



SAFEGUARDING AT MERCURI

SAFEGUARDING, PREVENT AND FBV

WHAT IS

SAFEGUARDING



Safeguarding is the practice of keeping children, young people and vulnerable adults safe from potential harm, danger and abuse. Safeguarding means protecting an adult's right to live in safely free from abuse and neglect.

*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.

OUR RESPONSIBILITIES

The Mercuri safeguarding and pastoral care team have a legal responsibility for dealing with safeguarding issues, providing support to staff members and apprentices. The team works closely with Mercuri's Learning and Development coaches as well as external bodies to ensure safeguarding in Mercuri is as effective as possible and subject to robust and independent scrutiny. In addition to safeguarding, the team provide support on a wide range of wellbeing issues.

YOUR RESPONSIBILITIES

It is an employer's duty to protect the health, safety and welfare of their employees and other people who might be affected by their business. Employers must do whatever is reasonably practicable to achieve this. This means making sure that workers and others are protected from anything that may cause harm, effectively controlling any risks to injury or health that could arise in the workplace.

LEARNER RESPONSIBILITIES

As a learner it is your responsibility to understand the basics of safeguarding and what to do if you have any concerns about your or your colleagues' safety. You have a duty of care to your colleagues and fellow apprentices. Safeguarding is everybody's business.

OUR

SAFEGUARDING TEAM



Mercuri's Designated Safeguarding officers are:

Bernie Stone - 07552 529792

Ria Mason - 07468 690978

Stuart Wilson-Maher - 07825 066551

Karen Hyde - 07973 920116

We also have a central email for safeguarding:

safeguarding@mercuri.co.uk

The Mercuri safeguarding team has a legal responsibility for dealing with Safeguarding issues, providing advice and support to staff members and apprentices. The team works closely with Mercuri's Learning and Development coaches as well as external bodies to ensure safeguarding in Mercuri is as effective as possible and subject to robust and independent scrutiny. In addition to safeguarding, the team are there to provide support on a wide range of wellbeing issues. If you have a concern or are worried about something please contact the safeguarding team.

WHAT IS A DESIGNATED SAFEGUARDING OFFICER?

A designated safeguarding officer or DSO is the person or persons responsible for safeguarding at a strategic level as well as on a day to day basis.

WHAT ARE THE SIX PRINCIPLES OF SAFEGUARDING?

1. Empowerment: People being supported and encouraged to make their own decisions and informed consent.
2. Prevention: It is better to take action before harm occurs.
3. Proportionality: The least intrusive response appropriate to the risk presented.
4. Protection: Support and representation for those in greatest need.
5. Partnership: Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
6. Accountability: Accountability and transparency in safeguarding practice.

WHAT IS

PREVENT



Prevent is a government initiative aimed at stopping people becoming involved with, or supporting, violent extremism. Prevent Duty Section 26 of the Counter-Terrorism and Security Act 2015.

Prevent is safeguarding and supporting vulnerable people to stop them from becoming terrorists or supporting terrorism.

Channel is a multi-agency approach to safeguarding, supporting and protecting children, young people and vulnerable adults at risk of radicalization, extremism or terrorist related activity.

As an apprenticeship training provider Mercuri has a duty of care to safeguard our apprentices. Prevent is about safeguarding and supporting those vulnerable to Radicalization. It is one of the four elements of CONTEST, the Government's counter-terrorism strategy. The aim of Prevent is to stop people becoming terrorists or supporting extremist causes.

- Extremism: Vocal or active opposition to Fundamental British Values.
- Ideology: A set of beliefs.
- Terrorism: An action that endangers or causes serious violence to people or property.
- Radicalization: The process by which a person comes to support extremism and terrorism.

FUNDAMENTAL

BRITISH VALUES



British Values are important as these underpin what it is to be a citizen living in Britain today. We are fortunate to live in a country that is richly diverse and by promoting British Values, we are able to celebrate this diversity by creating a learning environment free from discrimination, intolerance and hate. British Values help us to challenge prejudice and stereotyping whilst strengthening relationships with colleagues, learners and employers. By actively promoting these values in our staff, learners and employers we embed them into learning across all curriculum areas.

British Values are defined as the following:

Democracy

A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.

The rule of law

The need for rules to make a happy, safe and secure environment to live and work.

Individual liberty

Protection of your rights and the rights of others around you.

Mutual respect & tolerance of different faiths and beliefs

Understanding that we don't all share the same beliefs and values. Respecting those values, ideas and beliefs of others whilst not imposing our own onto them.

WHAT WE DO WITH DISCLOSURES



Disclosure is the process by which a person will let someone know that they don't feel safe, this could mean they are being abused or have concerns someone else is being abused. A disclosure may not take place at once but over a series of conversations. Opening up about something traumatic takes an incredible amount of strength and a lot of trust. Researchers from the NSPCC interviewed 60 young adults aged between 16 and 24, who had all experienced high levels of abuse and violence during childhood. When asked if they'd tried to tell someone about what was happening to them, 80 per cent said they had.

IF YOU REPORT A CONCERN TO US WE WILL:

Talk to the person at risk and support them with an advocate. Respond professionally, sensitively and take concerns seriously. Talk to the police if appropriate and any other relevant agencies. Agree the best way of helping, including other types of support.

Abused children, young people and vulnerable adults are more likely to disclose details of abuse to someone they trust and whom they feel safe with. By listening and taking seriously what the child, young person or vulnerable adult is saying, you are already helping the situation.

Safeguarding disclosures are documented in writing and reported to the Designated Safeguarding Officer within 24 hours. These will be fully investigated by the DSO and if necessary, the company will refer details of the circumstances to the Independent Safeguarding Authority.

WHAT SHOULD I DO IF I'M CONCERNED

ABOUT SOMEONE

Identify

Identify what the concern is e.g. of abuse, neglect, radicalization or bullying.

Listen

Listen to what the person is saying in a calm non judgemental way.

Ask

Stay calm and ask open ended questions. Do not share your opinions or offer advice.

Record

Record what has been said in the person's own words, include date and time. Both sign & date.

Explain

Explain to the person what your next actions will be and who you will share the information with.

Report

Report the disclosure to the appropriate person. Provide the DSO with the written record.

Call

You should call 999 if you suspect a crime is being committed or someone is in danger.

WHO IS THE APPROPRIATE PERSON?

Emergency Actions – Call 999 Police if you fear a crime has been committed or someone is in danger.

Is this person a Mercuri learner, colleague or employer?

YES

Report to DSO immediately or email safeguarding@mercuri.co.uk

NO

Refer to your local consultation service (please google search to find the correct number for your area.

WHAT SHOULD I DO IF I'M CONCERNED



If you feel concerned about anything at all and are not sure what to do, please speak to your line manager, LDC or you can call the safeguarding team directly on:

Bernie Stone - 07552 529792

Ria Mason - 07468 690978

Stuart Wilson-Maher - 07825 066551

Karen Hyde - 07973 920116

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WELLBEING AND MENTAL HEALTH

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood. There are many lifestyle factors that contribute to stress that eventually lead to further mental health problems. If you are suffering from stress or are concerned about your mental health or wellbeing, please contact the safeguarding team who can signpost you to support.

ADVICE AND GUIDANCE

You don't have to be concerned or worried to get in touch with Mercuri, we are also here to offer advice and guidance to you throughout your apprenticeship. If you need advice on career progression, updating your CV or need signposting to additional information, please speak to your LDC or a member of the Safeguarding team who will be happy to help.

HOW DO WE

CELEBRATE SUCCESS



As we have explained above, Mercuri is here to support and safeguard you from any concerns throughout your apprenticeship but we don't only want to hear from you if things are worrying.

At Mercuri we love to celebrate success, in all shapes and forms, whether that's a learner or colleague getting an academic achievement, being nominated for an award or, completing a personal challenge or goal. Every quarter our LDCs nominate learners who have gone above and beyond in their apprenticeship to become our Apprenticeship ambassadors. These are highlighted in our newsletter and socials and these learners are given the opportunity to be involved in webinar, meetings and other events outside of their apprenticeship.

GOT A STORY TO SHARE

Do you have a success story or achievement to share? Are you particularly passionate about recycling or crafting and would like to share tips with your fellow learners? Are any of you budding writers and have a short story to tell? Or, do you want to try your hand at tips and hints for the quarter? Want to get involved in our charity events or days of the year? Check out our socials or ask your LDC what is coming up and tag us in your pictures or send them to use on the address below. Mercuri's apprenticeship newsletter is your newsletter and we would love to hear from you on what topic you'd like featured as well as featuring you!!!

Get in touch with the news team on: news@mercuri.co.uk

The news team are particularly partial to any picture including your pets!



USEFUL

INFORMATION

CONTACTS

- Police Emergency Number: 999
- Police non-emergency number: 101
- Social Care helpline: 0300 123 6720
 - or out of hours 0300 123 6722
- Crime Stoppers: 0800 555 111
- Anti-Terrorism Hotline: 0800 789 321
- Mercuri DSO: 07552 529 792
- 24-hour National Domestic Violence Freephone Helpline: 0808 2000 247
- Shelter Helpline (not 24 hours): 0808 800 4444

SIGNPOSTING

Learning Disability - [MENCAP](#)

LGBT+ Domestic Abuse and Violence - [Galop](#)

Domestic Abuse - [Safe Lives / National Domestic Abuse Helpline](#)

Male victims of domestic abuse - [Respect](#) - [Men's Advice Line UK](#)

Support for under 25's - [The Mix](#)

Mental Illness - [SANE](#)

Housing advice and homelessness - [Shelter](#)

Eating disorders - [Beat](#)

Money advice - [Money Helper](#)

LINKS

- For local adult safeguarding information and support' Google Search: 'Local Adults Safeguarding Board' followed by your location
- National Society for the Prevention of Cruelty to Children (NSPCC): www.nspcc.org.uk
- E-learning package for PREVENT - <https://www.elearning.prevent.homeoffice.gov.uk/edu/screen2.html>
- Complying with your PREVENT duty - <http://preventforfeandtraining.org.uk/home/leaders-and-managers/>
- <https://www.foundationonline.org.uk/course/index.php?categoryid=34>