

# Safeguarding Guide for Employers



## Safeguarding A Guide for Employers

At t2 group we aim to create a safe environment where children, young people and vulnerable adults can learn and develop. We have developed this Safeguarding guide for employers to give an overview of Safeguarding in work-based learning.

### 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 individuals from abuse and maltreatment
- Preventing harm to individuals health or development
- Ensuring individuals grow up with the provision of safe and effective care
- Taking action to enable all individuals to have the best outcomes

## Why is Safeguarding an issue for employers?

When an employer engages a learner under the age of 18 years or a vulnerable adult they are required to safeguard and promote the wellbeing of that individual.

Working together with t2 group to safeguard children, young people and vulnerable adults who are in need can be a difficult process. Suspicion may be triggered by the things they tell you or by changes to their behavior.

Learning to recognise these types and indicators of potential abuse is very important. Below we have outlined the main types of abuse and the potential indicators you may notice. However, if you have any suspicions of abuse with your learners contact our Safeguarding Officer **Anthea Rowley** immediately who will talk you through the next steps you should take.

### Types of abuse

- Online abuse
- Sexual abuse
- Physical abuse
- Bullying
- Cyber bullying
- Emotional abuse
- Female genital mutilation
- Domestic abuse
- Child trafficking
- Grooming
- Harmful sexual behavior
- Child neglect
- Child sexual exploitation
- Offending
- Misusing drugs or alcohol
- Self-harming
- Gang activity
- Radicalisation and/or extremism
- Running away
- Unexplained and regular accidents
- Neglect
- Forced marriage

## Indicators of abuse

Indicators are the signs and symptoms that draw attention to the fact that something is wrong. The presence of one or more indicators does not confirm abuse. However, a cluster of several indicators may reveal a potential for abuse and a need for further assessment. Lists of indicators are not exhaustive and need to be used carefully and sensitively in the assessment of vulnerability and risk.

People who are abused may develop a pattern of behavior that they feel will reduce the chances of the abuse re-occurring. This needs to be taken into account when trying to understand why a person is behaving in a certain way. It is important to remember that abuse occurs where there is a power imbalance and a person may be reacting to living in a situation of fear based on threats and coercion.

- Sleeping and eating disturbance
- Recurrent abdominal pains
- Recurrent headaches
- Social withdrawal
- Restlessness and aimlessness
- Inexplicable educational failure
- Poor trust and secretiveness
- Indiscriminate and careless sexual behavior
- Drug abuse
- Running away
- Self-harm and self-mutilation
- Hysterical fits, fainting

## What to do if you are concerned about a potential Safeguarding issue

If you suspect any type of abuse or if a young person or vulnerable adult begins to share sensitive information with you, you must explain openly that this information will be shared with the t2 group Safeguarding Officer immediately so that support can be arranged.



### Our dedicated Safeguarding Officer is Anthea Rowley

You can contact Anthea Rowley at any time on Tel: **02920 819 505 / 07876 824 203**



### If you can't contact Anthea then Stacy Preston is our Deputy Safeguarding Officer

You can contact Stacy at any time on Tel: **02920 819 546**



If you would prefer to speak to a male member of staff Dave Marr is our designated senior person for safeguarding across t2 group.

**You can contact Dave at any time on 02920 819 530**

## What should you do if you have a Safeguarding issue?

Contact our Safeguarding Officer **Anthea Rowley** immediately on Tel: **02920 819 505 / 07876 824 203** or alternatively contact Stacy Preston our Deputy Safeguarding Officer on Tel: **02920 819 546** who will be happy to provide you with any help and support.

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## Or, if you are a young person in need of help and do not want to talk to us

If you have an urgent problem to talk about you can also call Childline on **0800 1111**.

At Childline, you can find someone who will listen to whatever you want to say, but will promise not to tell anyone else.

Have you visited the **[www.t2knowledgebank.co.uk](http://www.t2knowledgebank.co.uk)**, our interactive website with a wide range of support to help you in your learning?

**Head Office:** Melrose Hall, Cypress Drive, St Mellons, Cardiff, CF3 0EG

**t:** 02920 799 133 | **f:** 02920 819 515 | **e:** [info@t2group.co.uk](mailto:info@t2group.co.uk) | **w:** [www.t2group.co.uk](http://www.t2group.co.uk)

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