



PREVENT POLICY



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Prevent Policy

Terminology

The Term	Will hereinafter refer to...
Directors	The directors of Consortia Training.
Company Directors	The directors of Consortia Training Funded Organisations
Personnel	Any personnel of Consortia Training and/or the funded organisations and partner organisations who are responsible for the delivery or support of Consortia Training Funded Learners.
Partner Organisations	Employers and work placement providers of Consortia Training Funded Learners.

Purpose

Prevent is a key strand of the Government's Counter-Terrorism strategy 'CONTEST' its main objective is to stop people becoming terrorists or supporting terrorism. Early intervention is critical to this strategy in diverting people away from being drawn into terrorist activity. Prevent is also about recognising, supporting and protecting people who might be susceptible to radicalisation.

The Prevent Duty Objectives are...

- **Ideology:** Respond to the challenge of terrorism and the threat we face from those who promote it.
- **Individuals:** Prevent people from being drawn into terrorism and ensure that they are given advice and support.
- **Institution:** Works with sectors and centres where there are risks of radicalisation, which are needed to be addressed.

The current threat from terrorism and extremism in the United Kingdom is real; it can involve the exploitation of vulnerable people, including children and Young people. Consortia Training Ltd and all subcontracting staff must have an awareness of the Prevent agenda and the various forms of radicalisation and terrorism. Staff must also be able to recognise signs and indicators or concerns and respond appropriately.

The Government defines the terms Radicalisation and Extremism as follows...

- **Radicalisation:** Defined as the process by which people come to support terrorism and extremism; in some cases to then participate in terrorist groups.
- **Extremism:** Defined as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of difference faiths and beliefs. Also included within this definition of

extremism are calls for the death of members of the British Armed Forces, whether in the UK or overseas.

The Channel Programme forms part of the Prevent Duty and was established to focus on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

The programme uses a multi-agency approach to protect vulnerable people by...

- Identifying individuals at risk
- Assessing the nature and extent of the risk
- Developing the most appropriate support plan for the individual concerned.

Scope of Policy

Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Staff must be aware that those involved in extremism may come from a variety of backgrounds and that there are no 'typical' extremist risk indicators. It is believed that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism. The following identifying factors may suggest a person or their family may be vulnerable or involved with extremism. Please note that these factors may extend to others in connection to Consortia Training Ltd, such as partners, employers, visiting agencies/professionals and awareness must be applied to all situations including guest speakers or where space is rented out to external persons or groups.

Vulnerability Factors

- **Identity Crisis:** Distance from cultural/religious heritage and uncomfortable with own pace and position in society.
- **Personal Crisis:** Migration, local community tensions, events effecting countries 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 civic life.
- **Criminality:** Experiences of imprisonment, poor resettlement or reintegration, previous involvement with criminal groups.

Access to Extremist Groups

- Reason to believe that the person associates with those known to be involved in extremism.
- Possession or distribution of extremist literature/other media material likely to entice racial/religious hatred or acts of violence.
- Use of closed network groups via electronic media for the purpose of extremist activity.

Experiences, Behaviour and Influences

- Use of the terms 'Them' and 'us' separating self from British Values and Law.
- Experience of peer, social, family or faith group rejection.
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviours.
- Verbal or written support for terrorist attacks.
- First-hand experience of racial or religious hate crime.
- Extended periods of travel to international locations known to be associated with extremism.
- Evidence of fraudulent identity/use of documents to support this.
- Experience of disadvantage, discrimination or social exclusion.
- History of criminal activity.
- Pending a decision on immigration/national status.

More Critical Risk Factors

- Being in contact with extremist recruiters.
- Articulating support for extremist causes or leaders.
- Accessing extremist websites, especially those with a social network element.
- Justifying the use of violence to solve social issues.
- Joining extremist organisations.
- Significant change in appearance/behaviour.
- Experience leading to capability to cause harm.

The prevent Duty calls for a review of Policy and Procedures within organisations..

Safeguarding -ensuring the safety and wellbeing of all learners, staff, partners' etc. and minimising risk of radicalisation and terrorist behaviours.

Equality of opportunity - ensuring freedom of speech whilst supporting learners to act on this in a non-extremist way and encourage learners to respect other people with particular regard to protected characteristics set out in the Equality Act 2010.

Data Protection - procedures both internally and externally in relation to the sharing of information regarding vulnerable people.

IT Policy -highlights the use of filtering systems regarding restricting access to harmful content on the internet/social media.

Persons involved

The directors, funded organisations and all the Consortia Training funded personnel have a “**Duty of Care**” for learners. “It will be the responsibility of all Consortia Training funded personnel to do what is reasonable to safeguard the learner's health, development and welfare.”

Consortia Training Directors

Consortia Training directors have the overall responsibility together with its funded organisations for ensuring that Consortia Training funded personnel are suitable and adequately trained to work with learners and ensure the learners' welfare and safety is at the heart of the organisation. Directors will ensure that there are, in place appropriate procedures to Safeguard and promote the ethos of this policy to Consortia funded learners and that all staff have a good understanding of Consortia Training's and their own responsibilities in relation to the PREVENT Duty.

Consortia Training Directors will ensure that robust procedures are in place to ensure that subcontracting does not lead to the inadvertent funding of extremist organisations.

Consortia Training & Subcontractor Safeguarding Designated Persons

Have responsibility for ensuring that all Consortia Training funded personnel are trained and aware of the requirements of the Prevent Policy. The Safeguarding Designated Person/s will deal with all reports or concerns in relation to the Prevent policy and deal with reporting.

Consortia Training Funded Personnel

Will promote British Values and laws at all times and report any concerns to the safeguarding designated persons in relation of terrorism or radicalised risk indicators.

British Values

Consortia Training Ltd and all associated staff are to actively promote British Values and in turn the Spiritual, moral, social and cultural (SMSC) development of all learners in all areas of their programme. Staff must challenge any opinion or behaviour of learners or others that is opposed to the values stated below:

- Democracy
- The rule of Law
- Individual Liberty
- Mutual respect for and tolerance of those with faiths and beliefs and for those without a faith.

Time-scale

There is no specific timescale to this policy. However, all Consortia Training funded personnel should be aware that responding to concerns in relation to the Prevent Policy should be immediate (no matter what time or day).

Related Documentation

Promoting Fundamental British Values as Part of SMSO in Schools. Nov 2014
PREVENT Duty Guidance; For Further Education Institutions in England & Wales. 2015

Counter Extremism; HM Government 2015.

Training and Induction to the Policy

All Staff working for a Consortia Training Subcontractor must undertake appropriate training and development regarding the Prevent Policy. This will allow staff to exemplify British Values in their management, teaching and through general behaviours in each subcontractor setting and through planned curriculum. Staff must have an understanding of the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas, which are used by terrorist groups and to purport to legitimise terrorist activity. Such staff must also be able to recognise this vulnerability and be aware of what actions to take in response.

This will include when to make a referral to the Channel programme and where to seek additional advice and support. Only staff who have this awareness should discuss the subject within sessions or at other times; they must remain objective at all times and support and promote British values and Law. Staff must guide all learners to also understand the issues regarding extremism and radicalisation and to have the confidence to inform relevant members of staff if they have any concerns concerning a peer, member of staff, employer or other partner.

All staff working for Consortia Training Ltd partners must complete a Channel General Awareness Training Module one can be found using the following link http://course.ncalt.com/Channel_General_Awareness/01/index.html . Once successfully completed copies of the certificate are to be filed in individual CDP files and with the Lead Director for Safeguarding and Prevent.

Further information, Policy, guidance and resources can be found on the Prevent for Further Education and Training Website <http://www.preventforfeandtraining.org.uk/> JISC facilitate Workshops to Raise Awareness of Prevent (WRAP). See useful contacts.

Consortia Training Funded Organisations Personnel

All personnel will receive an Induction which will include the Prevent Policy and ensure they have access to a copy of the **Consortia Training** Prevent Policy. Further training needs will be assessed on a continued basis, at their annual Personnel Appraisal in line with Quality Assurance Procedures and Personnel Appraisal Policy They will be asked to sign a declaration to register their understanding and agreement with this policy.

Learners

All learners will receive an **Induction which will include in** a “user friendly” manner the Prevent policy, raising learner awareness. They will also be informed where a copy of the full policy can be accessed. They will be asked to sign a declaration to register their understanding and agreement with this policy.

Partner Organisations

Partner organisations, e.g. employers, involved in the recruitment of learners, delivery of training or assessment, or supporting these processes, will receive information on the

Prevent Policy and they will be asked to sign a declaration to register their understanding and agreement with this policy.

Procedure

Risk Assessment

Each centre must carry out a risk assessment which assesses where and how learners/ staff and /or others may be at risk of being drawn into terrorism. The risk assessment, in partnership with this Policy/Guidance will help Consortia Training Ltd satisfy itself that it is able to maintain safety and security of its staff/learners/others.

The risk assessment must cover all Consortia Training's Policies and Procedures regarding the individual subcontractor establishments and the management of learner and staff welfare. Consideration must also be given to the risk assessment of any visiting partners/organisations and events taking place within the setting including where space is rented out to external groups/individuals.

ICT equipment and the use of it must be risk assessed for any potential access to harmful content over the internet or social media. JISC provide specialist support and advice to the FE sector regarding internet safety.

Referral and intervention process

Any identified concerns as a result of observed behaviour or reports of conversations to suggest that a person is in support of terrorism and/or extremism, must be initially reported to the designated Safeguarding/Prevent Person for the Consortia Training Subcontracting Centre as soon as possible, but no later than the end of the day.

This concern must then be passed to the Designated Director for Safeguarding/Prevent who is Sylvia Lilley of The Bassetlaw Training Agency.

Where a young person is thought to be in need/at risk of significant harm, and/or where an investigation needs to be carried out in relation to extremism/radicalisation, a referral to Children's Social Services should be made in line with Consortia Training Safeguarding Policy.

In **all** cases of potential or suspected extremism/radicalisation the lead Director for Safeguarding/Prevent Duty will notify the BIS Prevent coordinator as well as the SFA/EFA and the Channel Police Practitioner.

Following this a Prevent Action Plan will be developed to set out actions to be taken to mitigate any risks. An objective record of the concerns must be written and passed to the relevant Channel personnel.

In the event of an online incident occurring where a learner/staff member/other may have accessed harmful material, the Joint Information Systems Committee (JISC) has a Security Incident Response Team who can provide assistance.

Channel are key element of the Prevent Strategy; a process for safeguarding individuals by assessing their vulnerability to being drawn into terrorism. They aim to

provide early intervention to protect and divert people away from the risk they may face of being drawn into any terrorist related activity.

Channel Police practitioners complete preliminary assessments to look at how engaged a person is, their intentions and capability of carrying out acts of terrorism.

Channel Multi-agency Panel uses existing collaborations between local authorities, police, voluntary sector and the local community (if suitable) for support. A support package and interventions will be put in place.

Useful Contact Information

Nottinghamshire

prevent@nottinghamshire.pnn.police.uk or phone 101

Derbyshire

101

Lincolnshire

prevent@lincs.pnn.police.uk or phone 101

Generic

Anti Terrorism hotline 0800789321

JISC 02030066077

www.preventtragedies.co.uk

www.pnct.gsc.gov.uk

customerservice@jisc.ac.uk

East Midlands BIS Prevent Coordinator: Sam Slack samslack@derby.gov.uk

Tel: 01332643054

Safeguarding

During the production of this policy, the safeguarding of learners, personnel and other partners in relation to their safety, health, achievement, enjoyment, contribution and wellbeing was considered to be of paramount importance. It is the aim of Consortia Training to ensure no individual or organisation's welfare will be unfairly disadvantaged due to the implementation of this policy.

Equality and Diversity

The Prevent Duty has been developed to safeguard learners, staff and others and to keep them safe and within the law. All staff must not prevent learners from having their own views regarding politics, religion or beliefs; however we must support people to not express or act on these in a radical or extremist manner.

Monitoring, Review and Evaluation

Monitoring of Process and Information

The process of monitoring will build on the process of listen, consult and learn from actions and experiences of all involved and focus on improvement from the information obtained.

Monitoring of Documentation and Policy

The Consortia Training Quality Improvement Team will review this policy and documentation bi-annually.

Updates and communications will be notified to employers of all relevant reviews and any specific outcomes from the reviews (where appropriate). The updated policy will be submitted to the Consortia Training Directors for approval/ratification.

The completed policy will then be displayed / available for anyone to access. Where possible it will also be available to access through the company VLE.

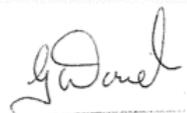
Grievances or Complaints in Relation to the Prevent Policy

Personnel, learners or employers have the right to lodge a complaint or grievance about any of the areas covered under the Prevent Policy Personnel who are not satisfied with the action taken by Consortia Training and feels it right to question the matter further, s/he may consider the following possible contact points:

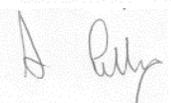
- ❑ Channel Police Practitioner
- ❑ Skills Funding Agency
- ❑ Children's Safeguarding Board
- ❑ The Employee's Trade Union
- ❑ The Citizens Advice Bureau and / or Law Centre / Firm
- ❑ Relevant Professional Bodies Or Regulatory Organisations
- ❑ A Relevant Voluntary Organisation
- ❑ The Police
- ❑ Ofsted

Approved by the Directors of Consortia Training on 15th September 2015

Signed:  S. Bamford

Signed:  G. Daniels

Signed:  G. Iannantuoni

Signed:  S. Lilley