

# LIFE IN MODERN BRITAIN

May 26

# PREVENT

## COMMUNITY COHESION AND RESILIENCE

Community Cohesion & Resilience refers to how well a community stays connected, supportive, and adaptable when facing challenges.



### Community Cohesion

This is the strength of relationships and sense of belonging among people in a community. It usually includes:

- Trust between neighbours and groups
- Inclusion of diverse backgrounds and identities
- Shared values and mutual respect
- Participation in local activities and decision making
- Low levels of conflict and isolation

A cohesive community is one where people feel they belong and are willing to help each other

### Community Resilience

This is a community's ability to prepare for, respond to, and recover from difficulties such as:

- Economic hardship
- Natural disasters
- Crime or social unrest
- Public health crises
- Climate change impacts

A resilient community can adapt, recover, and often become stronger after disruption.

### How Do They Connect?

Community cohesion often strengthens resilience. When people trust one another and work together, communities cope better during crises.

### Why Does It Matter?

Strong cohesion and resilience can lead to:

- Better mental wellbeing
- Safer neighbourhoods
- Reduced inequality
- Faster recovery after crises
- Greater civic pride and participation



# LIFE IN MODERN BRITAIN

May 26

# PREVENT

## COMMUNITY COHESION AND RESILIENCE



Policy paper

### Protecting What Matters: Towards a more confident, cohesive, and resilient United Kingdom

Published 9 March 2026

This UK policy focuses on making communities stronger, safer, and more united. It recognises that people need to feel they belong, trust others, and be able to cope with problems such as unemployment, crime, misinformation, or social division.

For apprentices, this matters because many of you work directly with the public, local services, businesses, and communities.

## Three Core Pillars of the Policy

### Confident Communities

Focuses on pride, belonging, and civic identity.

Measures include:

- Expanding the Pride in Place programme to neglected towns and neighbourhoods
- More investment in youth clubs, libraries, sports, culture, and community centres
- Citizenship education in schools
- Better teaching of British history and shared values
- Stronger regulation of home education
- Supporting faith groups and interfaith initiatives

### Cohesive Communities

Focuses on integration and positive relations between groups.

Measures include:

- Managed migration policies
- Faster asylum processing
- English language support
- Programmes bringing communities together
- Tackling prejudice, antisemitism, Islamophobia, and hate crime
- Encouraging shared national identity across ethnic and religious backgrounds

### Resilient Communities

Focuses on helping communities cope with crises and division.

Measures include:

- Local resilience funds
- Support for councils facing community tensions
- Countering extremist narratives
- Media literacy and misinformation training
- Strengthening volunteering and local leadership
- Reducing loneliness and social isolation

Scan and read more on this Policy



# LIFE IN MODERN BRITAIN

May 26

## BRITISH VALUES

### CIVIC PARTICIPATION

Civic participation is about how people take an active role in shaping their communities and influencing decisions that affect everyday life. As apprentices, you are not just developing workplace skills, you are also becoming active members of society, and your voice matters more than you might think.

#### Examples Of Civic Participation

- Voting in elections
- Volunteering for local charities or community groups
- Attending town hall or council meetings
- Joining campaigns or advocacy groups
- Signing petitions
- Helping organise community projects (clean-ups, food drives, youth programs)
- Contacting elected representatives about issues

#### Why It Matters?

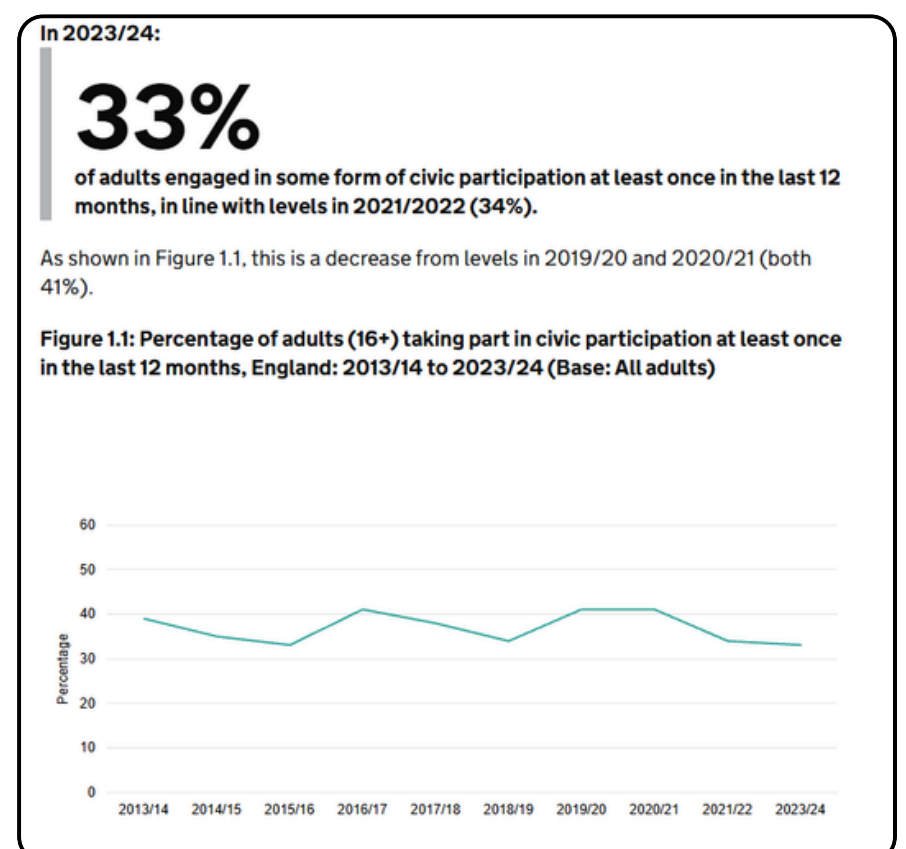
- Understand how decisions are made locally and nationally
- Develop communication and teamwork skills
- Build confidence in expressing your views
- Contribute to improving your community and workplace
- Become a more informed and responsible citizen

#### How Apprentices Can Get Involved?

You don't need to start big. Small steps count:

- Take part in a local volunteering day
- Follow reliable news about your community
- Discuss issues respectfully with peers and mentors
- Learn how your local council works
- Register to vote when you become eligible

Civic participation is not just for politicians or activists, it is for everyone. Your ideas, opinions, and actions can help shape the world around you, starting right where you are.



# LIFE IN MODERN BRITAIN

May 26

## EQUALITY, DIVERSITY AND INCLUSION

### LGBTQ+

LGBTQ+ is an umbrella term for different sexual orientations and gender identities

### Legal framework

The Equality Act 2010 protects individuals from discrimination based on sexual orientation and gender reassignment.

Protected characteristics apply in employment, education, and access to services.

Organisations may have policies supporting equality, diversity, and inclusion requirements.

### Let's Explore Various Views on LGBTQ+

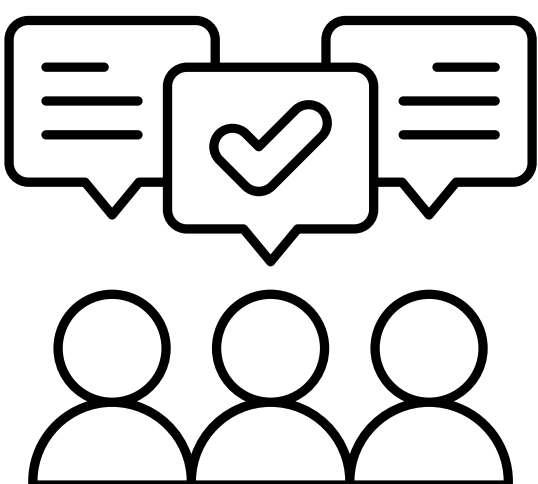


A popular TV show currently airing is Married At First Sight. Recently, the Australia MAFS showed a controversial topic relating to the gay community.



As you can see within this video, an opinion is stated by Tyson advising **'I am happy for you to be who you want to be, but just keep it behind closed doors'**. Tyson went further on to advise **'I just feel like this whole topic is really pushed on us and I am not really comfortable with it. I am just being brutally honest'**

Sam responded to this by advising **'The comment you made suppresses our people and therefore we feel we need to stand up and raise awareness. Until this stops happening, there will be pride and all these things will still happen because we are still getting suppressed all the time. You are an example of this that it still exists out there'**



It is important when expressing views that you remain respectful to others feelings, beliefs, values and opinions when discussing various topics such as this.



# LIFE IN MODERN BRITAIN

May 26

## SAFEGUARDING

### PEER – ON – PEER ABUSE

In the workplace, “peer-on-peer abuse” is more commonly described as bullying, harassment, or misconduct between colleagues of similar seniority. It refers to harmful behaviour where one employee mistreats another, rather than it coming from a manager or someone in authority.

#### What Can It include?

##### Bullying

- Repeated humiliation, exclusion, intimidation, or undermining

##### Harassment

- Unwanted behaviour that violates dignity or creates a hostile environment
- Can be based on gender, race, religion, disability, sexuality, age, etc.

##### Sexual harassment

- Unwanted sexual comments, jokes, messages, or physical contact

##### Workplace aggression

- Shouting, threats, sabotage, or deliberate obstruction of work

##### Cyberbullying

- Harassment via email, messaging platforms, or work systems

##### Exclusion or “social isolation”

- Deliberately leaving someone out of meetings, information, or team interaction

#### Key Characteristics

- Happens between colleagues or co-workers of similar level
- May be repeated or a single serious incident
- Often involves a power imbalance, even without formal authority (e.g., popularity, group influence, experience, or access to information)
- Creates a hostile or unsafe working environment

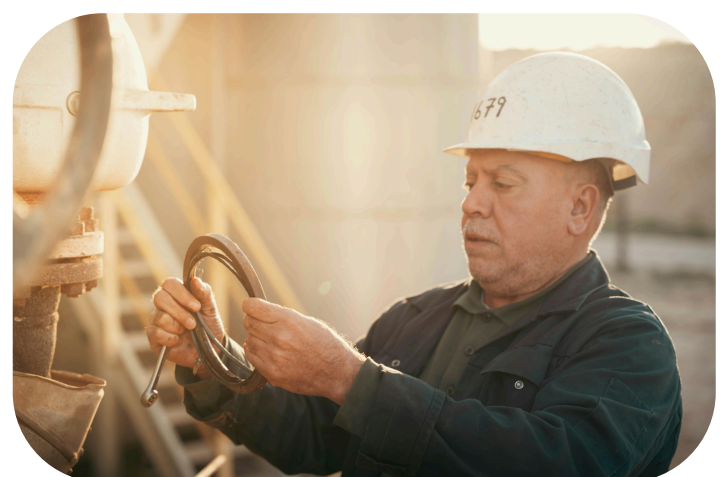
#### What To Do If It Happens?

- Document incidents (dates, times, what happened, witnesses)
- Report it internally (line manager, HR, safeguarding or HR equivalent, or designated bullying/harassment contact)
- Use grievance procedures if needed
- Seek support from trade unions (if applicable)
- In serious cases, it may be escalated externally (e.g., employment tribunal or legal advice)

#### Employers Responsibilities

Employers are expected to:

- Have clear anti-bullying and harassment policies
- Investigate complaints fairly and promptly
- Take action to stop harmful behaviour
- Protect employees from retaliation after reporting



# LIFE IN MODERN BRITAIN

May 26

## SAFEGUARDING

### PEER – ON – PEER ABUSE

#### Examples In The Workplace

Mechanical engineering design team (peer-on-peer bullying + exclusion)

A mid-sized engineering firm has a team of design engineers working on a major infrastructure project. Two engineers, both at the same grade, are working in parallel on different sections of the design.

#### What Is Happening?

- One engineer begins to consistently dismiss the other's technical input in group design reviews, saying things like "that's obviously wrong" without justification
- Undermine their credibility by telling senior staff that the colleague "doesn't understand the standards properly," despite no evidence.
- Exclude them from informal coordination meetings, where key design decisions are made, even though both engineers should attend.
- Withhold updated CAD files and calculations, causing delays and errors in the colleague's work.
- In group chats, they make sarcastic comments like "let's hope this one gets it right this time" when the colleague presents work.

#### What Affect Has This Had On The Engineer?

- Starts missing critical design updates
- Makes avoidable mistakes due to missing information
- Feels isolated and anxious about speaking in meetings
- Begins to withdraw from team discussions entirely
- Eventually, project delivery is impacted, and tensions increase across the team.



#### Why This Counts As Peer - On - Peer Abuse?

Even though both employees are at the same level, this behaviour involves:

- Deliberate exclusion and sabotage
- Repeated humiliation in professional settings
- Undermining competence and reputation
- A clear power imbalance created through control of information and influence



# LIFE IN MODERN BRITAIN

May 26

## APPRENTICE EMPLOYMENT SUPPORT & GUIDANCE

### HEALTH & SAFETY RESPONSIBILITIES

As an apprentice, you are both an employee and a learner, so health and safety protections apply fully to you. Your employer, training provider, and you each have responsibilities.

#### Employer Responsibilities

Your employer must provide a safe working environment and comply with health and safety law. This includes: Carrying out risk assessments for your role and workplace.

- Providing safe equipment, tools, and machinery.
- Giving proper training, supervision, and instruction, especially if you are new or inexperienced.
- Supplying necessary Personal Protective Equipment (PPE) such as gloves, helmets, goggles, etc.
- Having procedures for accidents, emergencies, and fire safety.
- Reporting serious workplace incidents where required.
- Making reasonable adjustments if you have a disability or health condition.
- Young apprentices (under 18) usually require extra consideration because of limited experience and maturity.

#### Training Provider Responsibilities

Your college or apprenticeship provider should:

- Check that the workplace is suitable and safe.
- Support you with concerns about safety or wellbeing.
- Ensure learning activities meet safeguarding standards.
- Help if there are issues with bullying, harassment, or unsafe treatment.

#### Your Responsibilities as an Apprentice

You also have duties to help keep yourself and others safe:

- Follow training and safety instructions.
- Use PPE correctly.
- Use equipment only when trained/authorised.
- Report hazards, accidents, near misses, or unsafe behaviour.
- Attend required safety training.
- Take reasonable care of your own health and safety and that of colleagues.

#### If You Feel Unsafe or Need Support

You should:

- Raise the issue with your supervisor or manager.
- Speak to your apprenticeship assessor/tutor/provider.
- Use internal grievance or whistleblowing procedures.
- Seek external advice if unresolved (for example from the Health and Safety Executive (HSE), union, or employment advice service).



# LIFE IN MODERN BRITAIN

May 26

## APPRENTICE EMPLOYMENT SUPPORT & GUIDANCE

### HEALTH & SAFETY RESPONSIBILITIES

#### Common Apprentice Risks

Depending on industry, risks may include:

- Slips, trips, and falls
- Manual handling injuries
- Machinery/tool accidents
- Electrical hazards
- Stress, fatigue, or long hours
- Exposure to chemicals/noise/dust
- Bullying or harassment



#### Key Rights of Apprentices

You generally have the right to:

- A safe workplace
- Proper training and supervision
- Breaks and working time protections
- Fair pay according to apprenticeship rules/wage laws
- Freedom from discrimination and harassment
- Raise concerns without retaliation

#### Good Practice for Apprentices

- Ask questions if unsure.
- Never do a task you have not been trained for.
- Keep records of incidents or concerns.
- Speak up early before problems escalate.



### Health and Safety at Work etc Act 1974



# FURTHER READING & GUIDANCE



## PREVENT

If you believe there is an act of terrorism occurring or imminent, or if a person is in immediate harm or danger CALL 999 IMMEDIATELY.

For non-urgent concerns or advice

If there is no immediate threat, you have several options to report a concern or seek advice:

- Call the confidential ACT Early Support Line on 0800 011 3764. This line is for friends, family, and community members to share concerns with specially trained officers. It is open every day from 9am to 5pm.
- Call the National Anti-Terrorist Hotline on 0800 789 321 to report possible terrorist activity or suspicious behaviour (e.g., an unattended package or suspicious vehicle).
- Contact your local police by calling the non-emergency number 101 and asking to speak to the Prevent team.
- Report extremist or terrorist material online anonymously via the GOV.UK website.
- Contact your local authority's Prevent team or the designated safeguarding lead (if applicable in a school or workplace) for local procedures and support.

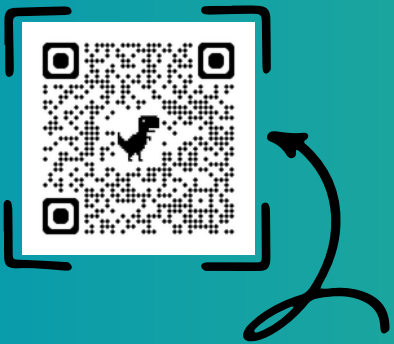
## BRITISH VALUES

For further reading into the the human rights act, please visit link below:



educate.against.  
hate

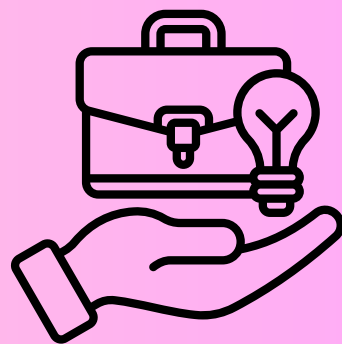
## EQUALITY, DIVERSITY & INCLUSION



Find and read your workplace equality, diversity and inclusion policy and procedures

**STOP HATE UK**  
STOP HATE. START HERE

## EMPLOYMENT RIGHTS



For more information and further guidance on apprentice employment rights, please visit the following websites:

ACAS



CITIZENS  
ADVICE



## SAFEGUARDING

For worries and concerns, please call...

SEMESTER SAFEGUARDING HOTLINE:

**01792 278154**

Designated Safeguarding Lead: Emma Johnson (Operations Manager)  
Emma@semesterlearning.com

Designated Safeguarding Deputy: Leah Collings (Brown) -  
leah.collings@semesterlearning.com



A copy of our Safeguarding (Keeping Apprentices Safe) can be downloaded from our website by visiting this website.