

Newsletter

EMPLOYER SAFEGUARDING

09/12/2022



Samantha Crouch
Director of Student Experience

Welcome to the first edition of our Employer Safeguarding Newsletter!

Our priority is to enhance employer safeguarding knowledge to enable employers to further support students to stay safe in the workplace and the wider community. Safeguarding is everyone's responsibility.

Our bimonthly newsletters will provide information, advice and guidance about student wellbeing and safeguarding matters, raise awareness of key issues and emerging themes both locally and nationally and update you on what Fareham College is doing to support our learners.

WHAT IS SAFEGUARDING?

Safeguarding is the action that is taken to promote the welfare of children, young people and vulnerable adults and protect them from harm.

Safeguarding means

- Protecting children and vulnerable adults from abuse and maltreatment.
- Preventing harm to children's health or development.
- Ensuring children grow up with the provision of safe and effective care.
- Taking action to enable all vulnerable children and adults to have the best outcomes.

Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child.

Below you will find the updated safeguarding poster listing key staff members responsible for safeguarding at Fareham College.

Keeping you safe

Our fundamental goal is to keep you safe.
If you have any concerns regarding yours and/or
others safety, please contact us.



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TYPES OF DOMESTIC ABUSE

Types (may vary but often fall into the following categories)

PHYSICAL ABUSE

Such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm. This could include an online element that facilitates, threatens or encourages physical abuse.

PHYSICAL ABUSE

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members* regardless of gender or sexuality. This includes 'honour' based violence (HBV), female genital mutilation (FGM) and forced marriage. *Family members include; mother, father, son, daughter, brother, sister and grandparents, in-laws or stepfamily.

FEMALE GENITAL MUTILATION

Is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. FGM is a criminal offence in the UK.

EMOTIONAL ABUSE

Persistent emotional maltreatment of a person. It's sometimes called psychological abuse and can include: humiliating or constantly criticising, telling them they are worthless and or unloved, deliberating silencing them and or not letting them express their views, making fun of them, preventing them from engaging in normal social interactions, blaming and scapegoating, not recognising a child's own individuality or trying to control their lives, not allowing them to have friends, persistently ignoring the child and or being absent, manipulating a child.

CHILD ON CHILD ABUSE

When children abuse other children. This can occur both in person or online.

CHILD SEXUAL EXPLOITATION

Involves situations, contexts or relationships in which a person under 18 is given something, such as food, accommodation, drugs, alcohol, cigarettes, affection, gifts or money in return for performing sexual activities or having sexual activities performed on them. It can also involve violence, coercion and intimidation, with threats of physical harm or humiliation.

SEXUAL ABUSE

Is any contact or non-contact sexual activity that happens without consent or understanding, or with forced consent. It can take place in person or online. Including:

FINANCIAL ABUSE

Mistreatment of someone in terms of their money or assets, such as property.

NEGLECT

Neglect is the ongoing failure to meet a child or vulnerable adults basic needs. For example: they may be left hungry or dirty, or without proper clothing, shelter, supervision or health care.

CHILD CRIMINAL EXPLOITATION (CCE)

Is the grooming and exploitation of children into criminal activity. This can include being coerced into moving drugs or money across the country, working in cannabis factories, forced to commit financial fraud, forced to shoplift.

DEFINITION OF A 'CHILD'

Person under the age of 18, so this includes 16 and 17 year olds.



Children and vulnerable adults may not feel ready or know how to tell someone that they are being abused. They may feel shame, guilt or embarrassment, or they may not even recognise that they are being abused.

So, if you have concerns, please contact the college's **Designated Safeguarding Lead or Deputies to discuss next steps.**





FIFA WORLD CUP
Qatar 2022

DID YOU KNOW THAT CHILDREN FACE A GREATER RISK OF DOMESTIC ABUSE DURING THE WORLD CUP?

The NSPCC is **warning of an increased risk** of domestic abuse during the Qatar World Cup. New figures reveal a spike in contact with the NSPCC Helpline as more children experienced violence and abuse in the home during the last tournament.

Average monthly contacts to the NSPCC Helpline concerning domestic abuse **jumped by 33%**, reaching more than 1,000, during the previous World Cup.

Simultaneously, Childline saw a monthly average **increase of 17%** for the delivery of counselling sessions to children and young people concerning domestic abuse.

Heightened emotional stress, alcohol and betting on the games could all act as potential triggers to incidents in the home.



A 13-year-old girl, who contacted Childline during the 2018 World Cup, said:

“My brother gets very aggressive when he drinks, he shouts at us for no reason and demands money from my mum.

Today after the England game, he came home drunk and hit my mum in the face, so I had to call the police.

He’s been causing trouble for years and, to be honest, I’m done with him. I wish he could just disappear from our lives so that me and my mum weren’t so scared all the time.”



SIGNS OF POSSIBLE ABUSE

Many of the signs that a child is being abused are the same regardless of the type of abuse.

These many include



Changes in behaviour;
e.g.. Isolation,
aggression, mood swings



Substance misuse
such as
alcohol, drugs



Reduced attendance/
engagement at college
and or in your workplace



Unexplained injuries
and/or not receiving
adequate medical
attention after injuries



Regularly experiencing
nightmares
or sleep problems



Showing changes in
eating habits or developing
eating disorders



Running away or
regularly going
missing from home
or care



Change in financial
situation e.g.
No money for
lunch/food.



Excessive money,
multiple phones
Receiving gifts from
unknown sources



Self-harming or having
thoughts about suicide



Deterioration in
physical appearance,
poor hygiene and or
dirty clothing



Showing signs of being
drawn into antisocial and
/or criminal behaviour
including gang involvement

These signs do not necessarily mean that the student is being abused/exploited. There may well be other reasons for changes in their behaviour. However, it is important to remain professionally curious and report any concerns to the **Designated Safeguarding Lead or Deputies.**



WHAT SHOULD I DO AS AN EMPLOYER

IF A FAREHAM COLLEGE STUDENT DISCLOSES A SAFEGUARDING CONCERN AND/OR THAT THEY ARE BEING ABUSED?

- ✓ Reassure the student that they are being taken seriously and that they will be supported.
- ✓ Let the student talk without interruption, asking open-ended questions beginning with 'where', 'what' 'when' 'how'. Although it may feel daunting and some of the information shared may be difficult to listen to, take credit in that you have built a rapport with the student and provided a safe space in which they feel empowered to disclose.
- ✓ Never promise confidentiality but that the information will be shared on a need-to-know basis to ensure the safety of the student (and or others where applicable). Do inform the student that you will be passing the information over to the college Safeguarding Team.
- ✓ Make notes at the earliest opportunity, but not whilst the student is talking (You may be required to provide the Safeguarding team or external agencies with your written notes so please keep them secure).
- ✓ Report the disclosure(s) to the college's Designated Safeguarding Lead or Deputies immediately and await guidance from staff on next steps. If there is immediate risk to life then **call 999**.



STUDENT ATTENDANCE

Employers are **responsible** for closely monitoring student attendance whilst in the workplace.

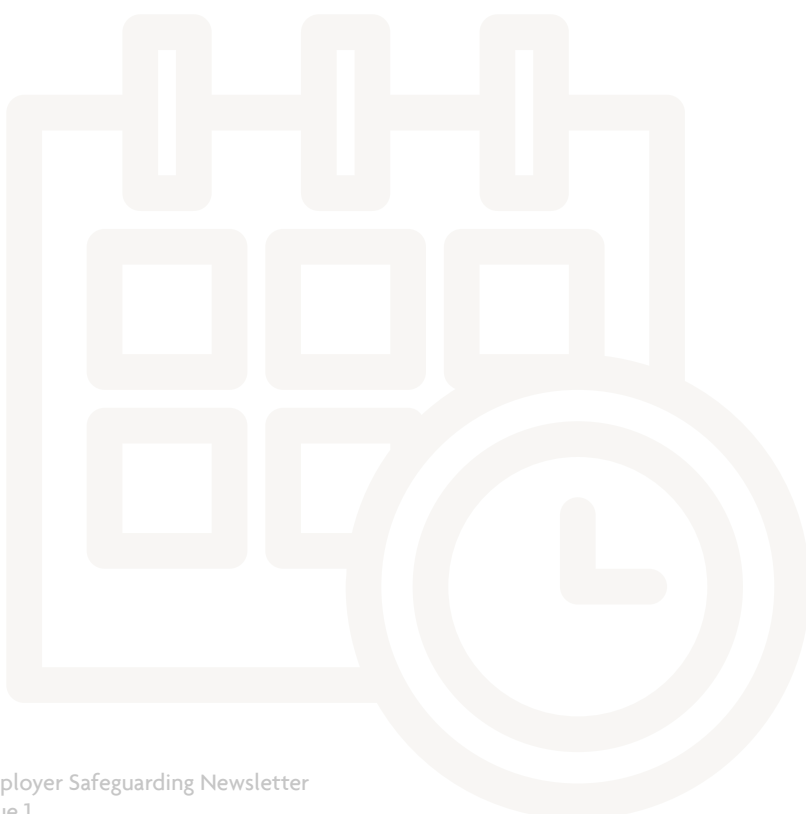
WORK EXPERIENCE PLACEMENT NON-ATTENDANCE

The student/next of Kin must inform the Work Placement Officer at **workplacement@fareham.ac.uk** or **01329 815156** and their Employer if they are unable to attend due to absence that day. However, if a student does not attend placement it is the employer's responsibility to contact the work placement team within an hour of the student's expected start time. The absence names will be checked against the Urgent Attendance Alert register, UAAR absences reported to the safeguarding team where necessary and the students electronic record updated.

APPRENTICE NON-ATTENDANCE

If an apprentice is unable to attend College, CEMAST or CETC as per their usual timetable, the *apprentice/next of kin must report this via either **attendance@fareham.ac.uk** or **01329 815200 option 1**. The apprentice name will be checked against the Urgent Attendance Alert register (UAAR), UAAR absences reported to the safeguarding team where necessary and the students electronic record updated.

*Next of kin must inform absence for students under 18.



EMERGING COLLEGE ISSUE

The safeguarding team have been made aware of students' 'air-dropping' inappropriate images. There have also been several comments around students discussing Andrew Tate, who is well-known on the internet for being misogynistic.

With **AirDrop**, you can instantly share your photos, videos, documents, and more with other nearby Apple devices.

Misogynistic means strongly prejudiced against women.

Andrew Tate is an American-British internet personality and former professional kickboxer. Following his kickboxing career, Tate began offering paid courses and memberships through his website and later rose to fame as an influencer. Tate's misogynistic commentary on social media has resulted in bans from several platforms, including Facebook and Instagram.



Please can **employers and training partners** continue to monitor, actively address and report any concerns.





Have your say

What would you like us to cover in the next safeguarding newsletter? Or is there any safeguarding concerns or training you'd like to see?

Have your say by completing the interactive feedback form attached in the email.

Once filled out please save the PDF and send to samantha.crouch@fareham.ac.uk

College contacts Email addresses

01329 815 200 Option 1
attendance@fareham.ac.uk

safe@fareham.ac.uk
For students to report non-urgent safeguarding and wellbeing concerns

bursary@fareham.ac.uk

Resources

The Student Services team have created a 'WE ARE HERE to support you' printed and digital resource booklet that lists a variety of external agencies and useful apps to share with students.

This can be accessed here
[We-are-here-to-help.pdf \(fareham.ac.uk\)](#)

Further reading and CPD

[Corporation & Governance at Fareham College](#)

Information concerning the College-wide policies and procedures ensuring the safety of students throughout their studies.

[NSPCC](#)

The UK children's charity NSPCC

[Safe4Me](#)

Hampshire Police's free education resource programme for schools, colleges and partners in Hampshire and the Isle of Wight

[The HSCP](#)

(Hampshire Safeguarding Children Partnership) Has developed a suite of eLearning modules, webinars and virtual training to allow professionals/practitioners continued access to safeguarding training. E-Learning Courses (event-booking.org.uk)

