



SAFEGUARDING AND EMPLOYER GUIDE



SAFEGUARDING AN EMPLOYER GUIDE

Safe students make successful students and we expect all employers offering work placements to share our commitment.

Therefore, the College has developed this simple guide to safeguarding for employers, including a 'What To Do' guide if you are concerned about a young person (under the age of 18) or vulnerable adult.

WHAT IS SAFEGUARDING

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

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.



SAFEGUARDING CAN PROTECT AGAINST THE FOLLOWING TYPES OF ABUSE:

Physical abuse (deliberate physical injury/harm)	Forced marriage
Emotional abuse (abuse that has a negative impact on emotional health and wellbeing)	Financial abuse
Mental health issues	Bullying (including cyber-bullying)
Sexual abuse and exploitation	Radicalisation and extremism
Neglect and self-neglect	Discriminatory abuse
Domestic abuse	Violence, knife crime and gang related concerns
Sexual harassment and violence	Child Criminal Exploitation (CCE)

WHAT TO LOOK OUT FOR AND INDICATORS SOMETHING IS WRONG

Changes in behaviour and character e.g. becoming withdrawn, aggressive, challenging or disruptive	People who go missing
Excessive use of alcohol or substances	Physical injuries e.g. bruises, cuts or burns
People who are reluctant to go home and appear frightened	People who are in a controlling or unhealthy relationship – this includes with peers, family and partners
Emotional health/mental health concerns	Unexplained gifts and new possessions
Poor or neglected living conditions or homelessness	Lack of adequate clothing, money or food
Young people who have older partners (imbalanced power/control)	Stress, anxiety and low in mood
Self-harm	Risk taking behaviour and online safety concerns



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.

If you are concerned about the safety or welfare of a student, you can discuss the issues with your named contact for work placements or your Employability & Partnership Coordinator at the College. Alternatively, you can contact the College's Safeguarding Team using the contact details overleaf.

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 always ask for help.

All staff and volunteers at The Manchester College receive training and guidance to keep students safe and protected from harm.

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.

To find out more visit:

tmc.ac.uk/student-life/support/



SPECIFIC SAFEGUARDING THEMES

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.

Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

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.

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting, or pickpocketing. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others



Care Experienced Young People

Some young adults that are care experienced and, therefore, under the care for by a Local Authority (known as Looked After Children) or who are leaving care may require additional support and guidance. The Manchester College has a dedicated team who support the welfare and educational progress of young people who are Looked After or who are Leaving Care.

If appropriate and relevant, information will be shared when a student accepts the placement opportunity. If you have concerns or require information, please email careexperienced@tmc.ac.uk

Some care experienced young people do have higher levels of vulnerability and often experience welfare and safety issues. If you are concerned about a young person please speak to the named person from the College that visits you or email safeguarding@tmc.ac.uk.

Got a concern?

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

Email: safeguarding@tmc.ac.uk

Call: **0161 674 8112**

Visit: tmc.ac.uk/about/safeguarding/

College Designated Safeguarding Lead (DSL)

The College DSL is Assistant Principal Andrew Pickles. Andrew is responsible for the overall leadership and management of safeguarding across The Manchester College.

Andrew can be contacted by emailing apickles@tmc.ac.uk

In an emergency

If you believe a student is at immediate risk of harm you should always contact the police by telephoning 999.



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