

LIFE IN MODERN BRITAIN

JULY 26

PREVENT

PREVENT in the workplace

Let's RECAP the term 'Prevent'

Prevent is about keeping people safe. Just as employers protect you from physical dangers at work, Prevent helps protect people from being influenced by harmful extremist ideas or being pressured into activities linked to terrorism. If you're worried about something you've seen, heard, or experienced, you can speak to your manager, tutor, safeguarding lead, or another trusted person. The aim is to support people, not to punish them.

Key points to remember

- It is part of safeguarding, alongside protecting people from abuse, neglect, and exploitation.
- It applies in workplaces, colleges, and training providers.
- It encourages people to report concerns if someone may be vulnerable to radicalisation.
- The focus is on early support and prevention, not blame or punishment.
- Everyone should be treated with respect, regardless of their background, religion, or beliefs.

What this means in the workplace

- Be aware of behaviours or situations that may indicate someone is being influenced by extremist ideas.
- Treat everyone with respect and promote an inclusive workplace where different views can be discussed safely.
- If you are worried that a colleague, customer, or learner may be at risk, report your concerns to your manager or your organisation's safeguarding lead.
- Do not try to investigate the situation yourself—your role is to report concerns through the correct channels.

Your responsibilities as an apprentice

- Follow your employer's safeguarding and Prevent policies.
- Report any concerns to the appropriate person.
- Respect diversity and challenge discrimination or hate where it is safe and appropriate to do so.
- Complete any Prevent training required by your employer and apprenticeship provider.



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BRITISH VALUES

Religious Inclusion

Religious inclusion means treating everyone fairly and with respect, regardless of their religion, belief, or lack of religion. It means creating a workplace where people feel comfortable being themselves without fear of discrimination or harassment.



Religious inclusion:

- Creates a respectful and positive working environment.
- Helps people feel valued and supported.
- Encourages teamwork and understanding.
- Is protected by law. In the UK, Religion or belief (protected characteristic) is one of the protected characteristics under the Equality Act 2010.

What does religious inclusion look like at work?

- Respecting colleagues' different beliefs and traditions.
- Not making jokes or negative comments about someone's religion or beliefs.
- Being flexible where possible, such as accommodating religious holidays, prayer times, or dietary requirements.
- Providing equal opportunities regardless of religion or belief.
- Challenging discrimination or bullying if it occurs.

What should apprentices do?

As an apprentice, you should:

- Treat everyone with dignity and respect.
- Be open minded about different beliefs and cultures.
- Follow your employer's equality and diversity policies.
- Report discrimination, bullying, or harassment to your manager or HR.
- Focus on people's skills and contributions rather than their beliefs.

Reflection Questions

- What does religious inclusion mean in your own words?
- Why is respecting different beliefs important in the workplace?
- How could you support a colleague with different religious beliefs?
- What would you do if you witnessed someone being treated unfairly because of their religion?

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EQUALITY, DIVERSITY AND INCLUSION

Gender Equality

What is Gender Equality?

Gender equality means that everyone should have the same rights, opportunities, and respect at work, regardless of their gender. People should be treated fairly based on their skills, experience, and performance, not because they are a man, woman, or identify in another way.

Gender equality does not mean treating everyone exactly the same in every situation. It means ensuring everyone has equal access to opportunities and is not disadvantaged because of their gender.

Why is Gender Equality Important?

A workplace that values gender equality:

- Makes fair decisions about recruitment, pay, promotion, and training.
- Creates a respectful and inclusive environment.
- Encourages people to contribute their ideas and talents.
- Helps organisations attract and retain skilled employees.
- Is supported by UK law. Sex (protected characteristic) and Gender reassignment (protected characteristic) are protected characteristics under the Equality Act 2010.

What Does Gender Equality Look Like?

Examples of good practice include:

- Equal opportunities for training and promotion.
- Equal pay for equal work where required by law.
- Respectful communication with everyone.
- Fair recruitment based on ability and qualifications.
- Flexible working arrangements where appropriate and available.
- Challenging stereotypes, such as assuming certain jobs are only suitable for men or women.

Your Responsibilities as an Apprentice

You should:

- Treat everyone with respect and professionalism.
- Avoid making assumptions based on gender.
- Use inclusive and respectful language.
- Follow your employer's equality and diversity policies.
- Report discrimination, bullying, or harassment through the appropriate workplace procedures.
- Help create an environment where everyone feels safe and valued.



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SAFEGUARDING

Consent

What is Consent?

Consent means giving clear, informed, and voluntary permission for something to happen. It is about respecting another person's choices, boundaries, and rights.

Consent should always be:

- Freely given – without pressure, manipulation, or fear.
- Informed – the person understands what they are agreeing to.
- Specific – agreeing to one activity does not mean agreeing to another.
- Clear – consent should never be assumed.
- Ongoing – a person can change their mind at any time.

Why is Consent Important?

Respecting consent helps to:

- Build trust and healthy relationships.
- Protect people's safety and wellbeing.
- Prevent abuse, harassment, and exploitation.
- Encourage respect for everyone's personal boundaries.

Where Does Consent Apply?

Consent is important in many aspects of everyday life, including:

- Friendships.
- Family relationships.
- Social activities.
- Sports and clubs.
- Online communication.
- Dating and intimate relationships.

Consent in Everyday Situations

Examples include:

- Asking before hugging or touching someone.
- Respecting a friend's decision if they do not want to share something personal.
- Asking before posting photos or videos of someone on social media.
- Respecting someone's decision not to attend an event.
- Accepting when someone says "no" without trying to persuade them.



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SAFEGUARDING

Consent in Relationships

Healthy relationships are based on:

- Mutual respect.
- Honest communication.
- Trust.
- Equality.

For any intimate or sexual activity, consent must be given freely every time. Previous consent, being in a relationship, or being married does not mean consent is automatic.

A person cannot give valid consent if they are:

- Asleep or unconscious.
- Too affected by alcohol or drugs to make an informed decision.
- Being threatened, pressured, or forced.

Silence, uncertainty, or a lack of resistance does not mean someone has consented.

If Someone Does Not Respect Consent

If someone ignores your boundaries or you are worried about another person's safety:

- Tell a trusted adult, friend, teacher, or support worker.
- Contact the police if someone is in immediate danger.
- Seek support from organisations that provide confidential advice.

Reflection Questions

1. What does consent mean?
2. Why is it important that consent is freely given?
3. Can someone change their mind after saying yes? Why?
4. How does consent apply when using social media?
5. What would you do if you or a friend felt your boundaries were not being respected?

Consent means respecting another person's right to choose. Whether with friends, family, online, or in romantic relationships, consent should always be clear, informed, freely given, and ongoing. Respecting consent helps create healthy relationships, protects people's wellbeing, and promotes mutual trust and respect.



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APPRENTICE EMPLOYMENT SUPPORT & GUIDANCE

EQUALITY IN THE WORKPLACE AND SEXUAL HARRASMENT IN THE WORKPLACE

What is Equality?

Equality means treating people fairly and giving everyone equal opportunities to succeed, regardless of their personal characteristics. Everyone should be judged on their skills, qualifications, experience, and performance.

In the UK, the Equality Act 2010 protects people from discrimination based on protected characteristics, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



Why is Equality Important?

Equality helps to:

- Create a respectful workplace.
- Improve teamwork and communication.
- Ensure fair recruitment, training, and promotion.
- Increase employee wellbeing and confidence.
- Help employers comply with the law.

What Does Equality Look Like?.

Examples of good practice include:

- Recruiting based on skills and experience.
- Providing equal access to training and development.
- Treating everyone with dignity and respect.
- Making reasonable adjustments for disabled employees where required.
- Challenging discrimination and inappropriate behaviour.



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APPRENTICE EMPLOYMENT SUPPORT & GUIDANCE

EQUALITY IN THE WORKPLACE AND SEXUAL HARASSMENT IN THE WORKPLACE

What is Sexual Harassment?

Sexual harassment is unwanted behaviour of a sexual nature that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

It does not matter whether the behaviour was intended as a joke or compliment. If it is unwanted and has this effect, it may be sexual harassment.

Examples of Sexual Harassment

Sexual harassment can include:

- Unwanted touching or physical contact.
- Sexual comments, jokes, or gestures.
- Repeated requests for dates after someone has declined.
- Sharing sexual images or messages.
- Making comments about someone's body or appearance in a sexual way.
- Staring or making someone feel uncomfortable.
- Sending inappropriate emails, texts, or social media messages.
- Displaying offensive sexual material in the workplace.

Sexual harassment can happen:

- Between colleagues.
- From managers to employees.
- From employees to managers.
- From customers, clients, contractors, or visitors.

If You Experience or Witness Sexual Harassment you should:

- Tell the person to stop if you feel safe doing so.
- Keep a record of what happened, including dates, times, and witnesses where possible.
- Report the behaviour to your manager, HR department, or another appropriate person.
- Follow your employer's reporting procedures.
- Support colleagues who may have experienced harassment without making assumptions or sharing their information unnecessarily.
- Contact Semester Learning and Development and report concern.

Employers should take reports seriously and investigate them fairly and confidentially.



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.

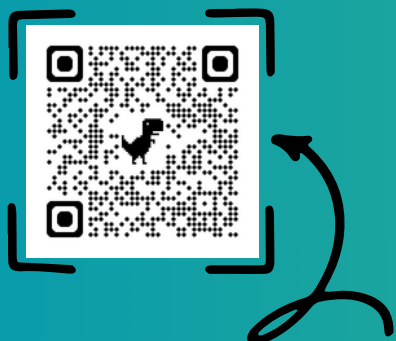
BRITISH VALUES

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



educate.against.
hate

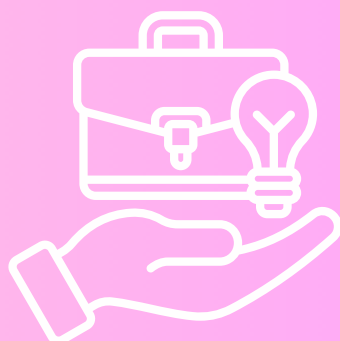
EQUALITY, DIVERSITY & INCLUSION



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

STOP HATE UK
STOP HATE. START HERE

EMPLOYMENT RIGHTS



ACAS



**CITIZENS
ADVICE**



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

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.