

Prevent Policy

PURPOSE

This policy outlines our approach to the prevent duty. The current threat from violent extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people to involve them in extremist activity.

T3 Training and Development, as a training provider, has a legal responsibility and duty under the Counter Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism. This duty is known as the 'Prevent Duty'.

We aim to protect both learners and employees from radicalising influences and build their resilience to extreme narratives

RESPONSIBILITY

The Training Manager has overall responsibility for this procedure. It is the role of the T3 Team to ensure this procedure is adhered to.

This policy will be reviewed on an annual basis or as and when the Prevent duty or safeguarding legislation are revised.

KEY OBJECTIVES OF PREVENT

- respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- work with sectors and institutions where there are risks of radicalisation which we need to address.

The Prevent strategy, published by the Government in 2011, is part of an overall counter-terrorism strategy called CONTEST. 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 Act set out the duty on local authorities and partners to establish and cooperate with a local Channel programme of 'Channel panels' to provide support for people, children and adults, vulnerable to being drawn into terrorism. It is essential that we ensure that children, young people and adults are protected from harm.

Channel is about ensuring that vulnerable children and adults of any faith, ethnicity or background receive support before their vulnerabilities are exploited by those that would want them to embrace terrorism, and before they become involved in criminal terrorist related activity.

As part of our safeguarding ethos we encourage employees and learners to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

Keeping children safe from these risks is a safeguarding matter and should be approached in the same way as safeguarding children from other risks. Children should be protected from messages of all violent extremism.

All staff and associates identifying concerns about the child or young person should report them to the designated safeguarding lead, Nicola Barratt, who will use their professional judgment before discussing these concerns with the Police.

Issues that may make an individual vulnerable to radicalisation can include:

- **Identity Crisis** - Distance from cultural / religious heritage and uncomfortable with their place in the society around them;
- **Personal Crisis** - Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging;
- **Personal Circumstances** - Migration; local community tensions; events affecting country or 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 community values;
- **Criminality** - Experiences of imprisonment; previous involvement with criminal groups.

However, those closest to the individual may first notice the following changes of behavior:

- General changes of mood, patterns of behaviour, secrecy;
- Changes of friends and mode of dress;
- Use of inappropriate language;
- Possession of violent extremist literature;
- The expression of extremist views;
- Advocating violent actions and means;
- Association with known extremists;
- Seeking to recruit others to an extremist ideology.

There is an obvious difference between espousing radical and extreme views and acting on them and practitioners should ensure that assessments place behaviour in the family and social context of the young person and include information about the young person's peer group and conduct and behaviour at school. Holding radical or extreme views is not illegal but inciting a person to commit an act in the name of any belief is in itself an offence.

Consideration of referrals to the Channel programme may be appropriate in some cases. Any response should be proportionate, with the emphasis on supporting vulnerable children and young people, unless there is evidence of more active involvement in extremist activities.

Where concerns are identified in respect of potential signs of radicalisation which indicate the child young person is vulnerable, the person raising the concerns should discuss their concerns with the Channel Police lead who will decide, if a referral to Channel is required.

Consideration should be given to the possibility that sharing information with parents may increase the risk to the child and therefore may not be appropriate. However, experience has shown that parents are key in challenging radical views and extremist behaviour and should be included in interventions unless there are clear reasons why not.

Where there is an identified risk/potential risk that a child young person may be involved/potentially involved in supporting or following extremism, further investigation by the Police will be required, prior to other assessments and interventions.

Protecting children and young people from radicalisation and extremism requires careful assessment and working collaboratively across agencies as initially concerns may be inconclusive and protecting child or young person against a potential risk can be dependent on a wider range of factors. Sharing information effectively and keeping the child and young person in focus should be the main aim of any interventions and services.

USEFUL INFORMATION AND GUIDANCE

Prevent Strategy 2011

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf

Counter Terrorism & Security Act 2015 <https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

The Prevent Duty & Safeguarding <http://www.preventforfeandtraining.org.uk>

Barnsley Council <https://www.barnsley.gov.uk/services/community-safety-and-crime/prevent-and-channel/>

T3 TRAINING & DEVELOPMENT WILL PROMOTE THIS POLICY BY:

Ensure staff receive training on Prevent and Channel Awareness during induction and annually thereafter or sooner if updates are implemented.

A declaration will be signed by staff/learners confirming they have received, read and understood the policy and are committed to upholding their responsibilities under this policy.

Ensure learners receive training on Prevent and Channel Awareness during induction and in accordance with any updates thereafter.

Ensure both staff and apprentices know the reporting procedure if they identify any concerns.



Raise awareness to all stakeholders about the Prevent Strategy.

Build the policy into all teaching, learning and assessment materials.

Keep children and vulnerable adults safe.

Work in collaboration with local safeguarding teams to stay up to date with legislation and policies.

Promote prevent themes to staff, learners and employers in regular news bulletins.

Include prevent duty topics in the review process with the learner and employer.

REPORTING

All concerns reported to the Safeguarding Team will be recorded;

T3's Safeguarding Officer will report the concern to Barnsley College Safeguarding Team, if they are a Barnsley College apprentice or the local designated safeguarding team at Barnsley Council;

A decision will be made whether referral to the channel programme is necessary;

Where there is an identified risk/potential risk that a child young person may be involved/potentially involved in supporting or following extremism, this will be reported to the police.

Prevent Risk Assessment

No	Risk Title	Summary	Existing Controls	Further Action Needed
1	Online Safety	Extremist organisations are able to radicalise apprentices online and encourage them to commit acts of violence or incite others to commit acts of violence as 'lone actors'.	Apprentices are trained to identify radicalisation and who to report these instances to at induction and reinforced during reviews and lessons.	Reinforced regularly
2	Partnership	<p>The organisation had not yet establish effective partnerships with organisations such as the Local Authority, Police Prevent Team, DfE Regional Coordinator and others.</p> <p>The result is that the organisation is not fully appraised of national and local risks and does not have access to developing good practice advice or supportive peer networks.</p>	A list of support partners is available for use in emergencies, there is a Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Lead (DDSL).	DSL and DDSL need to contact all partners to confirm the numbers and contacts are still current and relevant
3	Staff training and awareness	<p>A) Staff are not always aware of the factors that make people vulnerable to radicalisation and terrorism and are unable to recognise the signs of vulnerability and therefore are unable or unwilling to refer concerns.</p> <p>B) Leaders and staff don't always feel able to challenge extremist narratives or exemplify British Values throughout the organisation.</p>	Staff have been trained but this needs to be reinforced regularly through sharing of updates from local prevent co-ordinator and discussing hot topics regularly at meetings	Staff training organised and logged onto staff matrix. Understanding reinforced during 1:2:1 meetings.
4	Speakers and events	Extremist organisations could be given a platform to radicalise young people	Before inviting external speakers, ensure we are using a reputable company and checking their own policies.	Monitor this at every opportunity before using external speakers using our own prevent policy
5		Requirements of learners (or staff) requiring faith support or the use of		Use of the room is

No	Risk Title	Summary	Existing Controls	Further Action Needed
	Prayer & Faith Facilities	facilities were not met by the organisation resulting in individuals seeking external support of unknown suitability.	Prayer room is now available for use. This is monitored daily.	monitored to ensure it is used to its fullest

This policy has been reviewed by:
 Nicola Barton
 Training Manager
NBarton
 01/08/2021
 Next review date: 01/08/2022