

Newsletter

EMPLOYER SAFEGUARDING

07/02/2023



Samantha Crouch
Director of Student Experience

Welcome to the second 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 our College 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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WHAT SHOULD I DO AS AN EMPLOYER

If a Fareham College student/apprentice discloses a safeguarding concern?

- ✓ 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.

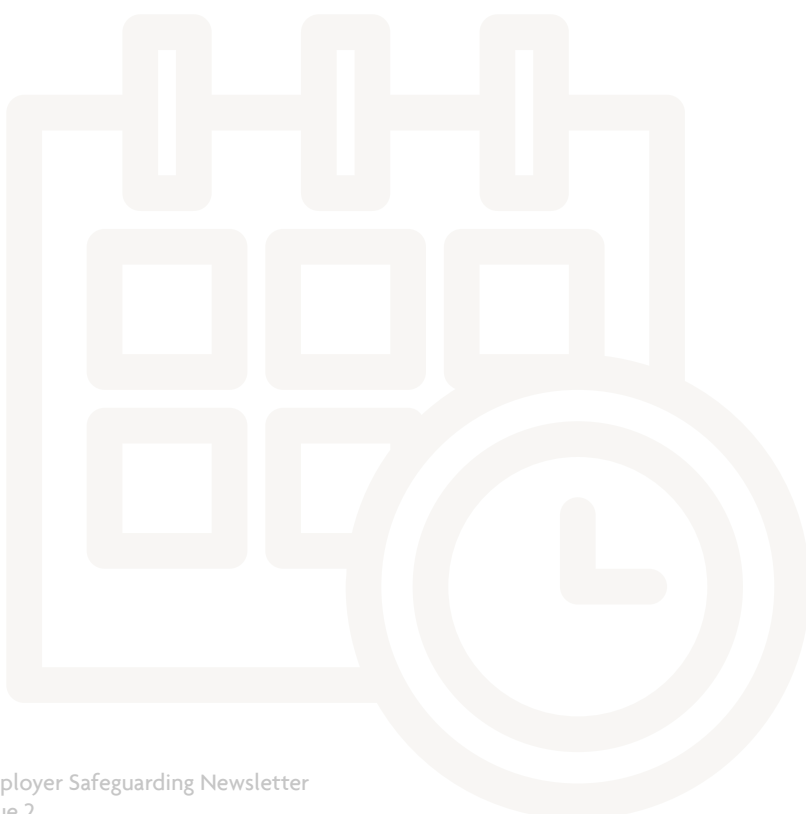
WORK EXPERIENCE PLACEMENT NON-ATTENDANCE

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.



~~FEAR~~

~~PREJUDICE~~

KINDNESS

RESPECT

TOLERANCE

~~HATE~~

TERRORISM AND EXTREMISM

Terrorism and extremism are sometimes used interchangeably. Both pose a threat to students but they have very distinct definitions.

Terrorism is an action or threat designed to influence the government or intimidate the public. Its purpose is to advance a political, religious or ideological cause. The current UK definition of terrorism is given in the **Terrorism Act 2006**.

In the UK we define terrorism as a violent action that:

- Endangers a person's life, other than that of the person committing the action
- Involves serious violence against a person
- Causes serious damage to property
- Creates a serious risk to the public's health and safety
- Interferes with or seriously disrupts an electronic system

But how does terrorism differ from extremism? The Counter Extremism Strategy 2015 says:

“Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and respect and tolerance for different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.”

It's important to remember that not all extremist groups, whether Islamist, extreme right-wing, mixed and unclear ideologies, or other, will commit terrorist or violent acts. However, some groups pose particular threats, both online and offline.



Radicalisation is the process by which a person comes to support terrorism and extremist ideologies.

Employers and college staff play an important role in keeping our students safe. They are in a key position to protect them from the dangers of extremist narratives.

Radicalisation has a devastating effect on young people, vulnerable adults, families and communities. Helping to protect students and apprentices is an important part of our safeguarding duty.

Children and vulnerable adults are particularly vulnerable to radicalisation. Many teenagers look for answers to questions about identity, faith and belonging, and are in search of adventure and excitement.

Extremist groups, whether Islamist, extreme right-wing or other, claim to offer the answers and promise vulnerable young people a sense of identity. Though instances are rare, even very young children may be exposed to extremism, both inside and outside the home, or online.

Many young people also spend a lot of time online which exposes them to additional risks. Extremist groups' use of internet and social media has become a prolific way for them to spread their ideology.

Fareham College believes in democracy and the laws of the country, where every individual has a voice that is heard and respected, no matter what their faith or belief. We value discussion, debate and learning from others. Providing students with opportunities to broaden their understanding of fundamental British values to build resilience, enhancing mutual respect and tolerance, celebrating differences.

Providing these opportunities will help students challenge extremist arguments, by equipping them with skills and knowledge to explore political and social issues critically, to weigh evidence, debate and make reasoned arguments.

**EMPLOYERS
MUST REPORT
ANY
EXTREMIST
VIEWS OR
CONCERNS**

**STOP
EXTREMISM**



WHO IS MORE VULNERABLE TO RADICALISATION?

People from all backgrounds can become radicalised, but it's important to keep the risk in perspective. External factors such as community tension, global events, or having friends or family who have joined extremist groups, all play a part.

Any of these issues make people more susceptible to believing that extremists' claims are the answer to their problems. The following is a guide only for people more vulnerable to radicalisation:

- Struggling with a sense of identity
- Becoming distanced from their cultural or religious background
- Questioning their place in society
- Family issues
- Experiencing a traumatic event
- Experiencing racism or discrimination
- Difficulty in interacting socially and lacking empathy
- Difficulty in understanding the consequences of their actions
- Low self-esteem
- Being rejected by others
- Linked to persons linked to extremism
- Victim/witness to race or hate crime



STOP RADICALISM



WARNING SIGNS OF POTENTIAL RADICALISATION

Radicalisation can happen over a long period of time. In some cases, it is triggered by a specific incident or news item and can happen much quicker. Sometimes there are clear warning signs of radicalisation, in other cases the changes are less obvious.

There is no single route to radicalisation. However, there are some behavioural traits that could indicate a someone has been exposed to radicalising influences:

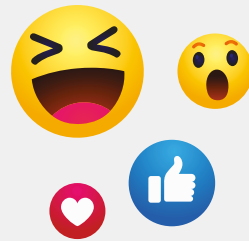
- Refusing to listen to different points of view
- Unwilling to engage with people who are different to them
- Becoming abusive to people who are different to them
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- Distancing themselves from old friends
- No longer doing things they used to enjoy
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and group
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and groups
- Changing online identity
- Having more than one online identity
- Spending a lot of time online or on the phone
- Accessing extremist online content
- Joining or trying to join an extremist organisation



STOP RADICALISM



THE ROLE OF SOCIAL MEDIA



People can be radicalised by others they already know, through contact with extremist groups, or via the internet, including social media.

The internet has transformed the way we live, and the majority of us now use some form of social media regularly.

However, such online platforms are also used as a way of radicalising a large number of people, with terrorist organisations often using modern technology to recruit people to their cause. This is considered to be a form of grooming, with one report by the NSPCC indicating that teenagers can be especially vulnerable.



What should I do if I have a concern about a student or apprentice?

If you are concerned a student /apprentice is being radicalised, you must inform Sam Crouch the Designated Safeguarding Lead (DSL) or Deputies Leann Booker and Katie Kearvell in Sam's absence. The DSL/Deputies will review the information and decide on whether action needs to be taken, which may include:

- Submitting a Prevent Referral
- Liaising with the Prevent Coordinator
- Referral to the local authority
- Contacting the Police
- Call the Department for Education counter-extremism helpline

However, if you think someone is in immediate danger, or if you see or hear something that may be terrorist-related: — trust your instincts and **call 999** — or the confidential Anti-Terrorism Hotline on **0800 789 321**.



PREVENT

Prevent is one part of the government's overall counter-terrorism strategy, **CONTEST**. The aim of Prevent is to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism
- Safeguard and support those most at risk of radicalisation through early intervention
- Enable those who have already engaged in terrorism to disengage and rehabilitate

The Prevent duty requires all education providers 'to have due regard to the need to prevent people from being drawn into terrorism'. This includes safeguarding children, young people and adult learners from extremist ideologies and radicalisation.



WATCH

[Prevent: An Introduction](#)



WHAT IS CHANNEL?

Channel is a voluntary, confidential programme which safeguards people identified as vulnerable to being drawn into terrorism. It is a multi-agency process, involving partners from the local authority, the police, education, health providers and others.

Referring possible cases of early-stage radicalisation is similar to safeguarding processes designed to protect people from gang activity, drugs, and physical or sexual abuse. Many types of support are available as part of the Channel programme, addressing educational, vocational, mental health and other vulnerabilities.

The Channel programme is:

- Voluntary
- Confidential
- A support programme – not a criminal sanction

A referral can come from anyone who is concerned about a person they know who may be at risk of radicalisation, including education establishments. Channel addresses all forms of terrorism, including Islamist, extreme right-wing and others.

When someone makes a referral, lots of agencies work together to offer support where they consider it necessary and proportionate to do so. This involves a number of steps:

1. The local authority and the police carefully assess all referrals to see if they are suitable for Channel or whether a different type of support is more appropriate, such as mental health support.
2. If suitable, the referral is discussed with all relevant partners at a meeting called a Channel panel to decide if an intervention is necessary. The individual who has been referred to Prevent is informed and must give their consent (or via a parent or guardian if they are children) before an intervention can take place.
3. If Channel intervention is required, the panel works with local partners to develop an appropriate tailored support package.
4. The support package is monitored closely and reviewed regularly by the Channel panel.

The type of support available is wide-ranging, and can include help with education or career advice, dealing with mental or emotional health issues, drug or alcohol abuse, and theological or ideological mentoring from a Channel intervention provider (a specialist mentor).



INTERVENTION WORKING

Two real life stories of young people on the road to radicalisation who have turned their life round due to help and support from the Channel programme and Prevent:

Callum is a teenager from Luton.

His teacher, Ruth, was told by another student that Callum had been promoting a Facebook page for a group called the Young Patriots.

Ruth saw that the site contained violent language and links to extreme right-wing sites. When asked about the site, Callum said that he didn't have a problem with other races in general, just Muslims because they were not like "us".

He added that when he attended football matches, he'd walk to the ground through a predominantly Muslim area and see them "doing their Sharia law". Ruth asked him what that meant and Callum gave a confused answer about no-go areas.

Callum had met people at football matches who involved him in the Young Patriots Facebook page. He liked the attention and told his teachers excitedly about being invited to "secret" group meetings in pubs before and after games, without his parents. The school safeguarding lead reported the concern to a police liaison officer who confirmed that the Young Patriots site contained highly racist material and would need to be closed down.

Although Callum had distanced himself from his family and friends, they were able to convince him to talk to a social care worker recommended by the police liaison officer. It was quickly evident that Callum didn't understand the ideology of the group he'd linked himself to but he did have other personal worries, including finding work when he left school. The school's careers manager looked at future career options with Callum, including working for and with the Muslim community.

Outside of school, Callum agreed to attend an ethnically diverse youth group that gave him confidence in socialising with his own age group. An uncle and cousin started taking him to football matches so he had routine, role models, and the family bond that was so important to him.

It was later discovered that Callum had a flare which he'd intended to take on a march. The action taken by Ruth meant he was able to move forward positively and that others were protected from any violence he may have committed.

Yusuf is 24 and a postgraduate student at university.

A university staff member, Claire, saw Yusuf in the town centre handing out leaflets for an education charity. She took a leaflet although he was initially reluctant to hand one over.

Later at home, Claire looked at the organisation online – it had a very well-constructed site but their aims and objectives seemed a little vague. After following several links, Claire was directed to an extremist website which promoted violence and homophobia. She reported this to the Prevent coordinator at the university, who contacted the police.

Previous concerns had been highlighted about Yusuf's behaviour in the university as he had become reclusive and on occasion very argumentative. The Student Services and Channel police officers determined, after interviewing him, that he was at risk of radicalisation. He was open about the fact that over the past six months he had been 'befriended' by older men at his mosque who were known to have extremist beliefs. His mainstream religious views were gradually eroded and he had started to identify with an extremist ideology.

Yusuf accepted support from Channel and Student Services, including chaplaincy and psychological provision. This support was provided for a year, until it was decided that Yusuf was no longer at risk. He went on to successfully complete his studies and has started a PhD.



ANDREW TATE

Andrew Tate is an American-British social media personality, businessman, and former professional kickboxer. Following his kickboxing career, he began offering paid courses and memberships through his website and later rose to fame as an Internet celebrity.



Andrew Tate is an American-British social media personality, businessman, and former professional kickboxer. Following his kickboxing career, he began offering paid courses and memberships through his website and later rose to fame as an Internet celebrity. A self-described misogynist. Tate's controversial commentary has resulted in his suspension from several social media platforms.

Some of his commentary and views include that women belong in the home, can't drive, and are a man's property. He thinks rape victims must "bear responsibility" for their attacks, he talks about hitting and choking women, trashing their belongings and stopping them from going out. Some of his Twitter posts contained homophobic and racial slurs.

Tate initially became known among online far-right circles through his appearances on InfoWars and acquaintances with far-right figures such as Mike Cernovich, Jack Posobiec, and Paul Joseph Watson. [6] He became widely known in mid-2022 and was searched on Google more times than both Donald Trump and COVID-19 that July. He is one of the most famous figures on TikTok, where videos of him have been watched 11.6 billion times.

Styled as a self-help guru, offering his mostly male fans a recipe for making money, "pulling girls and escaping the matrix". Andrew Tate founded Hustler's University. Members, including boys as young as 13, are told they can earn up to £10,000 a month through lessons on crypto investing, drop shipping and by recruiting others to Hustler's University, earning 48% commission for each person they refer. In one guide, Hustler's University "students" are told that attracting "comments and controversy" is the key to success: "What you ideally want is a mix of 60-70% fans and 40-30% haters. You want arguments, you want war."

The NSPCC have warned that viewing such material at a young age can shape a child's experiences and attitudes, resulting in further harm to women and girls in and out of school and online.

On December 29, 2022, Tate and his brother, Tristan, were arrested in Romania along with two other suspects, and charged with human trafficking and forming an organized crime group. Romanian police allege that the group coerced victims into creating paid pornography for social media. On December 30, 2022, a judge ordered him to be detained in custody for at least 30 days.

All employers should remain vigilant to conversations and concerns in relation to Andrew Tate. We ask that employers actively challenge any misogynistic, homophobic, racial and or hateful views from students/ apprentices. Employers need to record and report any of the above concerns to the college's safeguarding team.



All concerns will be reviewed and addressed through our behaviour management/ Fitness to Study policies where appropriate.



LOCAL CONCERN ALL EMPLOYERS MUST BE AWARE

VEHICLE NUISANCE

As a college we are receiving increased reports of vehicle nuisance within the local community, with reports of young people driving or riding dangerously and/or under the influence of substances.

As a college whilst we continue to educate our students and apprentices, we will take robust action and report any disclosed offences to the police as well as take disciplinary action where necessary.

Employers we ask that you remain vigilant and report any concerns (see poster on next page). If any of the concerns involve our students or apprentices then the safeguarding team need to please be informed also.



Last year in Thames Valley and Hampshire an average of 4 young people per week were killed or seriously injured. Young drivers are much more likely to be involved in a crash on the roads, often due to inexperience and a lack of knowledge of the risks. Around 1 in 4 deaths on the road is aged 17-24.



During November 260 Fareham College students attended The Safe Drive Stay Alive roadshow; educating new and pre-drivers in an emotive and hard-hitting way, influencing behaviours and attitude on the roads.



REPORTING VEHICLE NUISANCE

Anti-social and illegal use of vehicles, such as street racing, street cruising or off-road use, can have a huge impact on local residents and businesses.

TYPES

Street cruising



Street racing



Performing stunts and tricks



Riding unlicensed powered vehicles



Misusing off road vehicles



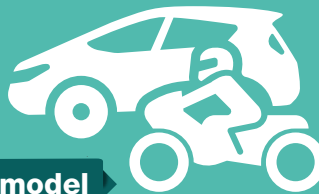
IMPACT

- Risk of injury to other road users and pedestrians
- Intimidation towards other road users and residents
- Criminal damage to roads, other vehicles and surrounding property
- Nuisance noise from engines and music

IDENTIFY

Distinctive features

Description of driver or rider(s): clothing, hair colour, age, gender etc



Location: road name or what3words location, plus direction of travel

Vehicle colour, make and model

Registration number

REPORT



Unless the anti-social behaviour is serious, criminal or causing a risk to people, in the first instance you should contact your local authority (www.gov.uk/find-local-council).



If you have a hearing or speech impairment, use our textphone service 18000 or text us on 999 if you've pre-registered with the emergency SMS service.



If you've witnessed vehicle nuisance, please report it to us. Report online or call 101. Our control room deals with reports in exactly the same way, whether you report it online or by phone.



Is it an emergency? Does it feel like the situation could get heated or violent very soon? Is someone in immediate danger? Do you need support right away? If so, call 999 now.

Call Hampshire Constabulary on **101** to report illegal vehicle nuisance or report it online at **www.hampshire.police.uk**

In an emergency always call **999**





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

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 training

[Prevent duty training - GOV.UK \(www.gov.uk\)](#)

[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

[Road Safety](#)

Hampshire Police and Crime Commissioner

[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)

External Support

Department for Education counter-extremism Helpline

020 7340 7263

Anti-Terrorism Hotline

0800 789 321

