

Prevent policy

Contents

1. Policy statement	3
2. Policy objectives	3
3. Key contacts	3
4. Who needs to know about the policy?	4
5. Definitions	4
6. Leadership and governance	4
7. Staff training	4
8. Engagement with external parties	5
9. Responsibilities	6
10. Referral pathways	6
11. Supporting member of staff as a result of a referral	7
12. Related policies	7
13. Further support	7
14. Appendix	7

1. POLICY STATEMENT

The Prevent Duty, introduced as part of the Counterterrorism and Security Act 2015, came into effect for key bodies including schools, health bodies and police on 1 July 2015. The duty commenced for higher and further education institutions from the 18 September 2015.

The aim of the Prevent Strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to have “due regard to the need to prevent people from being drawn into terrorism”. This includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

Where deemed appropriate, the Business will seek external support for learners through referrals to the Channel Programme. This programme aims to work with the individual to address their specific vulnerabilities and prevent them becoming further radicalised.

2. POLICY OBJECTIVES

To promote and reinforce a set of shared values, founded on tolerance and respect for others.

To create a safe space for free and open debate.

To promote a sense of community cohesion.

To ensure that learners are safe and that we create an environment that is free from bullying, harassment and discrimination.

To support learners who may be at risk from radicalisation and to be able to signpost them to further external sources of support where appropriate.

To ensure that staff are aware of their responsibilities under this policy and are able to recognise and respond to vulnerable learners.

3. KEY CONTACTS

For Prevent concerns and referrals you must contact the Designated Safeguarding and Prevent Officer (DSO), following the Prevent referral procedure. If you are not able to contact the DSO you must contact the Deputy Designated Safeguarding and Prevent Officer. If you are unable to contact any of the above, immediately contact the local authority designated officer.

There is a designated Safeguarding email for all staff and learners to be able raise concerns or referrals of Prevent, which is: safeguarding@mtstrainingltd.com. This email is regularly checked during The Businesses core working hours, Monday to Friday 9am-5pm, please note that the Business are not open on bank holidays or between December 25th to January 1st. this email has an automated response with advice on how to manage the situation and additional points of contact.

Designated Safeguarding and Prevent Officer: Karen Julier

T: 07518906151

E: karen.julier@mtstrainingltd.com

Deputy Safeguarding and Prevent Officer: Emma Merrick

T: 07834731914

E: emma.merrick@mtstrainingltd.com

Regional Prevent Coordinator: Sam Slack

T: 07384 452156

E: sam.slack@education.gov.uk

If unavailable contact: <https://www.safecampuscommunities.ac.uk/guidance/regional-coordinators>

Also refer to the National Local Authority Contact List on SharePoint.

4. WHO NEEDS TO KNOW ABOUT THE POLICY?

Directors

All Employees of the Business

Learners

Contractors

Employers providing an apprenticeship

All other users of the Business

All the Business activities

The policy and procedures will apply at all times when the Business is providing services or activities that come under the responsibility of the organisation.

5. DEFINITIONS

Terrorism – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including, vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. This also includes calls for the

death of members of the British armed forces.

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups. There is no obvious profile of a person likely to become involved in extremism or a single indicator of when a person might move to adopt violence in support of extremist ideas.

Channel is a key element of the Prevent Strategy. It is a multi-agency approach to protect people at risk from radicalisation using collaboration between local authorities, statutory partners, the police and local community to:

- Identify individuals at risk of being drawn into terrorism
- Assess the nature and extent of that risk
- Develop the most appropriate support plan for the individual concerned

British Values:

- Democracy
- Rule of law,
- Individual liberty
- Tolerance and understanding of different faiths
- Challenging discrimination

6. LEADERSHIP AND GOVERNANCE

Prevent forms part of the safeguarding agenda which is featured as part of Director meetings. Morgan Training Services Ltd has a nominated Director leading the Prevent initiative within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the Prevent Strategy 2011 and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent duty is also embedded within our Learning platform and Safeguarding policy.

A risk assessment produced annually and reviewing periodically in order to ensure Morgan Training Services Ltd have highlighted any risk areas and are meeting the Prevent duty.

7. STAFF TRAINING

All staff are trained on the vulnerabilities and indicators of radicalisation, the Channel process and how the duty engages with requirements of their role, via certificated learning. Identifying risk at an early stage allows early intervention and is crucial to the Prevent duty and Channel process being successful. Within our Learner journey we have a dedicated area where information is available for the Prevent Duty containing all legislative documents, policies, training materials, and additional resources to extend knowledge, challenge extremism and ideas to support promotion of British values.

All staff are trained to level 1 in safeguarding which is updated every 2 years. The designated

safeguarding officer, deputy safeguarding officer and SLT are trained in Lead Designated Safeguarding Officer (LDSO) which is updated every 2 years.

There is an annual CPD training programme and an ongoing awareness programme including topical newsletters and updating knowledge of the current 'Keeping children safe in education' government publication.

8. ENGAGEMENT WITH EXTERNAL PARTNERS

All employers and subcontractors will be made aware of the Business and their duty by means of Skills Trainers and the Sales Executives.

Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established with Prevent coordinators nationwide.

9. RESPONSIBILITIES

Embedding values within the provision. Equality and Diversity, the values of respect and tolerance will be embedded within teaching and learning sessions, learning materials and progress reviews. Skills Trainers will be empowered to encourage open and safe debate with support from specialist staff where this is deemed necessary.

Safeguarding board at SLT meetings. At each SLT meeting safeguarding including Prevent will be a fixed point on the agenda where the team contribute to policies and procedures and evaluate the impact of the policy.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate will be dealt with in line with the Learner Disciplinary Policy and the Code of Conduct for staff.

Staff should use their professional judgement and discuss with a Designated Safeguarding Officer if they have any concerns. Once assessed, and if appropriate, this will be referred to the Channel Panel Process as per the flowchart below in appendix 3.

To ensure compliance with the Prevent duty, all staff must make sure that they:

- Undertake training in the Prevent duty as identified by Morgan Training Services Ltd to ensure they have an understanding of the factors that make people vulnerable to being drawn into terrorism and that they are able to recognise this vulnerability and are aware of what action to take.
- Exemplify British/Community Values into their work and practice and that opportunities in the curriculum are used to promote these values to learners.

10. REFERRAL PATHWAYS

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns. Appendices 1 and 2 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

Note: should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding team has been informed, they will make a decision on whether the issue needs to be escalated to the local policing Prevent Officer. The Designated Safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. See Appendix 3 for the referral pathways. It should be noted that referral to the Channel process is not a criminal intervention.

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation, but it may do so. In all instances that concern you, you should report to the Designated Safeguarding Officer. The process for referral to a prevent coordinator involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding officer will discuss with a local FE Prevent coordinator.

11. SAFEGUARDING STAFF MEMBERS AS A RESULT OF A REFERRAL

While it is unlikely that the referrer would then be targeted. If someone received a threat or the police felt someone was under threat without them knowing, there are risk assessments, warning and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc, such as marker's on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

12. RELATED POLICIES

- Staff code of conduct
- Learner disciplinary policy
- Disciplinary policy
- Safeguarding policy
- Whistleblowing policy

13. FURTHER SUPPORT

If you require any additional support or advice, please contact your line manager. Additional information can be found from the following sites:

- <https://www.gov.uk/government/publications/prevent-duty-guidance>

14. APPENDIX

Appendix 1 – indicators of a young person or their family that may be vulnerable to being drawn into extremism:

- Identity crisis - distance from culture religious heritage and uncomfortable with their place in the society around them
- Personal crisis - family tensions, sense of isolation, adolescence low self-esteem, disassociation from existing friendship groups
- Becoming involved with a new or different group of friends searching for answers to questions about identity, faith and belonging.
- Personal circumstances - migration, local community tensions, events affecting Country and region of origin, alienation from UK values having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy

- Unmet aspirations, perceptions of injustice feeling of failure, rejection of civic life, criminality, experiences of imprisonment, poor resettlement, reintegration, previous involvement with criminal groups.
- Peer pressure
- Need to fit in/ belong
- Accessing extremist material
- Isolating and social exclusion
- Bullied
- Media influence
- Seeking a purpose to focus on life
- Seeking revenge
- Seeking social acceptance/ social standing

Appendix 2 - Potential indicators of radicalisation

The process of radicalisation is different for every individual and can take place over an extended period or within a very short time frame. Potential indicators of radicalisation are:

- Use of inappropriate language
- Possession or accessing violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Articulating support for violent extremist causes or leaders
- Using extremist views to explain personal disadvantage
- Joining or seeking to join extremist organisations
- Seeking to recruit others to an extremist ideology
- Withdrawn
- Change in engagement levels
- Preaching
- Change in appearance – dress/ body art
- Change in behaviour within work and learning environment
- Change in social circles

Appendix 3 -safeguarding disclosure recording form

Safeguarding disclosure recording form

Once completed please email the disclosure to safeguarding@mtstrainingltd.com

Your details

Name	
Position/ job role	
Relationship to the individual	
Contact number	
Contact email address	
Is the person/ people aware of the referral?	Yes/ No
Has anyone been consulted about this referral)?	Yes/No If yes, who?
Reported by	
Reported to	
Reported date	

Referral details

Name(s) of learner/ staff member	
DOB (if learner(s))	
Learner number	
Course the learner is on	
Their contact number	
Their email address	
Their home address	
Employer	
Place of work address	
Ethnicity (if known)	
Nationality (if known)	
Spoken languages	
Is English their first language?	Yes/ No

Concern/ disclosure details

Details:

Actions

Internal use only:

