Policy title:	Prevent Policy		
Scope:	Achieve Training		
Policy owner & job title:	Hannah Warburton- Head of Learner Wellbeing and Development		
Signed:		Date:	01/07/21
Approver:	Dan Canavan – Executive Director (Achieve Training)		
Signed:		Date:	01/07/21
Date:	July 21	Review Due Date:	July 22

POLICY SUMMARY

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.

Types of extremism to be found in the United Kingdom include:

- Violent extremism: the activity of individuals or groups to promote views that justify or glorify terrorist violence. This includes encouraging others to commit terrorist acts or provoking others into terrorist-related activity. It also includes fostering hatred which may lead to inter-community tensions and violence within the United Kingdom.
- Radicalisation: the process by which a person changes their perception and beliefs due to exposure to an extremist influence (which may be online, publication or one to one direct contact) to become more extremist in nature which may result in extremist actions.
- Domestic extremism: the activity of individuals or groups conducting criminal acts of direct action to further their protest campaign. This term covers the conduct of groups involved including the extreme right wing and animal rights extremists.

Achieve Training recognise the risks presented by extremist ideologies such as extreme Islamist, right wing and increasingly left wing and single-issue threats. This policy defines the approach taken by Achieve Training in response to its duties with respect to radicalisation and extremism

Relevant Legislation and Guidance:

- Counter-Terrorism and Security Act 2015

- Prevent Duty Guidance: for Further Education Institutions in England and Wales (updated April 2019)
- Guidance for further education providers on work-based learners and the Prevent statutory duty (Updated 12 May 2021)

Associated Policies and Procedures:

- Safeguarding Policy and Procedure 2021
- Acceptable Behaviour Policy 2021 (Achieve Training)
- Whistleblowing Policy & Procedure 2018
- Online Safety & Social Media Policy 2020
- Search and confiscation Policy (from Aug 2019)

1. POLICY STATEMENT

Achieve Training will work to protect and take action to protect all learners from extremist and violent views in the same way that we have undertaken to safeguard learners who come under our jurisdiction. This is made clear through the induction process as learners join Achieve Training and reinforced throughout learners' time with us through the implementation of a balanced Personal and Social Development and Wellbeing curriculum which includes:

- Prevent Awareness and British Values Sessions
- Cultural Awareness and Safeguarding Awareness Weeks
- External specialist speakers such as Community Cohesion, Fake News and Conspiracy Theories delivered by SOT Council Prevent Awareness Teams.

All staff members at Achieve Training who identify a concern through conversations, behaviour, appearance, or actions and will report these concerns to a member of the safeguarding team.

Achieve Trainings DSL and Prevent Single Point of Contact (SPOC) will lead any actions relating to Prevent/Safeguarding concerns as per Achieve Training's safeguarding procedure.

An external referral following a reported concern does not assume criminal activity has taken place. The Police will investigate and if there are security concerns, appropriate action will be taken including, where appropriate, guidance and support.

The Local Authority Prevent Lead and the Channel Coordinator will assess if the Channel route is the most appropriate and there will be a multi-agency Channel panel meeting to determine whether specialist support is needed and tailored support will be selected as appropriate for the individuals concerned.

This will be monitored through the Channel panel and other safeguarding professionals. There is close collaboration between Achieve Training and Stoke-on-

Trent Safeguarding Children's Board and the Local Authority Prevent Education Team. Continuous reviews will be completed, and at any time there is a repeat of concerns the assessment process will be restarted.

Pastoral care is given as a matter of course at Achieve Training and any person who has been identified as having any of the indicators noted will be supported throughout. This is standard practice throughout Achieve Training when any concerns relating to Safeguarding (including radicalisation and extremism) are reported or noted.

Incident Management

Any incident will be managed by the Prevent SPOC and Leadership Team with support from Marketing and Communication. Care will be taken to protect both individuals and Achieve Training.

Incidents and concerns will be recorded in the Achieve Training confidential electronic safeguarding record-keeping system. Information about concerns and reports will be reported at least annually (to the Leadership Team and Board).

Subcontractors

Before service delivery is contracted, we will ensure that subcontractors have a commitment to fulfil their duty of care in relation to the Prevent strategy and monitor their implementation of an appropriate policy with respect to Radicalisation and extremism. Subcontractors' arrangements around Radicalisation and extremism must at least meet the requirements of this policy. This will include a duty to report any issues/concerns to Achieve Training as well as the appropriate authority.

External Visitors

There is a robust system in place at Achieve Training to ensure that visitors are identified and where possible their credentials are known. Invitations are only extended to persons who have a professional interest in Achieve Training activities. Visitors will be briefed on arrival about how to report concerns about radicalisation or extremism.

Equality & Diversity

This policy has been considered against our Equality and Diversity Policy. HR will work with managers on an individual basis to ensure that training, coaching, advice and support is provided and are readily accessible to mitigate against potential direct or indirect discrimination.

2. RESPONSIBILITIES OF EMPLOYEES

- To be aware of the policy and to understand warning signs of radicalisation and extremism
- To develop leaners' understanding of risks related to radicalisation and extremism and know how to raise any issues or concerns
- To undertake periodic training with respect to Prevent agenda
- To report any prevent related concerns or suspicious activity as per Achieve's safeguarding procedures

3. RESPONSIBILITIES OF ACHIEVE TRAINING

- To identify a Prevent Single Point of Contact- this role is undertaken by the DSL/ Safeguarding Manager
- To ensure that resources are deployed to support the implementation of this policy and associated policies and procedures including the Safeguarding Policy 2021.
- To develop and maintain clear reporting protocols with key partners
- To provide relevant training to staff and learners regarding radicalisation and extremism. All staff will complete Prevent training at least every two years and gain updates through annual CPD briefings, awareness week activities and DSL Team meeting drop ins.
- To act on any concerns raised and act on this through appropriate and proportionate actions
- To monitor the implementation and effectiveness of this policy through periodic reports to the Executive and the Board
- To attend the local FE/HE Prevent network meetings to share best practice and approaches to safeguard stakeholders.
- To liaise with the DfE Regional Prevent Lead for FE/HE (Hifsa Haroon- Iqbal) where appropriate to do so.

4. MONITORING AND REVIEW

Prevent related concerns/incidents are reported on a monthly basis with other safeguarding concerns into the SMT forum and also to the Safeguarding Board Champion by the Head of Learner Wellbeing and Development.

This policy is subject to annual review or sooner in the event of legislation/ guidance changes.

Prevent related concerns along with other safeguarding concerns are reported to Board on a quarterly basis.

5. GLOSSARY OF TERMS AND/OR FURTHER READING

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases to then participate in terrorist groups.

Extremism is vocal or active opposition to the fundamental British Values.

Fundamental British Values – these are commonly held values in society and form part of the PSD/citizenship agenda they include democracy, the rule of law. individual liberty, mutual respect and tolerance.

Prevent - The purpose of Prevent is to stop people from becoming terrorists or supporting terrorism. This includes countering terrorist ideology and challenging those who promote it, supporting individuals who are especially vulnerable to becoming radicalized, and working with sectors and institutions where the risk of radicalization is assessed to be high.

Channel - a multi-agency approach which focuses 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 that risk
* developing the most appropriate support plan for the individuals concerned

Contest is the United Kingdom's counter-terrorism strategy. ... The aim of the strategy is "to reduce the risk to the UK and its interests overseas from terrorism, so that people can go about their lives freely and with confidence." There are four themes to the strategy:

* Pursue
* Prevent
* Protect
* Prepare

Useful Contacts:

Staffordshire Police Prevent Team contact details:

* Emergency:
  * Tel: 999
* Non-emergency:
  * Email: prevent@staffordshire.pnn.police.uk
  * Tel: 01785 232054
  * Tel (anon): 0800 789321

Appendix A – Potential Warning Signs of Radicalisation or Extremism

It should be noted that there are no 'typical' signs of radicalisation or extremism, and so it is not possible to provide a definitive list. However, the following may give an indication of a cause for concern that should be discussed with the appropriate designated Prevent staff.

- Identity Crisis
    - Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
- Personal Crisis
    - Family tensions; sense of isolation; adolescence; low self- esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
- Personal Circumstances
    - Migration; local community tensions; events affecting country 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/reintegration, previous involvement with criminal groups.

Access to extremist influences

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

Experiences, behaviours and influences

- 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 behaviour
- Verbal or written support of terrorist attacks
- 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 their immigration/national status

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature, stickers or graffiti
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour

Referral and Intervention Process

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the learner supports terrorism and/or extremism, must be reported to the designated Safeguarding/Prevent lead.