

# Safeguarding

No, it's not to do with guarding your machines...



# NLTG

NORTH LANCS TRAINING GROUP

## Do your employees carry out...

**Initiation ceremonies** - A tyre company's employees put a wooden stick through the arms and shoulders of a lad's overalls, lifted him up on the vehicle hoist and batted him with planks of wood. This was videoed by his friend.

**Cyber bullying** - A work colleague videoing an abusive prank and posting to Facebook, YouTube and WhatsApping the whole factory.

**Access to inappropriate internet content** - Employees persistently accessing inappropriate websites on the company's computer, history search details show repeated access to illegal or extremist sites.

## or do you require them to...

**Work alone** - An employee works on Saturday to take delivery of stock and the delivery is made to the office at the back of an empty factory where the driver can clearly see there is no other staff on the premises.

**Travel home late at night alone** - An employee locking up a Golf Clubhouse at 11:30pm, responsible for securing a remote building with no external lights. They then have to walk home alone.

**Work away from home** - A 17 year old staying away on a job with the employer in a pub.

If you know any of your employees are involved in the above, you've got a moral and legal responsibility to do something about it.

- How would you feel if it was happening to your son or daughter?
- How would you feel if someone got hurt or abused as a consequence of the above, knowing that you failed to intervene?

All of the above are examples of potential Safeguarding\* issues. There may be other practices or activities that are putting your employees, you and your business at risk. Some may fall under the child on child category.

## PLEASE DON'T WAIT FOR SOMETHING TO HAPPEN. ACT NOW!

### What can you do?

Acts such as initiations, cyber bullying and inappropriate internet access are practices that must be stopped immediately. Such acts are considered abuse\*\* and NLTG strongly encourage you to adopt a zero tolerance to such acts/situations.

The law doesn't say employees can't work alone, travel home alone after 10.30pm or stay away from home but, for activities such as these, a risk assessment is required to ensure you identify the hazards associated with such activities and that you put into place appropriate measures to minimise the risk of harm. (Visit [www.hse.gov.uk](http://www.hse.gov.uk) for information on lone working, risk assessments etc).

### As an employer, do I need to do a DBS check on my staff?

Certain job roles within a company may require a DBS, for example the teaching or Health care sector. Alternatively, some of your team members may visit / engage with these particular services and they require a DBS to do so. Further information is available via- <https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers>

### What are NLTG doing?

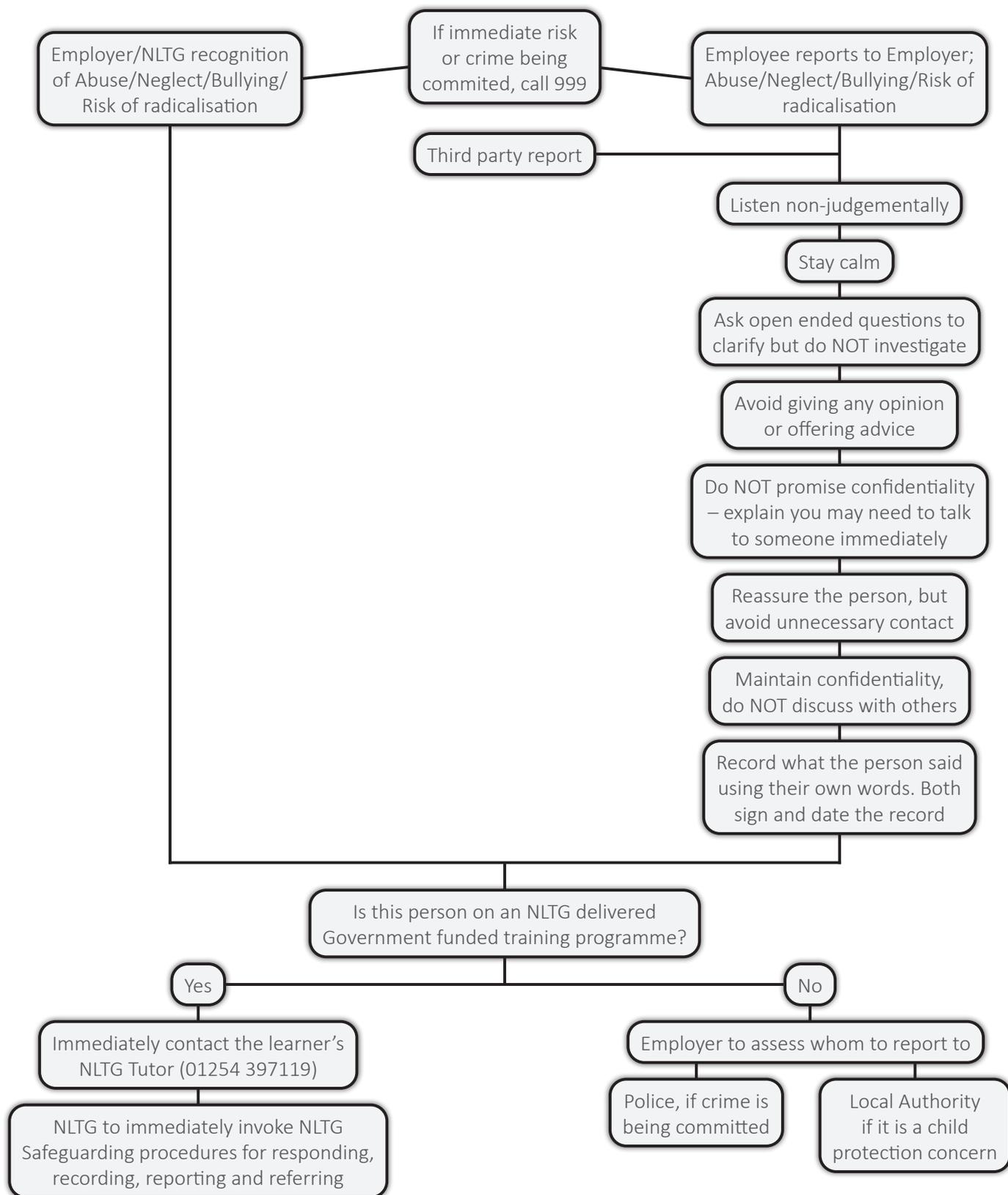
- NLTG train all staff to practice and promote safeguarding.
- NLTG staff will educate all learners about safeguarding dependant on their level of responsibility.
- NLTG have included a section on their webpage to support employers who may have further questions- <https://www.nltg.co.uk/employers/upskill-your-workforce/why-upskill-your-workforce/>

### Definitions

\*Safeguarding – keeping children, young people (up to 18th birthday) and adults at risk safe from potential harm and the prevention of harm, this includes risk of radicalisation (being drawn into extremist behaviour or terrorism).

\*\*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.

# Safeguarding Flow Chart



If in any doubt whether something constitutes a safeguarding issue report it.

## Useful contacts

Local Safeguarding Children Boards: [www.everychildmatters.gov.uk/lscb](http://www.everychildmatters.gov.uk/lscb)

National Society for the Prevention of Cruelty to Children (NSPCC): [www.nspcc.org.uk](http://www.nspcc.org.uk)

NLTG Safeguarding Policy: [www.nltg.co.uk](http://www.nltg.co.uk)

Social Care helpline: 0300 123 6720 or out of hours (8am- 8pm) 0300 123 6722

NLTG Designated Person: Mark Taylor 01254 397119/Carl Morris 01254 300768/Gareth Lindsay 01254 397119

Police Emergency Number: 999 Police non emergency number: 101

Crime Stoppers: 0800 555 111 Anti-Terrorism Hotline: 0800 789 321