

## What should I do as an employer?



### LISTEN

- BE ATTENTIVE
- BE ENCOURAGING
- BE OPEN



### FEEDBACK

- REFLECT
- CLARIFY
- BE HONEST



### REPORT

- REPORT TO THE DESIGNATED SAFEGUARDING OFFICER

## What is Safeguarding?

Safeguarding is a term used to implement the health, well-being and human rights of individuals, which allow people - especially children, young people and vulnerable adults - to live free from abuse, harm and neglect, whether at college, work or home. The importance of safeguarding cannot be over emphasised - **if you think a situation isn't right, it probably isn't - REPORT IT!**

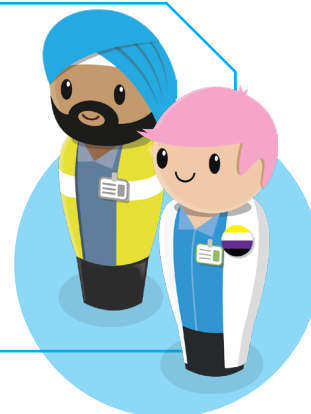
## What might I notice?

Has your apprentice been acting different recently? Has their behaviour changed? This could be a sign safeguarding needs introduced.

- Aggression
- Withdrawn
- Language used that they wouldn't normally, i.e. swearing or using derogatory terms
- Change in punctuality, are they late more often?
- Lack of motivation

- Poor hygiene / appearance
- Physical signs of abuse - bruising, scratches, self inflicted or not
- Lack of confidence / self esteem
- Inappropriate response to subjects
- Change in attitude - answering back, cocky

**Know who the safeguarding officer is and talk to them as soon as you are concerned.**



**Don't just talk about it - REPORT IT**