

PREVENT POLICY & PROCEDURE

1) Purpose

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our apprentices, staff and visitors. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for apprentices. We further recognise that if we fail to challenge extremist views we are failing to protect our apprentices from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

2) Definitions

- a) Ideology – a set of beliefs.
- b) Radicalisation – the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- c) Safeguarding – the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- d) Terrorism – an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- e) Vulnerability – describes factors and characteristics associated with being susceptible to radicalisation.
- f) Extremism – vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.
- g) British Values - are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

3) Principles

ETT has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to: (a) Stifle legitimate discussions, debate or apprentice engagement activities in the local community; or (b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

- a) Ensure an awareness of Prevent within ETT.
- b) Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism.
- c) Embed British Values into the delivery and ways of working.
- d) Recognise current practice which contributes to the Prevent agenda.
- e) Identify areas for improvement
- f) Understanding that Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.
- g) The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including training providers, and seeks to:
 - i) Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
 - ii) Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.

- iii) Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

4) Objectives

- a) ETT will:
 - i) follow any locally agreed procedure as set out by the Home Office and Local Authority and/or Local Authority Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation;
 - ii) maintain contact with the Prevent Regional HE/FE Co-ordinator;
 - iii) work to eradicate any myths and assumptions that can lead to some young people becoming alienated and disempowered;
 - iv) encourage its Learners to challenge or question any radical influences in all parts of their life;
 - v) encourage positive teaching both by our Training Officers, in-company mentors and our college partners to develop Learners in relation to behaviour and welfare topics. These will help build resilience to extremism and promote fundamental British values as part of each Learner's development;
 - vi) ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it;
 - vii) keep up-to-date with developments and good practice and keep our Prevent Policy under review.

5) Leadership and Values

- a) ETT will create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all apprentices, staff and visitors whilst promoting respect, equality and diversity and understanding. This will be achieved through:
 - i) Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
 - ii) Building staff and apprentice understanding of the issues and confidence to deal with them through staff training, discussions, and research.

6) Teaching and Learning

- a) ETT will provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of apprentices by undermining extremist ideology and supporting the learner voice. This will be achieved through:
 - i) Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum, company training plan and assessor visits.
 - ii) Promoting wider skills development such as social and emotional aspects of learning.
 - iii) Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.
 - iv) Working with colleges to ensure the curriculum includes Prevent and British values.
 - v) Encouraging discussion.

7) Apprentice Support

- a) ETT will ensure staff take preventative and responsive steps, working with our partner organisations including employers, colleges and subcontractors. This will be achieved through:
 - i) Regular and effective contact with our apprentices.
 - ii) Building meaningful relationships with apprentices that promotes openness and discussion, supporting them with problem solving and concerns
 - iii) Recognising factors that may increase risk to an apprentice, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
 - iv) Ensuring that apprentices are aware of and know how to access support.
 - v) Supporting 'at risk' apprentices through safeguarding and crime prevention processes.

8) Roles and responsibilities

- a) The Chief Executive is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented and that any concerns are shared with the relevant organisations, in order to minimise the risk of our apprentices becoming involved with terrorism.
- b) All staff have a responsibility to:
 - i) promote British Values, to create an environment of respect, equality and diversity and inclusion;
 - ii) attend Prevent training (part of Safeguarding Training) in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
 - iii) report any concerns around extremism or radicalisation via the safeguarding reporting channels;
 - iv) support the development of staff and apprentice understanding of the issues around extremism and radicalisation through activities such as training, awareness, and discussions.