

SAFEGUARDING PREVENT @Pareto



First of all... what is safeguarding?

Safeguarding is fundamental for the protection of children, young people and vulnerable adults from any potential harm, damage or abuse*.

Here at Pareto, we are committed to ensuring the welfare of all our apprentices, to make sure that their safety and well-being is our priority.

All Apprentices have the right to feel safe and protected whilst using our services. Both we, and you as the employer, have an obligation to ensure this safety and protection.

*Abuse - Behaviour (deliberate or unknowing) causing harm, endangering life/human rights/civil rights. Abuse can be passive (failing to take action) or active (doing something to cause harm) and can be a one off situation or something that is repeated. Abuse can be physical, neglect, sexual, financial, psychological, emotional or discriminatory.

but? what does safeguarding have to do with me

As an employer, not only is it your moral responsibility to look after the apprentices in your business, but it is also your legal responsibility too. If you fail to carry out appropriate safeguarding measures or fail to follow safeguarding policies and leave your staff and learners at risk you could risk legal action.

what? are Pareto doing to help our employers

As well as providing information for you, we will be encouraging all companies to have Safeguarding policies and procedures in place for all learners. We have included posters and useful contact details as part of this pack to help you understand and spread awareness of safeguarding issues and be aware of the risks associated with radicalisation.

The DSO at Pareto is **Dan Gagg**.
You can contact him on:

Email - **dgagg@pareto.co.uk**
Telephone - **07951 111 778**

Or, there is also a central email for safeguarding - **safeguarding@pareto.co.uk**

WHAT IS DSO?

A DSO stands for the Designated Safeguarding Officer. This person has a responsibility at both a strategic level within the organisation and on a day to day basis to:

- **Monitor the progress of cases, ensuring they are dealt with as quickly as possible, through a fair and consistent process.**
- **Ensure systems are in place to provide the employee with support and regular updates on the investigation.**
- **Ensure appropriate recording systems are in place to provide clear audit trails about decision-making and all processes relating to the investigations.**
- **Work with providers to ensure the prompt and appropriate referral of staff to the Disclosure and Barring Service and relevant professional regulators.**
- **Provide advice and guidance within their organisations.**

PREVENT what is my responsibility?

Prevent is a government initiative aimed at stopping people becoming involved with, or supporting violent extremism. **Prevent Duty Section 26 of the Counter-Terrorism and Security Act 2015.**

Part of Pareto Law's safeguarding duty also includes protecting vulnerable individuals from the risk of radicalisation and extremism.

The government has defined extremism as: "vocal or active opposition to British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs".

VALUES

BRITISH

the 4 British values are...

Individual Liberty (Liberty)

The freedom to live as you wish and go where you want. Helping you to making informed choices. Taking responsibility for your choices and exercising them safely. Making sure you know your rights.



Rule of Law (Justice)

Fairness in the way people are dealt with. Exploring the laws that govern and protect us. Understanding the consequences if these rules are broken. Considering that these may be different from religious laws.



Mutual Respect (Respect)

Tolerance of those with different respects and beliefs. Understanding how your behaviour has an effect on your own rights and those of others. Respecting other people's differences, other cultures and ways of life. Challenging prejudicial or discriminatory behaviour. Below are examples of issues that Safeguarding encompasses.



Democracy (Democracy)

The belief in freedom and equality between people. A broad general knowledge & respect of public institutions and services. Helping you to influence decision-making through the democratic process. Explaining the advantages and disadvantages of democracy.



Further information on these issues can be found on the NCPCC website.

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying – including online/cyber bullying
- Children missing education
- Child sexual exploitation
- Domestic violence
- Drugs
- Faith abuse
- Female Genital Mutilation (FGM)
- Forced Marriage
- Gangs and youth violence
- Mental Health
- Preventing radicalisation
- Relationship abuse
- Sexting
- Trafficking

Be aware

If your employees carry out initiation ceremonies are involved with cyber bullying or if they are accessing inappropriate content online

OR if you expect apprentices to work alone or travel home alone late at night

You could be in breach of your safeguarding duties.

what should I do if I have a concern



**Identify Concern e.g. of abuse,
neglect, radicalisation or bullying**

**Call 999 if you think a crime is
being committed**

**Listen non-judgementally
and stay calm**

**Ask open ended questions but do
not investigate or share
your opinion**

**Record what the person has said
and both sign and date
this record**

**Share your concerns to the
appropriate person**

Who is the appropriate person?

Emergency Actions – 999 Police if
fears of a crime being committed

Is this person on a Pareto delivered,
government funded Apprenticeship?

YES

Report to DSO immediately or email
safeguarding@pareto.co.uk

NO

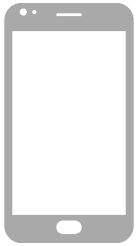
Refer to your local consultation
service (please google search to find
the correct number for your area)

Where to go if you have a concern?

If you are concerned about
anything at all and are not sure
what to do, please email
safeguarding@pareto.co.uk

**If you think a crime is being
committed, or you are worried
someone may be in danger
call 999.**

USEFUL info



Contact

- Police Emergency Number: 999
- Police non-emergency number: 101
- Social Care helpline: 0300 123 6720
- or out of hours 0300 123 6722
- Crime Stoppers: 0800 555 111
- Anti-Terrorism Hotline: 0800 789 321
- Pareto DSO: 07951 111 778
- 24-hour National Domestic Violence Freephone Helpline: 0808 2000 247
- Shelter Helpline (not 24 hours): 0808 800 4444

Links

- For local adult safeguarding information and support' Google Search: 'Local Adults Safeguarding Board' followed by your location
- National Society for the Prevention of Cruelty to Children (NSPCC): www.nspcc.org.uk
- E-learning package for PREVENT - <https://www.elearning.prevent.homeoffice.gov.uk/edu/screen2.html>
- Complying with your PREVENT duty - <http://preventforfeandtraining.org.uk/home/leaders-and-managers/>
- <https://www.foundationonline.org.uk/course/index.php?categoryid=34>