




PREVENT POLICY

2021-2022

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Purpose

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 at Apprentify and ensure that we work alongside other professional bodies and agencies 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. At Apprentify, we are fully committed to safeguarding and promoting the welfare of all Apprentices and staff. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

At Apprentify, all employees and Apprentices 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 we need to be vigilant. All Apprentices and staff will know that Apprentify has policies in place to keep them safe from harm and that Apprentify regularly reviews its systems to ensure they are appropriate and effective.

Apprentify's curriculum 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 which should not be used to influence others.

It is recognised that those with low aspirations are more vulnerable to radicalisation and, therefore, we 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 their Induction phase (1st month) 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. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet.

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

Through various training opportunities within Apprentify, 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.

PREVENT

One aspect of 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.

The Counter-Terrorism and Security Act 2015 places a duty on certain bodies (specified authorities – listed in Schedule 6) regarding the above.

The Prevent strategy has three specific strategic objectives:

- 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 Designated Safeguarding Officers.

Responsibilities

All provider staff 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 Apprentices to the 'PREVENT officer' otherwise known as the provider's Designated Safeguarding Officers.
- They promote 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.

Embedding PREVENT Awareness

PREVENT links to the Apprentify Safeguarding Policy, where all staff at Apprentify have a responsibility to promote awareness and understanding of the PREVENT duty. At Apprentify, we will:

- Ensure that British Values underpin everything that we do
- Explicitly cover British Values during Induction, where learners complete a module around those and how we embed
- Link British Values in every session and discuss these with our Apprentices
- DCO's will distribute PREVENT newsletters, as well as arrange active training as part of employee CPD hour
- Link Safeguarding Scenarios to real and relevant PREVENT scenarios and discuss these with Apprentices to embed them

The PREVENT Strategy will specifically:

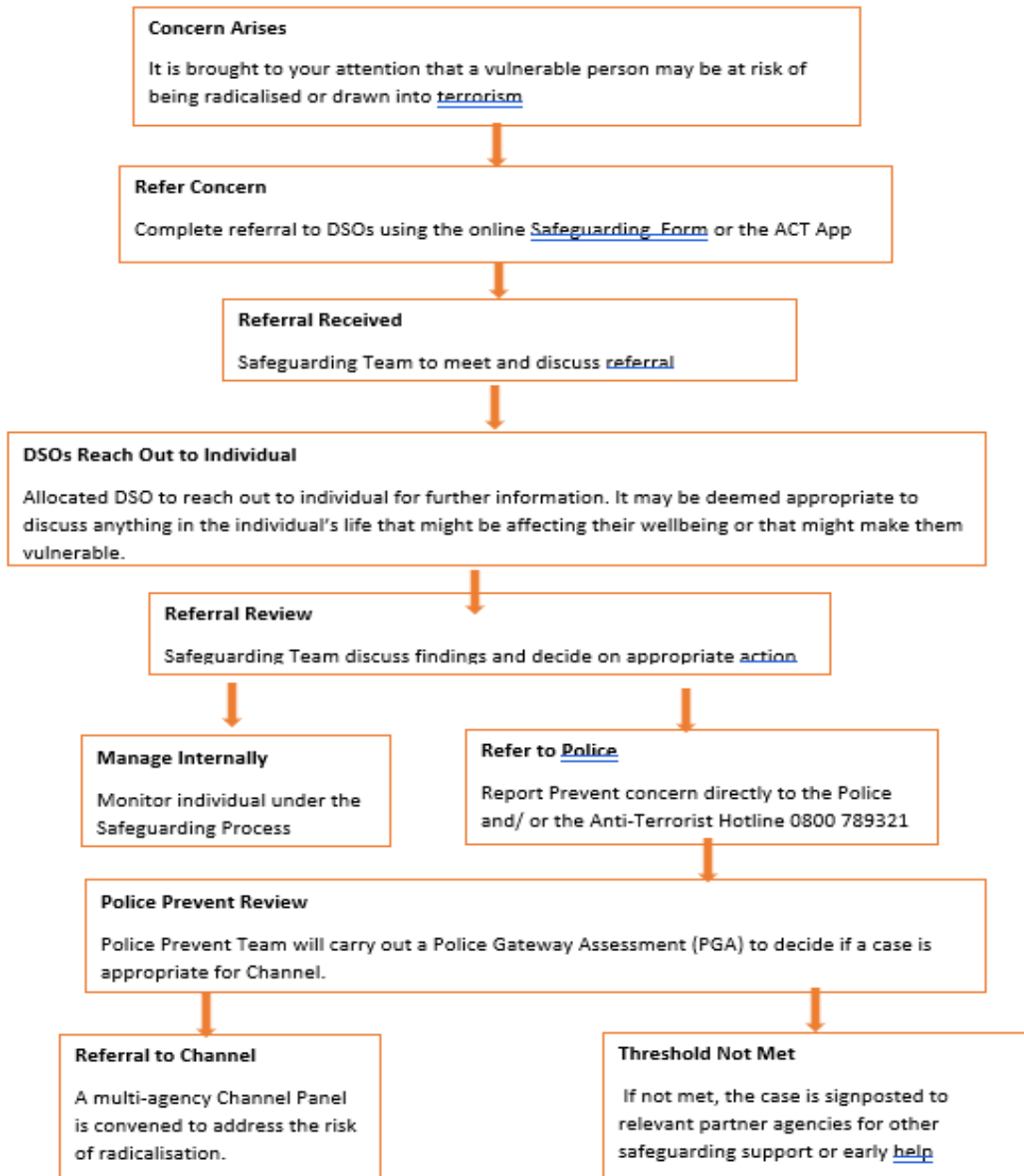
- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- PREVENT people from being drawn into terrorism and ensure that they are given appropriate advice and support and work with sectors and institutions where there are risks of radicalisation which we need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

Reporting a Concern

The Prevent process works as a multi-agency response to offer support in safeguarding vulnerable adults or children at risk or radicalisation; this includes support of, or participation in, terrorist activity. Prevent is considered a “non-criminal space”, so that those referred are not criminalised. The Apprentify Prevent Referral Process is as follows:

PREVENT Processes flowchart

The Prevent process works as a multi-agency response to offer support in safeguarding vulnerable adults or children at risk or radicalisation; this includes support of, or participation in, terrorist activity. Prevent is considered a “non-criminal space”, so that those referred are not criminalised. The Apprentify Prevent Referral Process is as follows:



All staff will adhere to the following guidelines:

- Inform our Designated Safeguarding Officers as soon as possible. The most efficient way to do this is to report it via the [relevant form](#) on our website or to use the Act App, which can be downloaded here <https://www.gov.uk/government/news/new-act-app-launched>
- Maintain confidentiality and do not discuss with others
- Stay calm

Definitions

What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, refreshed in 2018. The aim of the strategy is 'to reduce the risk to the UK and its citizens and interests overseas from 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 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 several 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. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

Who does Channel work with?

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 can 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 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, 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 you 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 Officers, who can raise concerns to Channel if appropriate.

Review

This Policy will be reviewed annually or earlier if necessary