



Prevent Policy for Apprenticeships and Training programmes

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Summary

This document should be read in conjunction with Reach 4 Skills 'Safeguarding' policy this document specifically relates to **Prevent, Contest** and **Channel**. It is intended to provide staff with information and to identify the characteristics of each safeguarding category and actions to be taken.

Introduction

The Prevent Policy for Reach 4 Skills (R4S) reflects the importance of our responsibility to safeguard and promote the welfare of all our apprentices and staff by protecting them from physical, sexual or emotional abuse, neglect and bullying. This directly relates to UK Government guidelines and addresses the three published priorities:

The **Prevent strategy** has **three objectives**:

- Challenging the ideology that supports terrorism and those who promote it,
- Protecting vulnerable people,
- Supporting sectors and institutions where there are risks of radicalisation.

Prevent is one of four strands of the government's counter-terrorism **strategy**, known as Contest. **Prevent** is designed to support people at risk of joining extremist groups and carrying out terrorist activities.

Policy Overview

R4S are committed to providing a caring, friendly and safe environment for all our apprentices so that they can learn in a relaxed and secure atmosphere. R4S believes every apprentice should be able to participate in all teaching and learning and social activities in an enjoyable and safe environment and be protected from harm.

R4S have a statutory requirement under Sections 27 and 47 of the Children Act 1989 to assist the appropriate Local Authority Social Services Department acting on behalf of children in need.

R4S will safeguard and promote the welfare of children in compliance with the DfE guidance Keeping Children Safe in Education (July 2015) KCSIE (September 2016) and associated guidance Working Together to Safeguard Children (2015) WT in addition to the Care Act 2014.

The Counter Terrorism and Security Act 2015 introduced the Prevent duty for various bodies including all FE colleges, sixth form colleges, adult education providers and independent learning providers.

R4S is fully compliant with all relevant statutory guidance on children who run away or go missing from home or care (January 2014) and The Prevent Duty (The Counter-Terrorism and Security Act June 2015) and Social Media for Online Radicalisation (July 2015) This Policy should be read in conjunction with R4S Safeguarding procedures and guidance.

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen and ensure that R4S works alongside other professional bodies and adopts a multi-agency approach to ensure that our apprentices and staff are safe from harm.

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind. Extremism is defined as the holding of extreme political or religious views.

R4S is fully committed to safeguarding and promoting the welfare of all learners and staff.

R4S recognises that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

R4S provide induction training, with annual refreshers to all employees who are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. The principle objectives of this policy are that:

- All staff will understand what radicalisation and extremism are and why the organisation needs to be vigilant.
- All apprentices and staff will know be made aware, and trained in the policies in place to keep them safe from harm
- R4S will regularly review its systems to ensure that they are effective and appropriate as well as meeting current UK legislation requirements.

R4S, in the delivery and design of Apprenticeships will ensure that the methodology promotes respect, tolerance, and diversity. Apprentices and staff are encouraged to share their views and recognise that they are entitled to have their own different beliefs whilst having an awareness that these should not be used to influence others.

It is recognised that apprentices or staff with low aspirations are more vulnerable to radicalisation and, therefore, R4S will strive to equip our apprentices and staff with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Apprentices and staff are briefed during initial Information, Advice and Guidance sessions, programme induction about how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. Apprentices and staff are taught to seek help if they are upset or concerned about anything they read or see on the Internet. Apprentice literature is available with numbers and contact details to report concerns.

Inappropriate websites are banned and cannot be easily accessed from R4S premises or via portable computer equipment. Firewalls record attempted access to enable R4S to carry out appropriate interventions.

R4S permanent staff, contractors, associates and volunteers are required to undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

R4S will utilise multi-channel training available including but not limited to:

- <https://www.elearning.prevent.homeoffice.gov.uk/la2/screen1.html> - UK Government
- <http://preventforfeandtraining.org.uk> - Education & Training Foundation

Through these resources R4S, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

Designated Prevent, Channel and Contest Lead – Charlotte White email:

Charlotte.white@reach4skills.co.uk

Deputy Designated Prevent, Channel and Contest Lead – email: andrew@curvepoint.co.uk

Prevent Specifics

Fundamental to safeguarding is the PREVENT duty, which requires the Education sector to have "due regard to the need to prevent people from being drawn into terrorism", supporting terrorism or being drawn into non-violent extremism.

Counter-Terrorism and Security Act Sect 26 CTS Act places a duty on certain bodies (specified authorities – listed in Schedule 6) to have "due regard to the need to prevent people from being drawn into terrorism". Guidance is issued under Section 29 of the Act:

- 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
- Work with sectors and institutions where there are risks of radicalisation that we need to address

Purpose of Prevent

Prevent aims to safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities.

It also aims to support institutions, such as schools, colleges and universities where this may happen.

All frontline staff have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Safeguarding Officer

Responsibilities

All R4S apprenticeship staff team have a legal responsibility under the Prevent Duty to make sure that:

- They have undertaken training in the Prevent Duty as identified by their management
- They are aware of when it is appropriate to refer concerns about learners to the Prevent officer, usually the provider's Safeguarding officer
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice

The Prevent Strategy will specifically:

- Respond to the ideological challenge of terrorism and the threat the UK and ultimately XXX workforce 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

What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism
- **PURSUE** - to stop terrorist attacks through disruption, investigation and detection
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places

What is Extremism?

The Government has defined extremism as "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.

What is Terrorism?

An action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

What is radicalisation?

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

The Government has defined extremism as "vocal or active opposition to fundamental British Values", which include:

- Individual liberty
- Rule of law
- Democracy

- Mutual respect and tolerance of different faiths and beliefs.

This includes not discriminating against those with protected characteristics (Equality Act 2010), namely:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Channel

What is Channel?

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

Who is Channel aimed at?

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

How does Channel work?

Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals.

If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk are able to work together to provide the best support.

What does Channel support look like?

Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their particular circumstances.

How will the person be involved in this process?

A person will always be informed first if it's felt that they would benefit from Channel support. The process is voluntary and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

Who can make a referral?

Anyone can make a referral. Referrals come from a wide range of partners including education, health, and youth offending teams, police and social services.

What happens with the referral?

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary. Raising a concern, if a member of staff has reason to believe that someone is vulnerable to being exploited or radicalised, please use the established safeguarding or duty of care procedures within your organisation to escalate your concerns to the appropriate leads, who can raise concerns to Channel if appropriate.