

safe works

► EDITION 005

YOUR QUARTERLY UPDATE ON SAFEGUARDING
NEWS BROUGHT TO YOU BY TRAINING WORKS

WHAT IS SAFEGUARDING?

The definition of safeguarding is "to protect from harm or damage with an appropriate measure". It is a term used to ensure measures are in place to protect the health and well-being of people, especially children, young people, and vulnerable adults, for them to live free from abuse, harm, and neglect.

WHAT IS PREVENT?

The Government introduced the Prevent Duty in 2015 via the Counter Terrorism and Security Act 2015. The Prevent Duty is an important responsibility for all education organisations to understand and act upon. This is essential to stopping children, young people and adults becoming radicalised, and to prevent acts of terrorism. It is important to implement this within your organisation by ensuring you and others are aware of the 5 Fundamental British Values (*Mutual Respect; Democracy; Rule of Law; Individual Liberty; Tolerance & Understanding of differences in religions, culture & beliefs*) and encouraging a safe space for all to talk about controversial issues and ideas. There is no mandatory way to report a Prevent issue, other than following your safeguarding procedures.

OUR SAFEGUARDING TEAM!



Rebecca Ryan-Doughty Designated Safeguarding Lead

Rebecca is the new Designated Safeguarding Lead (DSL). She is passionate about safeguarding and is trained to DSL Level 4.

When a Safeguarding or Welfare Concern is identified, it must immediately be reported to the Designated Safeguarding Lead (DSL). It is the job of the DSL to investigate the concerns and provide advice, support, or referrals when necessary. The DSL will also keep up to date with any Safeguarding changes and keep others up to date, including staff, our employers, and Learners, with the help and support of the other sector specific Safeguarding Leads within the company.

Other members of our Safeguarding Team are:



ELAINE KAY
Deputy Safeguarding Lead



CARL MULLEN
Safeguarding Officer



CHLOE COOK
Safeguarding Officer



NICOLA GRAHAM
Safeguarding Officer

HATE CRIMES AND HATE INCIDENTS

Hate Crime is on the increase once again. It continues to be a local and national issue that can lead to extremist views and radicalised behaviours. It affects everyone and sadly, we are all subjected to this kind of behaviour through news, politics, social media and everyday life.

With recent news events such as the war in Israel, the refugee status in UK, antisemitic attacks, and the language used at political party conferences, there are many opportunities for discussions and debates.

Hate crime not only harms its victims, it also harms their families and communities.

The government is committed to tackling hate crime and wants to raise awareness of what a hate crime is and help people understand that it is not right to target individuals based on their identity.

What is a Hate Crime?

A hate crime is any criminal offence which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice towards someone's:

- **race**
- **religion**
- **sexual orientation**
- **transgender identity**
- **disability**

These aspects are known as 'protected characteristics'. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and damage to property.

What is a Hate Incident?

A hate incident is behaviour which isn't a crime, but which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice based on the 5 protected characteristics.

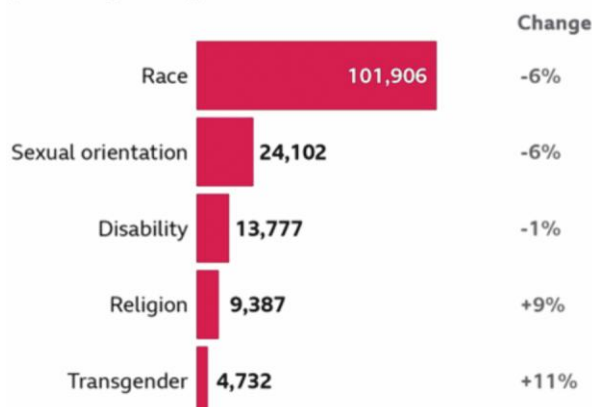
**Hate should never be tolerated.
Everyone has the right to be themselves.**

Facts and figures....

While Hate crimes may have decreased in some areas, race and sexual orientation for example, we have seen a significant rise in others ie religious and transgender hate crime have increased by 9 and 11 percent in the last year and fears are that these will continue to increase due to media exposure. The table below taken from the BBC website / Home Office, shows the number of hate crimes by category and the changes from March 2022 to March 2023, makes for worrying reading.



Hate crime by category, England and Wales
Crimes in the year ending March 2023, with annual percentage change since March 2022



Source: Home Office

BBC

RECOGNISE AND REPORT A HATE CRIME

It is not always easy to tell the difference between a hate crime or hate incident, but if you feel you have been the victim of, or witnessed, hatred based on one of the 5 characteristics you should always report it to the police.

You can report a hate crime online or call 101 to speak to the police.

Call 999 if you're reporting a crime that's in progress or if someone is in immediate danger.

If you do not feel comfortable reporting directly to the police, there are organisations who can make a report of hate crime on your behalf.

Witnesses, as well as victims, can report a hate crime.



SUPPORT FOR VICTIMS

There are many national organisations that offer support and advise to victims of hate crime.

They provide services such as helplines, guidance, confidential safety advice and training.

Some may be able to report a hate crime on your behalf.



Working to challenge all forms of hate crime and discrimination, based on any aspect of an individual's identity.



A national hate crime support and monitoring service for victims of anti-Muslim hatred.



Deals with antisemitic incidents and provides victim support.



A charity tackling hate crime against LGBT+ communities.



Charity for people with Learning Disabilities, providing advice and support.



Hate incident reporting and support service run by and for Gypsy, Traveller and Roma communities in the UK.



A charity for deaf and deafened people, providing advocacy, support and advice.



Disfigurement charity who provide support, advice and advocacy.

QUIZ TIME

Knowing the difference – Test your knowledge

(Answers on back page)

Q1 - Jessica works in a nursing home one evening as she walked past a patient lying in bed, she said "go back to your own country".

- **Hate Crime?**
- **Hate Incident?**

Q2 - Joseph was out with his friends in a bar when a drunken man called him an offensive name about his sexuality. He pushed him and then punched him in the face, which made his cheek go red and bruised.

- **Hate Crime?**
- **Hate Incident?**

Q3 - Michael has Down Syndrome. He takes the bus into town every morning and is regularly spat at when he boards the bus by youths known to regularly make fun of people with disabilities. Tom thinks this is normal and is therefore not upset by the behaviour.

- **Hate Crime?**
- **Hate Incident?**

Q4 - Isabella is part of a Facebook group. She decides to write a new post, where she makes discriminatory comments about trans people, calling them "trannies" and making threats against trans people. No one person is specifically mentioned in her post.

- **Hate Crime?**
- **Hate Incident?**

Q5 - Logan is part of a gypsy-traveller community who have recently moved onto a field on the outskirts of a town. Last night someone spray painted offensive words on their caravan. They think it is because many people in the town are angry about the presence of their community.

- **Hate Crime?**
- **Hate Incident?**

Q6 - Marcus works with a Jordanian male who sits on the desk next to him. Marcus asks his manager for a different desk, because he doesn't like Muslims and his colleague hears the conversation. The Jordanian colleague is not Muslim, in fact he is a Christian.

- **Hate Crime?**
- **Hate Incident?**

Q7 - Karen is a white English female taxi driver. One day she got into a dispute with a female customer who was mixed race. The customer shoved her and at the same time shouted, "I hate you white people".

- **Hate Crime?**
- **Hate Incident?**

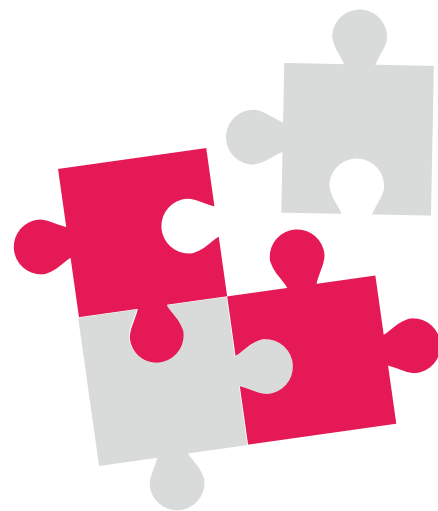
Q8 - Jared has an illness which makes it difficult for him to walk. He was walking back from work when a group of young people started laughing and mimicking his walk. He heard them say some very unpleasant things about me.

- **Hate Crime?**
- **Hate Incident?**



GOOD LUCK!

SAFEGUARDING IN YOUR WORKPLACE



Do you know your workplace safeguarding team?
Do you know who your safeguarding and prevent lead is within your work place setting?
Do you know who you can turn to for help and advice should you need to report something at work?

If you don't know then now is a good time to find out, ask a colleague or manager or talk about it with your designated Trainer. Safeguarding and prevent is everyone's responsibility so knowing the right people to talk to important!

Any job role that involves working with vulnerable people comes with a lot of responsibility and it is our responsibility to ensure everyone has the right to live without the fear of abuse and neglect and know that their basic human rights are being upheld.

As an employer it is your responsibility to ensure that you have a safeguarding policy in place and that it is reviewed and updated on a regular basis, if you would like any help with this, please don't hesitate to reach out to our DSL here at Training Works.

Here at Training Works, we have a team dedicated to the safety and wellbeing of our Apprentices and that of our own staff. Our trained staff are always on hand to discuss any issues you may be having and will offer support and guidance in a way that best accommodates your needs.

HOT TOPICS

DID YOU KNOW...

Our Trainers are issued with safeguarding and Prevent 'Hot Topics' each month, the topics cover a wide variety of issues and are chosen to reflect current issues that are relevant to us all, they give our Trainers a good place to start and encourage employers and learners to challenge their thinking.

Please take advantage of the free training we can offer you, including safeguarding, Prevent and Resilience training. Ask your Trainer for details or call our team on 07593 703281.

If there is a topic you would like to see covered in a future edition of Safeworks then please contact us at safe@training-works.co.uk



FREE SAFEGUARDING AND PREVENT DUTY TRAINING!

If you would like to take advantage of our free Sector Specific Safeguarding Training and Prevent Duty Training, or if anyone within your workplace is considering DSL Training, please send your inquiry to safe@training-works.co.uk

USEFUL CONTACTS



T: 07593 703281 E: safe@training-works.co.uk

childline

T: 0800 1111



T: 0300 123 3393



T: 116 123



T: 0808 1689111

Please visit our website www.training-works.co.uk for a full list of helplines for various lines of enquiry.



Training Works (NW) Limited

'Training for Care Professionals'

QUIZ ANSWERS

Q1 – Hate Incident Q2 – Hate Crime Q3 – Hate Crime Q4 – Hate Crime
Q5 – Hate Crime Q6 – Hate Incident Q7 – Hate Crime Q8 – Hate Incident
