

Prevent Policy

Our commitment

The UK Government's Counter-Terrorism and Security Act 2015 places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the governments wider CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. There has been an increase in far-right inspired terror attacks and lone acts of terror as opposed to mass organised terror activities, the government strategy now also includes ways in which to identify risk of these instances.

The aim of the Prevent Strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
3. Work with sectors and institutions where there are risks of radicalisation that we need to address.

Objectives

Community Matters as a training provider has a responsibility to ensure:

- Relevant staff have undertaken training in the Prevent Duty as identified by their leaders and managers
- All workforce is all aware of when it is appropriate to refer concerns about learners or colleagues to the safeguarding officer
- To exemplify values of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” into our practice.

Scope

This policy relates to all staff and learners.

Key contacts

Lead Designated Safeguarding Officer Nicole Mayers-Nelder – 020 3821 6840 Nicole.Mayers-Nelder@communitymatters.co.uk

Definitions

Radicalisation: is a process by which an individual or group come to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.

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 values and human rights, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. This also includes calls for violence and incitement or encouragement of violence including killing of someone.

Leadership & Governance

Prevent forms part of the safeguarding agenda which is featured as part of SMT meetings. Community Matters has a nominated Director leading the Prevent initiative and is actively engaged 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.

A risk assessment is produced annually and reviewed periodically, in order to ensure Community Matters has highlighted any risk areas and are meeting the Prevent duty.

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. A dedicated area is available for the Prevent Duty, containing all legislative documents, policies, training materials, and additional resources to extend knowledge, challenge extremism and promote human rights and common values.

There is a CPD training programme and an ongoing awareness programme including formal learning plans.

Engagement with External Partners

All employers will be made aware of Community Matters and their own duty by means of monthly meetings and 12-weekly reviews. The employer guide contains detail in relation to employer responsibility to learners and Community Matters.

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

Learner Safety, Engagement & Curriculum

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating common human rights and British values:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Mutual respect
- Individual liberty

Opportunities to promote the above values are currently facilitated within the apprenticeship programmes and are discussed in 12-weekly reviews, including Community Matters, apprentices and their line managers.

Referral Pathways

If a learner has concerns about themselves, or any member of staff has concerns about a learner being at risk of radicalisation, the safeguarding officer should be informed without any delay.

Once the safeguarding officer has been informed, they will make a decision on whether the issue needs to be escalated to the local Police Prevent Officer. The safeguarding officer will then support the Channel process as seen fit by the local Channel panel.

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, concerns should be reported to the safeguarding officer. The process for referral to a prevent coordinator (based at the police or local authority) involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding officer will discuss with a local prevent coordinator.

Safeguarding Staff Members as a Result of 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, then there are risk assessments, warnings 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 markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

Linked Documents

Protect UK Publicly accessible locations (PALs) guidance – Located on shared drive

KCSIE – Located on shared drive

Prevent referral form – Located on shared drive

Prevent duty training - <https://www.gov.uk/guidance/prevent-duty-training>