

FIREBRAND Apprenticeships Safeguarding

Keeping you safe during your apprenticeship

As a Firebrand apprentice, you should enjoy a safe, positive working and learning environment throughout your time as an apprentice. You have a right to be safe during training, on a work placement or in your workplace.

Our fully trained Safeguarding Team are available to offer advice and guidance to ensure that anyone who's risk is given the correct support.

If you're having trouble at work, at home, during your time training with Firebrand, or anywhere else, don't hesitate to get in touch.

What happens when a safeguarding concern is raised?

Once we're notified of a safeguarding concern, we can't promise to not share or act on it. We have a duty of care to all our apprentices and so where there is risk of harm or the possibility of abuse we will take action.

Want to talk to someone?

If you're finding life during training or at home difficult, you don't feel safe or you have a concern about someone else, please contact our Safeguarding team:

Charlotte Preece
Training Centre Safeguarding Officer
01480 479371
cpreece@firebrandtraining.com

Barbara Turner
Group Safeguarding Officer
07739 321381
bturner@firebrandtraining.com

Paul Templeton
PREVENT Lead
01480 479234
ptempleton@firebrandtraining.com

For general information about Firebrand's safeguarding processes, contact us:

Telephone 01480 400 437 or 01480 400 438
Email safeguarding@firebrandtraining.com
Website www.firebrandtraining.co.uk/safeguarding

What are the steps taken once our Safeguarding team are involved?

Firebrand has a team dedicated to the safeguarding of learners. Once they're notified of any concerns they begin the activity in order to resolve them. At this phase the team review and clarify details, from the referrer or individual(s) involved. Depending on the severity we may decide that action needs to be applied immediately, to remove the risk of danger and to allow further time to speak to all parties.

In specific incidences where inappropriate behaviours may have been displayed, it may not be severe enough to involve response services or specialised agencies or teams. This doesn't mean we won't react or that it is right. It just means it will be responded to in a way that is most effective to tackle the concern. If our team do indeed manage the concern, we'll look to implement the following approaches:

- Review:** This is where we set a timeframe to allow for evidence or further information to be established
- Manage:** We will actively, provide suggestions, implement recommendations and allow for change
- Remove:** Ultimately this could be a removal of the negative factors, settings or needs that make the chance of something happening likely

If it's agreed that the concern is referred to the Police/Social service teams, then this has met the Safeguarding team's judgment of needing further involvement. If all parties are contacted by the relevant services, this usually implies it would have passed some kind of threshold indicator. This is the moment at which an agency or service have decide a law or minimum expectation has been breached. These organisations will carry out further investigations, apply interim conditions which may involve; restricted access for/to individuals, limit some freedoms and detain or move to new or other environments.

Where it's been decided that a case is now being managed, there may be an expectation for individuals to attend specific case review meetings, conferences or court appearances. Firebrand's safeguarding team will work within the recommended conditions and support these settings by ensuring individuals, who are required to take part are involved. This could be the persons who is involved or subject to the case.

View and download a copy of Firebrand's Safeguarding Policy at:
www.firebrandtraining.co.uk/pdf/firebrand-safeguarding-policy.pdf