Responsibility:	Head of Quality & Compliance	Date doc. created:	11th Feb 2020
Print name sign off	Chris Garcia	Last review date of doc:	March 2023
Signature:		Next review date:	March 2024

Prevent Policy

The Prevent Strategy is the response to the ideological challenge of terrorism and the threat from those who promote it; to prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support. This policy defines the Best Practice Network's duties in respect to Prevent.

Associated Policies and Procedures

- E Safety
- Safeguarding

1. Our Commitment

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to act to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments 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.

The most significant threat to our national security is currently from terrorist organisations in Syria and Iraq, and Al Qaida associated groups. But terrorists associated with the extreme right also pose a continued threat to our safety and security and are becoming an increased risk. There has been an increase in lone acts of terror opposed to mass organised terror activities, the government strategy now 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.

2. Objectives

Best Practice Network as a training provider have a responsibility to ensure:

- All employees have undertaken training in the Prevent Duty as identified by their leaders and managers

- All employees are aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer

- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice

3. Scope

This policy relates to all staff and students including those of any subcontracted provision.

4. Key Contacts

Best Practice Network designated Child Protection/Safeguarding Officer:

- Sian Marsh: **sianmarsh@bestpracticenet.co.uk** 07795 683297 (out of office hours 07799 072872) or

- Chris Garcia: **chrisgarcia@bestpracticenet.co.uk** and 07584310068

- Charles BedingField **charlesbedingfield@bestpraticenet.co.uk**

If you are sending an email, please copy it to both Sian and Neil.

5. Definitions

Radicalisation - is a process by which an individual or group comes 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 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.

Channel - Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

6. Leadership and Governance

Prevent forms part of the safeguarding agenda which is featured as part of the BPN Programme Board meetings. Best Practice Network has a nominated Director leading the Prevent initiative, and the MD, Finance

and Quality Director are 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 (2019)**, 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 IT, Social Media, Social Learning platform and Safeguarding policies.

7. Staff Training

All staff are trained on the Prevent process and how the duty engages with requirements of their role, via face and distance and certified learning.

The government provides recommended certificated eLearning at:

https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html

Identifying risk at an early stage allows early intervention and is crucial to the Prevent duty and Channel process being successful.

Contributory factors to vulnerabilities	Vulnerabilities	Indicators
Rejected by peer, faith or social group/family Pressure from person linked to extremism Change in behaviour or appearance due to new influences	Peer pressure	Withdrawn
Experience of poverty, disadvantage or social exclusion. Conflict within family over religious beliefs, lifestyle or politics	Unsettled family life	Change in engagement levels
Identity confusion Recent religious conversion	Need to belong/ fit in	Using extremist language, passionate about extremist views
Extremist influences May possess literature related to extreme views	Accessing extremist material	Preaching
Rejected by peer, faith or social group/family	Isolation and social exclusion	Change in appearance - dress/ body art
Rejected by peer, faith or social group/family	Bullied	Change in behaviour within work and learning environment

Contributory factors to vulnerabilities	Vulnerabilities	Indicators
May possess literature related to extreme views	Media influence	Change in social circles
Under achievement	Seeking purpose of focus for life	Change in social circles Change in appearance - dress/ body art
Victim or witness to race or religious hate crime A series of traumatic events, global, national or personal	Seeking revenge	Change in social circles
Change in behaviour or appearance due to new influences	Seeking acceptance / social standing	Change in appearance - dress/ body art

8. Engagement with External Partners

All employers will be made aware of Best Practice Network's and their duty by means of Programme Director communication.

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

9. Student Engagement, Safety and Curriculum

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

- Democracy
- Rule of Law
- Mutual respect, tolerance and understanding of different faiths and beliefs
- Individual liberty

Opportunities to promote the above values are currently facilitated within the Apprenticeship and Training programmes, including current resources, E&D and Safeguarding learning resources, Apprentice Reviews and the opportunity to partake in Learner Voice surveys.

10. Referral Pathways

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

All staff members at Best Practice Network who identify a concern through conversations, behaviour, appearance or actions will report these concerns to the Safeguarding and Prevent lead.

Once the Safeguarding and Prevent lead has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. They will then support the Channel process as seen fit by the local Channel panel. It should be noted that referral to the channel process is not a criminal intervention (See Appendix 1).

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. In all instances that concern you, you should report to the Designated Safeguarding Officer.

11.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 if police felt someone was under threat without them knowing, there are risk assessment, 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

Appendix 1 – Prevent Referrals

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│   Member of staff identifies    │
│            concern              │
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                ▼
┌─────────────────────────────────┐
│  Concern reported to Safeguarding│
│       Officer/HR Manager        │
└─────────────────────────────────┘
                │
                ▼
┌─────────────────────────────────┐        ┌─────────────────────────────────┐
│  Safeguarding Officer gathers more│  ──▶  │ If there is an immediate risk call│
│ information where possible and    │       │              999                │
│ identifies what further action is │       └─────────────────────────────────┘
│           required              │
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                │
                ▼
┌─────────────────────────────────┐
│   If there is no immediate risk  │
│  speak to the Safeguarding Lead  │
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│ Or your other options are… other │
│          options are…           │
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┌──────────────────────┐  ┌──────────────────────┐
│ Or your other options │  │ Or your other options │
│        are…          │  │        are…          │
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