

safe works

► EDITION 003

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!



LEANNE GUDGEON - Designated Safeguarding Lead (DSL)

Leanne has worked within the education sector for several years. Leanne's focus on Safeguarding started during her time working with apprentices aged 16+ and has now been appointed to the role of Designated Safeguarding Lead. Leanne is trained to Level 4 DSL.



PAM WADCOCK

Deputy Safeguarding Lead



CARL MULLEN

Adult Care Safeguarding Lead



ELAINE KAY

Childcare Safeguarding Lead

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.

WHY IS SAFEGUARDING IMPORTANT?

For many people, working with children and/or vulnerable adults is a rewarding career. However, any job role that involves the most vulnerable people comes with a lot of responsibility. It is our responsibility to ensure everyone's right to live without fear of abuse and neglect is upheld as well as protecting their basic human rights.

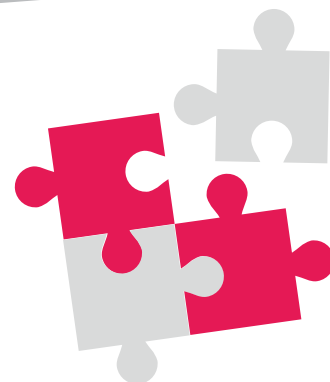
As an employer, it is important to review your safeguarding policy regularly, if you would like any advice with this, please don't hesitate to contact our DSL at Training Works.

How to report a safeguarding concern

If you have a Safeguarding Concern please contact **Leanne Gudgeon (DSL)** on our dedicated Safeguarding support line, **07593 703281** or email: **safe@training-works.co.uk**

WHAT TO DO IF YOU ARE CONCERNED ABOUT A CHILD OR A VULNERABLE ADULT

If you are concerned about a child, young person, or vulnerable adult, you should immediately report this to a senior person or the designated safeguarding officer within your organisation. Alternatively, you can report it to your contact person / Trainer at Training Works and they will notify the Designated Safeguarding Lead. You can also report a safeguarding concern to your Local Multi-Agency Safeguarding Hub (MASH), you can find your local MASH on Google.



HOT TOPICS for this quarter!

DOMESTIC ABUSE

WHAT IS DOMESTIC ABUSE?

Domestic abuse is described as an incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence. In the majority of cases Domestic Abuse is carried out by a partner or ex-partner, but also by a family member or carer. This behaviour is used to gain or maintain power and control over an intimate partner or another household member by frightening, intimidating, manipulating, humiliating, hurting, blaming or injuring them.

WHERE DO I GET HELP AND SUPPORT?

Refuge's National Domestic Abuse Helpline **0808 2000 247 24** hours a day and website **www.nationaldahelpline.org.uk** for further information and a live chat option Mon-Fri 3pm-10pm. In the event of an emergency, safe spaces are available in any participating Boots stores, Morrisons, Superdrug, Well pharmacies and TSB banks across the UK. This will get you access to specialist domestic abuse support information. Many safe spaces are trained to respond to the 'Ask for ANI' codeword. This allows a victim to access emergency help discreetly. To find your nearest safe space, go to **www.uksaysnomore.org/safespaces**

HOW TO RECOGNISE DOMESTIC ABUSE

DOES YOUR PARTNER OR ANOTHER HOUSEHOLD MEMBER:

- cut you off from family and friends?
- bully, threaten, or control you?
- take control of your finances?
- monitor or limit your use of technology?
- physically and/or sexually abuse you?

DO YOU FEEL:

- Withdrawn and isolated or not allowed to leave the house?
- Your finances are controlled?
- Your social media or mobile phone is checked/monitored?
- Pressured into sexual activity?
- Belittled, put down and told the abuse you are experiencing is your fault and you are overreacting?

If your answer to the above is yes, please seek help and support. If you recognise this in relation to any friends or other family members, encourage them to seek help.

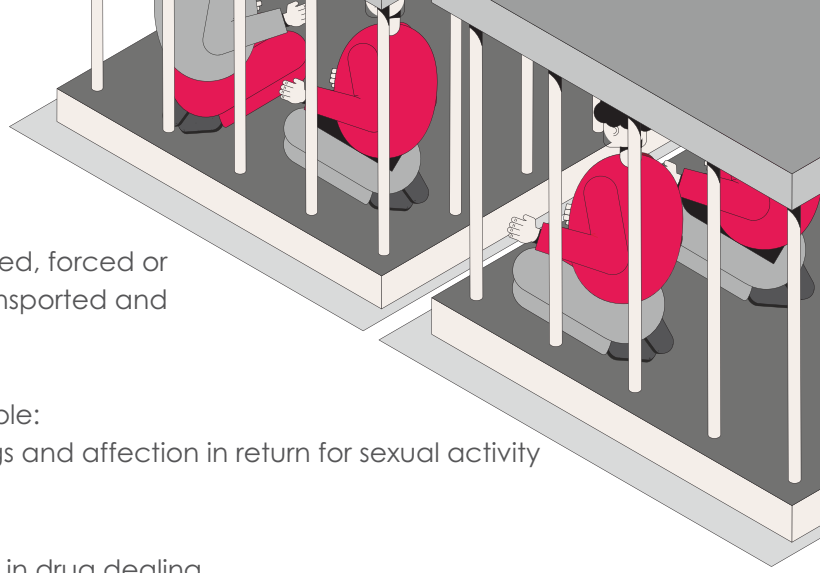
CHILD TRAFFICKING

What is Child Trafficking?

Trafficking is when children and young people are tricked, forced or persuaded to leave their homes and are moved or transported and then exploited, forced to work or are sold.

Children are trafficked for numerous reasons, for example:

- **Sexual Exploitation** - children given gifts, money, drugs and affection in return for sexual activity
- **Forced Marriage**
- **Domestic slavery** - cleaning, cooking and childcare
- **Criminal Exploitation** - such as theft or being involved in drug dealing



Recognising Types of Child Trafficking

Traffickers often groom children, families and communities to gain their trust by promising that they will have a better future elsewhere. They may also threaten families with violence or threats.

Traffickers can work differently. Some work alone or in small groups, recruiting a small number of children, often from areas they know. There are also medium-sized groups of traffickers who recruit, move and exploit children and young people on a small scale or be large criminal networks that operate internationally with high-level corruption, money laundering and a large number of victims.

Signs of Child Trafficking

There are so many signs to keep an eye out for should you suspect a child is a victim of trafficking, for example:

- Spend a lot of time in the house, doing chores and not much playing
- Living apart from family and having no access to parents/guardians
- Be reluctant to say where they live or be unsure which city/country they're in
- Be seen in inappropriate places, such as brothels, nightclubs and industrial sites
- Have a lot of money or other items you would not expect a child to have



Effects of Child Trafficking and How to Seek Help

Unfortunately, the effects on children who have been a victim of trafficking can be short term, long term or can last a lifetime. Children who have been kept captive or have worked/lived in poor conditions can suffer mental and physical health conditions. Also, as they won't have had access to education or the outside world, their social and emotional development will have suffered.

Children may not seek help regarding their abuse, due to their lack of understanding of their experience, especially if they have undergone grooming. They might genuinely believe the abuser is a lover or someone who cares for them, they may feel guilty or ashamed to share their experience or they may think they have broken the law and will be in trouble should they report the abuse.

If you think a child or young person is in danger, call the police on **999** and contact your local social services in the local authority the child lives in.

To report suspicion of child trafficking or to seek advice, contact the Modern Slavery Helpline on **0800 012 170**

ANXIETY and DEPRESSION



ANXIETY

WHAT IS IT?

Anxiety is a response to when we feel stressed, threatened, or pressurised. Everyone experiences anxiety in these situations however, anxiety can become intense affecting everyday life and sometimes becoming out of control. This is the point where it can be a sign of anxiety becoming a mental health problem.

SIGNS AND SYMPTOMS?

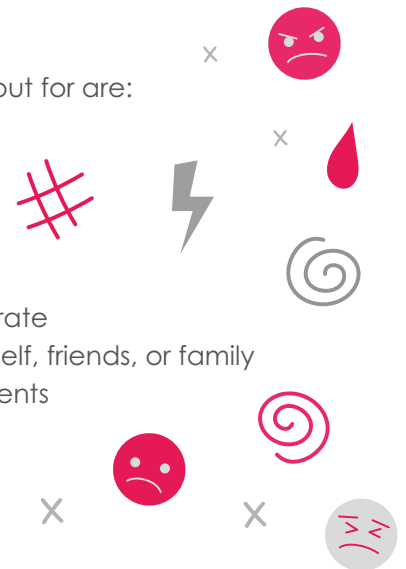
Anxiety can present as both physical and mental health symptoms. Signs to look out for are:

Physical

- Panic attacks
- Sleep problems
- Feeling dizzy or lightheaded
- Chest pains
- Shortness of breath
- Nausea
- Pins and needles in the hands and feet
- Wobbly legs
- Heart palpitations (*Can also be seen as a fast, strong heartbeat*)
- Fidgeting
- Feeling on edge
- Fearing the worst
- Irritability
- Finding it difficult to concentrate
- Feeling detached from reality
- Fearing big crowds

Mental

- Feeling on edge
- Fearing the worst
- Irritability
- Finding it difficult to concentrate
- Feeling detached from yourself, friends, or family
- Fearing big crowds or big events



HOW TO TREAT IT?

There are a range of ways to treat and manage anxiety symptoms, one treatment doesn't fit all, therefore its best to try different treatments and find which one treats your personal symptoms best. Going to visit your doctor is the first step in accepting help, they will be able to advise you on what is the best treatment. Below are some options for treatment:

Talking therapy

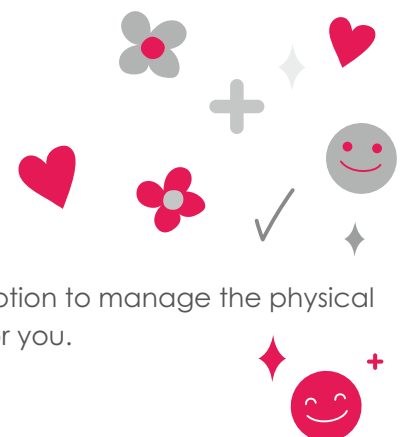
- Cognitive behavioural therapy (CBT) – CBT therapy can help by giving you strategies and coping mechanisms to overcome anxiousness.
- Meditation apps and courses

Medication

- There are a range of different medications that are available as a treatment option to manage the physical and psychological symptoms. your doctor will be able to provide the right one for you.

Self-help coping strategies

- Your doctor can help give you self-help resources such as booklets or online courses.



MENTAL HEALTH AWARENESS

At Training Works, we still recognise that there are a number of key factors effecting Mental Health, such as the recovery from Covid, financial worries, political and environmental issues and other personal worries. If you feel your mental health is suffering, don't suffer in silence, speak to your GP who can support you and signpost you to the relevant links of support. Also, for extra knowledge on Mental Health, please see our 'FREE TRAINING' section.



EMPLOYER'S NEWSFLASH!

- **Soon, your Designated Safeguarding Lead (DSL) at Training Works will be changing! Leanne Gudgeon will take the role of Deputy Safeguarding Lead and your new DSL will soon be Amy Davis. She has a paramedic background and has undergone Safeguarding and Mental Health training over a number of years. Amy is also Level 4 DSL qualified. You will be notified when this change has come into effect, therefore please continue to report any concerns to Leanne Gudgeon – 07593 703 281.**
- **Did you know our Trainers are issued with safeguarding and prevent 'Hot Topics' monthly? To keep up to date with these, please speak to a Trainer for access to the latest Hot Topics.**
- **Please take full advantage of free training we can offer you, including Safeguarding, Prevent and Resilience training. See the links in the training section or ask a Trainer for details.**

FREE TRAINING!

If you would like to take advantage of our FREE sector specific safeguarding training, or if anyone in your workplace is considering DSL training, please send your enquiry to leanne@training-works.co.uk



- For FREE Prevent training for an Apprentice or other employee, follow the instructions below, the training is great and eye-opening, if you have any issues accessing this contact the DSL or your allocated Trainer:
- Go to www.etfleaders.org.uk
- Click on side by side
- If you don't already have an account, click 'Create new account' and follow the instructions.
- Once logged in you will see 2 videos of examples of radicalisation and extremism. Then 4 courses, that go side by side... Radicalisation and Extremism, Staying Safe online, What Can You Trust and British Values.
- For FREE Mental Health Awareness training follow this link <https://academy.theknightsofsafety.com/bundles/mental-health-awareness-courses> If you struggle with this, please contact the DSL or your allocated trainer.

USEFUL CONTACTS

Training Works DSL

T: 01253 478180

E: leanne@training-works.co.uk

Childline T: 0800 1111

Mind Infoline T: 0300 123 3393

Action Fraud (Financial) T: 0300 123 2040

Action on Elder Abuse T: 0808 808 8141

Samaritans T: 116 123

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'