

Safeguarding



Safeguarding for Apprentices

As a learner with Alliance Learning you have the right to be safe during your training and within your workplace.

What “Safeguarding” Means

Safeguarding is about keeping you safe from harm, abuse, bullying, neglect, discrimination, and exploitation—both inside and outside of your apprenticeship.

Your Rights as an Apprentice

- You have the right to learn and work in a safe environment.
- You must be treated with respect and fairness, whatever your background.
- You are protected by law if you are:
 - Under 18 – you are legally classed as a child.
 - 18 or over – if you are a vulnerable adult, you are protected under the Care Act 2014.
- You are also protected from radicalisation and extremism under the Prevent Duty.
- You must have a workplace free from harassment, bullying, and unsafe practices.

Safeguarding



Alliance Learning Safeguarding Team

Alliance Learning has a fully trained Safeguarding Team who are available to offer information, advice and guidance to ensure that you, or anyone you feel may be at risk, is offered and receives the appropriate support

Have a concern?

Want to talk?

If you don't feel safe or have a concern about someone else, please contact one of our Designated Safeguarding Officers:

Jonathan Wetherby (DSL) - 07587 135904

Dave Haslam (Deputy DSL) - 01204 677850

Paul Chapman - 07799 622314

Chris English - 07767 161802

Suzanne Watson - 07786627315

safeguarding@alliancelearning.com

What You Should Do

- Speak up if you feel unsafe, worried, or uncomfortable.
- Report bullying, harassment, or discrimination.
- Use social media responsibly—don't share things that could put you at risk.
- Respect professional boundaries with staff, tutors and colleagues.

Who to Talk To

- Your line manager or supervisor
- Alliance Learning's Safeguarding Team
- A trusted tutor or mentor

Remember

Safeguarding is there to protect you. If something doesn't feel right, it's always okay to speak up.

Health and Wellbeing



New roles and responsibilities can take their toll on anyone, so it is important that you look after your own health and wellbeing as well as being alert to other people's.

Food

It's important that you're fuelling your body with healthy and nutritious food to give you the energy to get through your day. The food you eat can have a huge impact on your attitude to work and concentration levels at work.

Exercise

Some of the apprenticeships we deliver at Alliance Learning are heavily office based, which often means you are sedentary for long periods of time. This makes scheduling time for exercise even more important. Research shows that physical activity can boost self-esteem, mood, sleep quality and energy, as well as reducing your risk of stress and depression.

Sleep

Most of us need around 8 hours of good-quality sleep a night to function properly, some more and some less. Many effects of lack of sleep, such as feeling grumpy and not working at your best, are well known, but sleep deprivation can also have profound consequences on your physical health. 1 in 3 of us suffer from poor sleep, with stress, computer use and taking work home often blamed.



Water

Throughout the day, you lose about two litres of water from your body. If you don't replace this lost water, it can lead to dehydration which presents as thirst, headaches, dizziness, drowsiness, nausea, vomiting, muscle cramps and dry mouth. Often a glass of water is what your body needs to stop those thoughts about biscuits on your colleagues table, or to start concentrating better again.

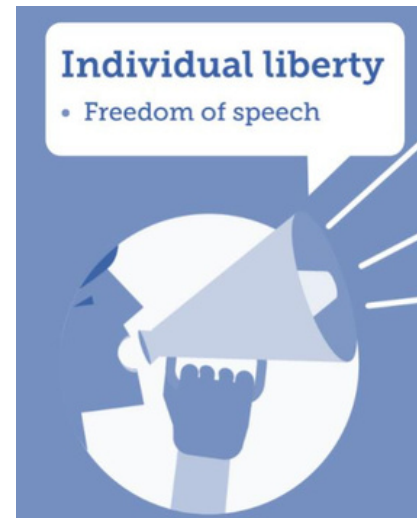


Stress

Stress isn't necessarily a bad thing. Good stress can help you to feel more alert, increase your concentration and provide more energy when needed. But there can be problems when your stress is greater than your ability to cope and can become harmful to your health and wellbeing. You can't always prevent stress, but there are lots of things you can do to manage stress better. You could:

- Try mindfulness
- Use calming breathing exercises
- Download some relaxations and mindfulness apps
- Share your problems with family or friends
- Make more time for your interests and hobbies
- Take a break or holiday
- Take some regular exercise and make sure you're eating healthily
- Make sure you're getting enough sleep

British Values



British Values reinforce what it is to be a citizen of Great Britain, valuing individuals, communities and diversity across the UK.

British Values (despite their name) are not exclusive to Britain and are shared by a multitude of other countries as a way of creating an orderly society, where individual members can feel safe, valued and contribute for the good of themselves and others. We urge all employers we work with to ensure that their employees respect other people in regard to the protected characteristics set out in the Equality Act 2010 and to show mutual respect and tolerance for those with different beliefs.

We are committed to providing training that explores, defines and promotes the understanding of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.

Prevent

Prevent is about safeguarding people and communities from the threat of terrorism. It is the first of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.



What is 'Channel'?

Channel is about early intervention to protect and divert people away from the risk they may face of being drawn into terrorist-related activity.

It is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. It is a supportive approach and operates in the pre-criminal space. The programme uses a multi-agency approach to protect vulnerable people by:

- Identifying individuals at risk
- Assessing the nature and extent of the risk
- Developing the most appropriate support plan for the individuals concerned



What is Extremism?

The Government has defined extremism in the Prevent Duty as: “vocal or active opposition to fundamental British values”. This also includes calls for the death of members of the British armed forces. Extremism and radicalisation might include violent groups, the extreme right wing and other causes.

Radicalisation

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist activity

Responsibilities

Employers have the following responsibilities regarding Prevent:

- Alert Alliance Learning to any concerns regarding your Apprentice(s)
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and British values
- Be alert to any changes that give you cause for concern