victims of sexual exploitation go missing from home, care and education at some point.
- d) People who are missing
Every year an estimated 200,000 people go missing in the UK. In some cases, missing adults may have made a choice to leave and 'start their lives over again', but the vast majority of missing people, children and adults, are vulnerable and need protection and support. SWBH Provider track and monitor the Apprentices attendance on training, so that staff can quickly detect potential safeguarding issues.

e) Domestic Abuse

Domestic abuse is defined by the Home Office as “any incident of controlling, coercive or threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults, aged 16 and over, who are or have been intimate partners or are family members, regardless of gender and sexuality.” This includes honour-based violence, forced marriage and female genital mutilation (FGM). We follow the Trust Domestic violence/abuse policy.

f) Female Genital Mutilation (FGM)

This comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act 2003 (“the 2003 Act”). It is a form of child abuse and violence against women. The FGM mandatory reporting duty is a legal duty provided for in the FGM Act 2003 (as amended by the Serious Crime Act 2015). The legislation requires regulated health and social care professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either:

- Are informed by a girl under 18 that an act of FGM has been carried out on her; or
- Observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl’s physical or mental health or for purposes connected with labour or birth

For the purposes of the duty, the relevant age is the girl’s age at the time of the disclosure/identification of FGM (i.e. it does not apply where a woman aged 18 or over discloses she had FGM when she was fewer than 18). Complying with the duty does not breach any confidentiality requirement or other restriction on disclosure which might otherwise apply. The duty is a personal duty which requires the individual professional who becomes aware of the case to make a report; the responsibility cannot be transferred. The only exception to this is if you know that another individual from your profession has already made a report; there is no requirement to make a second. For more details on how to report FGM please see the organisation guidance on FGM Mandatory Reporting Duty and follow the Trust’s Protocol for the Management of Female Genital Mutilation (FGM) in girls under 18 years.

g) Radicalisation

Protecting individuals from the risk of radicalisation is seen as a wider safeguarding duty, and is similar in nature to protecting individuals from other forms of harm and abuse. During the process of radicalisation, it is possible to intervene to prevent vulnerable people being radicalised. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. Prevent is part of the Government’s counter-terrorist strategy known as CONTEST. Prevent aims to reduce the risk we face from terrorism. NHS employees have a key role in Prevent. The strategy focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and drawn into terror-related activity. A training programme of awareness is in place for the duration of their Apprenticeship which includes topics about how to keep them safe from Radicalisation. Provider Staff report concerns on the Safeguarding/Prevent Reporting Process (Appendix 1) and Safeguarding Reporting Form.

h) Grooming

This is a word to describe people befriending children and vulnerable adults to take advantage of them for sexual preferences. Grooming is also used by

extremist groups to radicalise individuals into supporting and potentially committing terrorist attacks. Groomers will hide their true intentions and may spend a long time gaining a child or vulnerable adults trust. They may try to gain the trust of the whole family to allow them to be left alone with a child or vulnerable adult. Groomers may deliberately try to work with children or vulnerable adults and gain the trust of their colleagues.

Sexual online grooming is when people form relationships with children pretending to be their friend, using social media platforms to do so. The person carrying out the online grooming will try to establish the likelihood of the child telling someone. They will also find out as much as they can on the child's family and social networks. Online groomers will tend to use chat rooms, which are focussed on young people. Those carrying out the grooming will pretend to be a child themselves, similar in age to the person they are grooming. Grooming online is anonymous and children find it easier to trust an online 'friend' than someone they have met 'face to face'. Children or vulnerable adults may not speak out about their situation because they feel ashamed, guilty or are unaware what they are experiencing is abuse. They may also believe they are in a relationship with the groomer. Key factors that you might observe if someone is being groomed online?

- Wanting to spend more and more time on the internet
- Being secretive about who they are talking to online and what particular sites they are viewing
- Switching screens when you come near the computer
- Possessing items – electronic devices or phones expect them to know
- Becoming emotionally volatile.

i) So-called Honour Based Violence

So-called "honour based violence" (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community.

j) Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside the organisation. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Cyberbullying involves the use of electronic communication devices. These include: mobile phones, tablets, iPods, laptops and PCs. Social media platforms such as Facebook, Instagram, Twitter and WhatsApp are used by cyberbullies to interact negatively with their victims. SWBH Provider has a zero tolerance approach to all forms of bullying.

Online Safety

The use of IT / the internet and digital technology plays a vital role in all apprenticeship training programmes, allowing Apprentices to access e-learning, carry out research and collate their portfolio using e-portfolios such as 'One-file'. To understand and maintain personal online safety, Apprentices need to develop the knowledge and skills to enable them to use the internet/ intranet and digital technology safely and effectively, and cultivate appropriate online behaviours.

This training is included on their apprenticeship programme – please see section 7.1

IT usage is monitored in conjunction with the Trust's Information and Cyber Security Policy and IT User Policy, where applicable. For external Apprentices their usage will be monitored by their employer policy.

k) Mental Health

Mental health support is available to Apprentices directly and to managers of Apprentices. Links to possible resource:

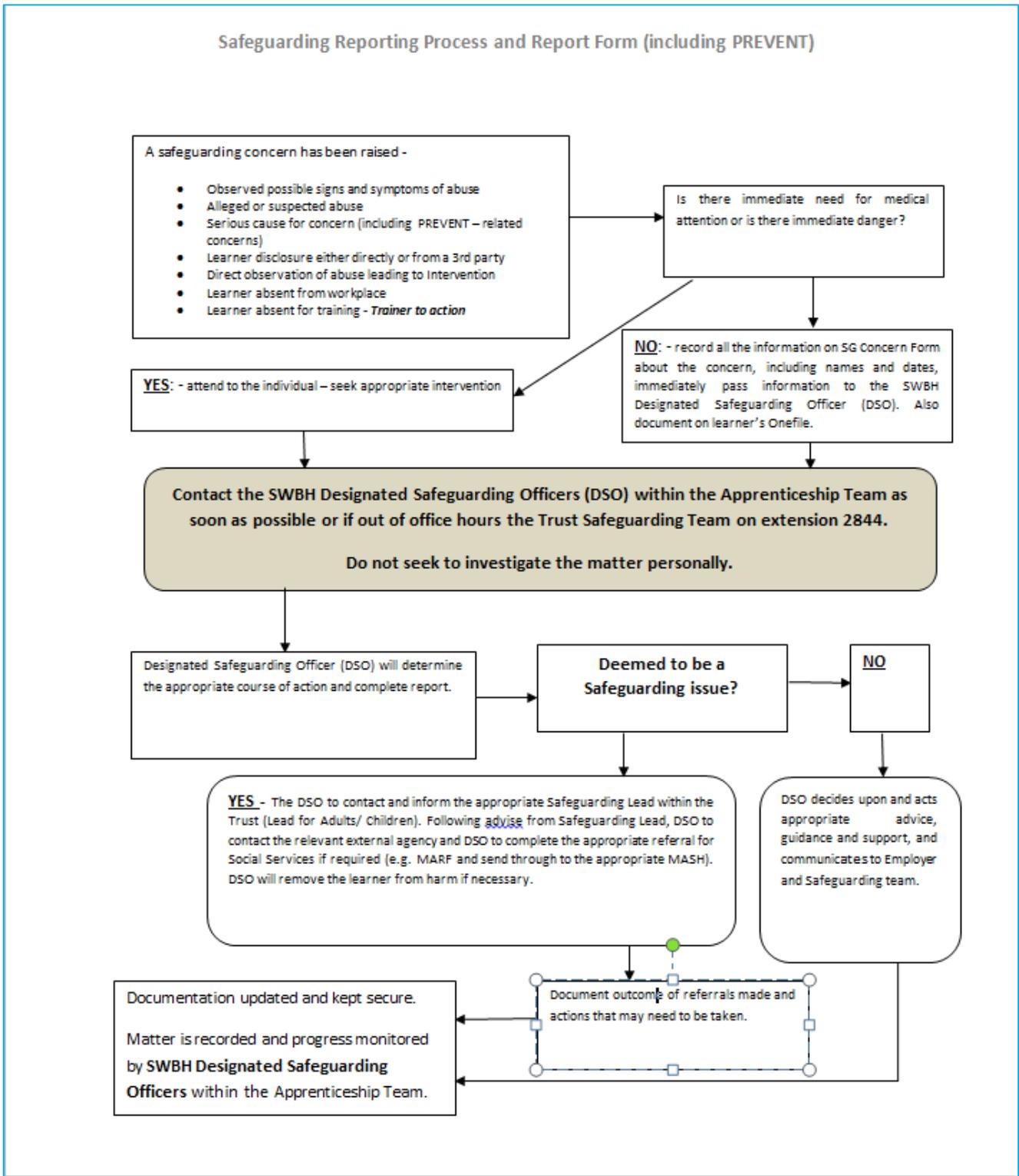
- <https://www.mind.org.uk/information-support/>
- <https://www.thecalmzone.net/>
- <https://www.papyrus-uk.org/>
- <https://www.samaritans.org/>

11. Dealing with a Concern

11.1. Warning signs that may indicate a concern regarding an Apprentice. The list below is not complete, but some of the following identified changes might suggest a possible concern:

- Sudden lack of money
- Self-harm
- Drugs
- Absence - Missing work or not turning up for training provider sessions
- Changes in appearance, unwashed, weight loss or gain
- Alterations in behaviour and character
- Changes in mood
- Anxiety
- Excessive drinking
- Physical injuries - cuts or bruises
- Change to/poor living conditions, homelessness
- Sudden holiday planned/absence from work

Appendix 1- Safeguarding/ Prevent Reporting Process



Appendix 2 Prevent Level 1-Information and Advice Leaflet

Where can I get more information?

For more information on Prevent or the awareness raising sessions taking place in this organisation, please contact:
(Training - Contact Learning and Development)

(Prevent Lead - Refer to Safeguarding Adults Connect Intranet Page)

Guidance issued to healthcare organisations by the Department of Health can be found at the following website:

www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyandGuidance/DH_131929

Further information can be found in the Safeguard Adult and Safeguard Children web pages on the Trust's intranet.



What is prevent?
Information and Advice Leaflet



What is prevent?

Prevent is part of the Government's counter-terrorist strategy known as CONTEST. Prevent aims to reduce the risk we face from terrorism, by stopping people becoming terrorists or supporting terrorism. The strategy promotes collaboration and co-operation among public service organisations, in order to provide support to vulnerable individuals.

What is the role for health services?

The NHS is a critical partner in Prevent, along with charitable organisations and private sector bodies which also deliver health services.

Healthcare professionals have a key role in Prevent. The strategy focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorist-related activity.

What does this mean for me?

Prevent does not require you to do anything in addition to your normal duties. What is important is that if you are concerned that a vulnerable individual is being exploited, you can raise the concern in accordance with policies and procedures.

The Trust has a Training Programme to raise awareness for Prevent including this leaflet, Induction and provision of the home office WRAP Training.

For high risk areas, local facilitators will be recruited to support training.

Flowchart for Raising Concerns?

Action to take if you suspect an individual being radicalised/self radicalised into extremist activities. Please ensure you have accessed Prevent training or have had some support from the Trust Prevent Lead in order to ensure there is a shared understanding of what constitutes radicalisation/ self-radicalisation.

