

Policy Title	Prevent Policy v7
Name of SLT lead	Cath Goodwin - Director of HR, Quality and Client Services
Policy approved by	Senior Leadership Team
Date of approval	February 2023
Dates of previous reviews	Feb 22
Date of next formal review	February 2024
Method of communicating policy:	Learner – induction Staff - induction

1. Statement of Intent

The government 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 wider governments CONTEST counter terrorism strategy:

- ✓ Prevent: to stop people becoming terrorists or supporting terrorism.
- ✓ Pursue: to stop terrorist attacks.
- ✓ Protect: to strengthen our protection against a terrorist attack.
- ✓ Prepare: to mitigate the impact of a terrorist attack.

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 objectives:

- **Ideology** - to respond to the ideological challenge of terrorism and of those extremist views conducive to it.
- **Individuals** - to prevent vulnerable people from being drawn into terrorism by developing and expanding programmes to identify who they are, and then to provide them with community-based support.
- **Institutions** - to work within the wide range of sectors and institutions where the ideology, the ideologies and vulnerable people come together and where there are either risks of radicalisation, or opportunities to prevent it, or both. That means education, health, faith, charities, prisons and probation, and the internet.

All staff are required to sign the policy log to confirm they have read and understood their role and responsibility in implementing the policy. All learners are required to complete a check list which is then signed and dated to demonstrate their understanding and commitment to the policy.

This Policy will be promoted by:

- Providing mandatory training on Prevent to learners as part of their induction.
- Discussing and monitoring Prevent concerns/topics as part of learner progress reviews which take place no later than every 12 weeks.
- Our Designated Safeguarding Officer providing timely updates when there is a legislation change or current a affairs issue is relevant to our stakeholders.

PREVENT POLICY



- Recording an electronic version of our Prevent Policy on the company server, which is accessible 24 hours a day, 7 days a week.
- Sharing the Policy with learners and employers at the start of the learners qualification.
- Communicating the contact details of the Designated Safeguarding Officer out to all learners and employers and there is also a link on the company emails which learners can access to report a safeguarding/prevent concern.

2. Aim of the policy

Total Training Provision have a responsibility under Prevent and aim to ensure:

- Total Training Provision have a duty to fulfil the legal responsibility of Prevent Duty Statement.
- We have undertaken training in the Prevent Duty as identified by leaders and managers.
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to the 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.
- All staff and learners commit and adhere to this policy.
- This policy will be reviewed annually, as a minimum, to ensure it remains current and valid.

3. Leadership and governance

Total Training Provision has a nominated Safeguarding Officer leading the Prevent initiative. Prevent forms part of the safeguarding agenda which is featured as part of all meetings held at Total Training Provision.

It has been well documented within the Prevent Policy 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.

The efficacy of the policy will be reviewed and amended as necessary.

4. Definitions

Radicalisation	Terrorism	Extremism
-----------------------	------------------	------------------



<p>Is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideas and aspirations that reject or undermine the status quo.</p>	<p>An act of terror/violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.</p>	<p>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 respects and tolerance of different faiths and beliefs. This also includes calls for the death of members of the British Armed Forces. **</p>
--	---	--

**** Extremism** is 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. The definition of extremism also includes calls for the death of members of our armed forces, whether in this country or overseas.

TTP recognises the need for increased resilience and makes it essential that staff can identify individuals who may be vulnerable to radicalisation, and know what to do when they are identified as part of the widening safeguarding duties, whether these come from within their family or are the product of outside influences. TTP are also required to build learners resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views.

It is important to stress that the Prevent duty is not intended to stop learners from debating or discussing controversial issues. TTP will always provide a safe space in which learners and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

All staff and where required, learners are required to have an Enhanced DBS check. All staff must be able to demonstrate both a general understanding of the risks affecting learners in the area and a specific understanding of how to identify individual learners who may be at risk of radicalisation and what to do to support them.

As with managing other safeguarding risks, staff should be alert to changes in behaviour which could indicate that they may need help or protection. Staff should use their professional judgment in identifying learners who might be at risk of radicalisation and act proportionately which may include discussing their concerns with the DSO to make a referral to the Channel programme.

5. Staff training

All staff will attend relevant training on Prevent Duty to be in the position to make an effective judgment on the subject.

Further training is to be agreed and completed throughout the year and within standardisation meetings. This ensures the policy fundamentals are consistently revisited for all and any new or



changes to legislation are taught. This in turn allows staff to demonstrate best practice within their practice and sessions by implementing, embedding and discussing with learners and employers. This is evidenced within the Progress Reviews.

This process is in continual review and evaluated within the company Quality Improvement Plan.

6. Key contacts

Total Training Provision	Lisa Hawksby	07940 183 037	lisa@total-tp.com
Total Training Provision	Office	0800 038 5666	info@total-tp.com
Total Training Provision	Terri McGregor DSO	07711491759	Terri.mcgregor@total-tp.com
Police	Non-Emergencies	101	

7. Learner safety, engagement & curriculum

Learners will receive training at induction and throughout their programme. Learner understanding of Prevent will also be monitored and discussed at progress reviews. In particular their understanding that:

The Prevent Duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British Values:

- Democracy;
- The rule of law;
- Individual liberty;
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

Opportunities to promote all of the British Values are currently facilitated within all our learning & Apprenticeship programmes, including current learning resources, Equality & Diversity, Safeguarding, and the opportunity to partake in Learner Voice surveys. Further developments are planned to enhance this offer to ensure apprentices and employees are resilient to extreme narratives. A Commitment Statement is also signed on commencement of Total Training Provision working with the employer.

8. Referral pathways

If a learner has concerns about themselves, or you have a concern about a learner being at risk of radicalisation, you should refer to **Appendix C and D** for the process for escalating any safeguarding concerns. **Appendix A** will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

Once the designated safeguarding team has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The designated safeguarding team/staff member that is involved with the referral will then support the Channel Process as seen fit by the local Channel panel. Refer to **Appendix C** for the referral pathways. It should be noted that referral to the channel process is not a criminal intervention.



A learner displaying one or a few vulnerabilities and/or indicators does not mean the learner will necessarily be at risk of radicalisation, but it may do so. In all instances that concern you, you should report to the nominated Safeguarding Officer.

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

9. Safeguarding employees as a result of referral

Whilst it is unlikely that the referrer would be targeted. If someone received a threat, or police felt someone was under threat without them knowing, there are risk assessment, warning and safeguarding processes that local police will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc, such as markers on mobile phones and addresses, warnings to parties involved, or other measures.

Vulnerabilities and Indicators of Radicalisation

VULNERABILITIES	INDICATORS
Peer Pressure	Withdrawn
Unsettled Family Life	Change in Engagement Levels
Need to Belong/Fit In	Using Extremist Language/ Passionate about Extremist Views
Accessing Extremism Material	Preaching
Isolation and Social Exclusion	Change in Appearance – Dress/ Body Art
Bullied	Change in Behaviour within Work and Learning Environment
Media Influence	Change in Social Circles
Seeking Purpose of Focus for Life	Preaching
Seeking Revenge	Using Extremist Language/ Passionate about Extremist
Seeking Acceptance/Social Standing	Change in Social Circles

This list is not exhaustive and can be added to where appropriate.

Factors of Vulnerabilities

Rejected by peer, faith or social group/family.
Pressure from person linked to extremism.
Victim or witness to race or religious hate crime.
Conflict with family over religious beliefs, lifestyle or politics.
Identity confusion.
Recent religious conversion.
Change in behaviour or appearance due to new influences.

PREVENT POLICY



APPENDIX B –

Under achievement.
May possess literature related to extreme views.
Experience of poverty, disadvantage or social exclusion.
Extremist influences.
A series of traumatic events, global, national or personal.

This list is not exhaustive and can be added to where appropriate.

This list is not in any order of importance.

REFERRAL AND CHANNEL PROCESS

PREVENT POLICY



APPENDIX C –





APPENDIX D – DISCLOSURE RECORDING FORM

Disclosure Recording Form			
Democracy, The Rule of Law, Individual Liberty, Mutual Respect and Tolerance			
Learner Name		Date of Birth	
Location/Employer			
Employee Name			
Date of Disclosure			
Concern Details (in full)			
Action – For Safeguarding Officer Only			
Employee Signature		Date	
Learner Signature		Date	

PREVENT POLICY



Next Review Date: February 2024

Employer Name Printed:

Catherine Goodwin

Director of HR, Quality and Client Services

Signed:

A rectangular box containing a handwritten signature in black ink, which appears to read 'Catherine Goodwin'.