

# EMPLOYER GUIDE TO WIDER APPRENTICESHIP ELEMENTS (2025)

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## THANK YOU

for reading this guide on supporting your apprentice in the workplace. This guide is provided by Fareport Training.



## AT A GLANCE

- Why are these requirements embedded in apprenticeships?
- How can I support my apprentice?
- Further reading

## WHY ARE THESE REQUIREMENTS EMBEDDED IN APPRENTICESHIPS?

The DfE (Department for Education) first outlined the requirement for schools and education providers to promote "fundamental British values" as part of SMSC (Spiritual, Moral, Social, and Cultural development) in November 2014 through a document titled "Promoting fundamental British values as part of SMSC in schools".

## **CURRENT PRACTICE**

Schools and education providers are expected to embed these British values into their curriculum and daily practices, demonstrating how they are actively promoting them to students and apprentices.

## **WHAT DOES PREVENT MEAN?**

"Prevent" is a government strategy aimed at stopping individuals from being drawn into terrorism by identifying and addressing potential risks of radicalisation.

Taken from [.gov.uk](https://www.gov.uk):

"Prevent sits alongside long-established safeguarding duties on professionals to protect people from a range of other harms such as substance abuse, involvement in gangs and physical and sexual exploitation. Prevent is one part of the government's overall counter-terrorism strategy, **CONTEST**."

## WHAT ARE BRITISH VALUES?

By promoting British values, education establishments help students develop the knowledge, skills, and attitudes necessary to thrive in British society. This includes understanding the principles of democracy, the legal system, and social norms, as well as respecting the rights and beliefs of others.



**What are British Values?**

Democracy	Rule of Law
Individual Liberty	Mutual Respect

**What do they mean?**

**Democracy** – Supporting participation in democratic processes. Having the right to vote for laws and policies and how they are applied.

**Rule of Law** – Rules & Laws are put in place to keep us safe and both must be respected at all times.

**Individual Liberty** (Freedom of Speech) – Encouraging choice and freedom. Being free to have and speak our opinions and listening to others.

**Mutual Respect** (Tolerance) – Respecting and appreciating people of all backgrounds, cultures, age, genders, sexuality, religion and beliefs.

## HOW DO WE PROMOTE BRITISH VALUES IN THE WORKPLACE?

- **Diversity and inclusion:** Foster a diverse and inclusive workplace environment where everyone feels valued and respected.
- **Respectful behaviour:** Model and expect respectful interactions among staff and apprentices.
- **Critical thinking:** Encourage critical thinking and open discussion on current affairs to promote informed decision-making.
- **Community engagement:** Participate in community initiatives that promote positive values and social cohesion.

## HOW DO WE DO THIS RESPONSIBLY?

- **Induction and training:** Incorporate "Prevent" and British Values education into the apprentice induction process and ongoing training programmes, a minimum every 2 years. Set reminders or include it in annual CPD (Continuing Professional Development) plans.

### **Consider the following sources: free or accredited courses on safeguarding and Prevent:**

1. Education and Training Foundation (ETF) – Prevent Duty Awareness Training
2. NSPCC – Safeguarding training for employers
3. Home Office e-learning – Prevent awareness and referrals
4. Speak to your apprentice about the information they receive from their trainer
5. Fareport can offer short training courses for employers

- **Open communication:** Encourage open communication where apprentices feel comfortable raising concerns about potential extremist views or behaviours.
- **Monitoring online activity:** Be aware of potential online radicalisation risks and implement appropriate monitoring practices if necessary. Provide security and up to date I.T training.
- **Reporting procedures:** Establish clear reporting procedures for any concerns regarding potential radicalisation. Employers have a legal duty to protect apprentices under the Keeping Children Safe in Education (KCSIE) and Prevent Duty guidelines.
- **Encourage a Culture of Safeguarding**

#### **Employers should:**

1. Have a designated safeguarding officer (DSO).
2. Promote open discussions about safeguarding.
3. Ensure all staff understand how to report concerns.
4. Create a whistleblowing policy for apprentices.
5. Look at updates from GOV.UK Prevent Duty (<https://www.gov.uk/government/publications/prevent-duty-guidance>)

## **FURTHER INFORMATION AND CONTACT**

Safeguarding health and well-being is very important to us at Fareport. View our latest Safeguarding policy [here](#).

If you have any concerns for yourself, learners or as an employer, then please speak to us or e-mail our confidential helpline [safeguarding@fareport.co.uk](mailto:safeguarding@fareport.co.uk).