

SAFEGUARDING

Safeguarding means protecting people's health, well-being, and human rights – keeping children, young people, and adults at risk free from abuse, harm, and neglect.

North Kent Colleges Group has a statutory and moral duty to promote and embed safeguarding and welfare across all areas of provision. All staff must share this commitment and act promptly on any concerns about a child or adult at risk of harm, abuse, or neglect.

The "[Safeguarding Policy, Procedures and Guidance](#)" and "[Keeping Children Safe in Education \(KCSiE\)](#)" are available on the NKC website. Everyone should be familiar with these documents.

RESPONDING TO CONCERNS

If you have any welfare or safeguarding concerns about a student, contact a member of the Welfare and Safeguarding Team.

DO

- Stay calm, listen, allow free recall of events;
- Ask only open questions to clarify facts – who, what, where, when, how;
- Provide reassurance and explain you must pass this on to the Safeguarding Team;
- Make detailed factual notes: date, time, location, who was present, what was said, signs of injury;
- Immediately contact the Designated Safeguarding Lead (DSL) to report the disclosure;
- Maintain professional curiosity.

DON'T

- Promise to keep a secret;
- Ask too many, or closed or leading questions;
- Express shock or anger;
- Delay – reports must be made the same day;
- Share with other staff or students unless asked to by the DSL;
- Contact parents/carers unless asked to by the DSL.

NEVER

- Investigate allegations yourself – this isn't your role and could damage criminal proceedings;
- Assume abuse is impossible or dismiss a disclosure because you know/trust the person.

Any allegations against a staff member must be reported IMMEDIATELY to Rhiannon Hughes, Rachael Moore, or the Head of HR (Kerrie Francis).

DO NOT DISCUSS WITH ANY OTHER MEMBER OF STAFF OR STUDENT.

AREAS AFFECTING SAFETY OR WELL-BEING OF STUDENTS

- Alcohol or drug misuse
- Bullying, including cyberbullying
- Child Criminal Exploitation (CCE), including county lines and cuckooing
- Child Sexual Exploitation (CSE)
- Child-on-child abuse, including serious violence and harmful sexual behaviour
- Child-to-parent/caregiver abuse
- Crime and fear of crime
- Disability, health conditions, or additional needs (including SEND)
- Discriminatory abuse and victimisation (race, sexuality, faith, age, gender, disability)
- Domestic abuse
- Early signs of abusive, violent, or harmful behaviour
- Family circumstances affecting the child (e.g. substance misuse, parental mental health, domestic abuse in the home)
- Female Genital Mutilation (FGM)
- Financial abuse
- Forced marriage
- Grooming, including online
- Homelessness
- Honour-based abuse
- Institutional abuse and poor practice
- Mental health, including self-harm
- Missing education, or missing from home or care
- Modern slavery
- Neglect
- Parent or carer in custody, or affected by parental offending
- Physical abuse
- Pregnancy and/or being a young parent
- Privately fostered children
- Psychological/emotional abuse, including gaslighting
- Radicalisation and extremism
- Repeated classroom removal, suspensions, part-time timetable, or risk of exclusion
- Sexual abuse and exploitation, including harassment
- Sharing of nudes/semi-nudes, including AI-generated images
- Young carers

WHO ARE POTENTIAL ABUSERS?

- Family members
- Friends and acquaintances
- Strangers
- Staff, including agency, assessors, and contracted staff (e.g. security, cleaning)
- Other students, apprentices, and peers
- Themselves
- Terrorist organisations
- Anyone else

USEFUL INFORMATION AND CONTACTS

<u>SAMARITANS</u> – Information and guidance on supporting those in crisis	Call: 116 123 https://www.samaritans.org/
College Counselling – Confidential, non-judgemental service to help students	accessed through MyDay
<u>A-Z of mental health - Mind</u> – Self-help strategies for numerous mental health issues	https://www.mind.org.uk/information-support/a-z-mental-health/
<u>BEAT</u> – Helpful for students with eating disorders	beateatingdisorders.org.uk
<u>Brook</u> – Free confidential sexual health and wellbeing experts	https://www.brook.org.uk/
Childline – Support, information and guidance for children, young people, and professionals	Call: 0800 1111 https://www.childline.org.uk/
<u>FRANK</u> – Support, information and guidance relating to drugs	Call: 0300 1236600 https://www.talktofrank.com/
<u>I Am Sober</u> – App for managing and tracking reduction of self-harm/suicidal thoughts/other addictions	https://iamsobers.com/
<u>Kooth</u> – Online therapy and support forum	https://www.kooth.com/
<u>Ripple</u> – Variety of support available, with a focus on suicide prevention and safety planning	https://www.ripplesuicideprevention.com/
<u>SHOUT</u> – A free, confidential, anonymous text support service	Text: 85258 https://giveusashout.org/
<u>We Listen</u> – Free NHS talking therapy support. Available to anyone 17.5+ years old, living in Kent and Medway	https://www.we-listen.org/
<u>Young Minds</u> – Mental health support and advice for young people	https://www.youngminds.org.uk/

NORTH KENT COLLEGES GROUP WELFARE AND SAFEGUARDING TEAM

Senior DSL	Rachael Moore
Deputy DSL (T&H)	Fiona Hassan
DSO	Jane Moorehouse
DSO (DMS)	Niki Lawson
DSO (Learning Support)	Dan Broad
DSO (Prevent Lead)	Sue Barry

DSL	Rebecca Skinner
Deputy DSL (D&G)	Koya Bakarey
DSO	Ros Beaney
DSO	Emma Bridgeland
DSO (Mental Health)	Darrel Linehan-Dumont
DSO (Residential)	Karen King

Prevent

This briefing sheet is to enable you to have knowledge of the 'Prevent Duty' and how to report any concerns you have when working with the College.

INTRODUCTION

The Prevent Duty is part of the government's counter-terrorism strategy. It requires us to help prevent people being drawn into extremism, radicalisation, or terrorism, by challenging terrorist ideology.

The 'Prevent Duty' refers to Section 26 of the Counter-Terrorism and Security Act 2015, requiring colleges to have *'due regard to the need to prevent people from being drawn into terrorism'*.

The government states the Prevent duty is designed to:

'Deal with all forms of terrorism and with non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit. It also made clear that preventing people becoming terrorists or supporting terrorism requires challenge to extremist ideas where they are used to legitimise terrorism and are shared by terrorist groups. And the strategy also means intervening to stop people moving from extremist (albeit legal) groups into terrorist-related activity.'

WHAT IS EXTREMISM?

The government defines 'extremism', as follows:

"Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

- 1. negate or destroy the fundamental rights and freedoms of others; or*
- 2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or*
- 3. intentionally create a permissive environment for others to achieve the results in (1) or (2)."*

Further information regarding the types of behaviour indicative of promotion or advancement relevant to the definition and further context can be found [HERE](#).

RESPONDING TO CONCERNS

If you have any concerns — for example, notable changes in a student's behaviour or mood, extreme political or radical views, or growing sympathy for terrorist acts — you can contact:

- Rachael Moore – Assistant Principal
- Rebecca Skinner – Head of Welfare and Safeguarding
- Sue Barry – Prevent Lead
- Koya Bakarey – Deputy Head of Welfare and Safeguarding (Tonbridge and Hadlow)
- Fiona Hassan – Deputy Head of Welfare and Safeguarding (Dartford and Gravesend)

Prevent voices the concerns of conscientious individuals, stops criminalisation, safeguards the vulnerable, and enhances safety in a proportionate and thoughtful manner.

In the event of an emergency, including a threat to life, always call 999.

YOUR ROLE

- Support your apprentice's training, well-being, and responsibilities as both an employee and an apprentice with NKC;
- **YOU** and NKC share responsibility to keep apprentices safe, including meeting the Prevent Duty;
- NKC's safeguarding duty covers apprentices – this differs from safeguarding clients or service users;
- Give extra support to apprentices under 18, they are still children;
- Contact NKC's Welfare and Safeguarding Team for advice or concerns.

WHY MIGHT SOMEONE BE DRAWN TOWARDS EXTREMIST IDEOLOGY?

- Questions about identity, faith, belonging;
- Desire for 'adventure' and excitement;
- Enhance self-esteem and 'street cred';
- Attraction to a charismatic individual or a group offering support and belonging;
- A personal experience of racism or discrimination.

EARLY INDICATORS OF EXTREMISM:

- Showing sympathy for extremist cause;
- Glorifying violence;
- Evidence of possessing illegal or extremist literature;
- Advocating extreme violence against individuals or groups, similar to messaging used by illegal organisations;
- Out of character changes in dress, behaviour, and peer relationships.

E-SAFETY

E-safety is providing apprentices with the information they need to help make safe and sensible choices when using the internet, IT systems and staying within the law.

WHAT ARE THE 4 AREAS OF RISK?

Content: exposure to illegal, inappropriate, or harmful material — e.g. pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, radicalisation, and extremism.

Contact: harmful online interactions — e.g. peer pressure, commercial advertising, or adults posing as children/young adults to groom or exploit for sexual, criminal, financial, or other purposes.

Conduct: online behaviour that risks or causes harm — e.g. making, sending, or receiving nudes/semi-nudes (consensual or non-consensual) or pornography, and bullying.

Commerce: risks such as online gambling, misleading advertising, phishing, and financial scams.