



Independent Training & Education Consultants

Prevent Policy

Last Reviewed: June 2021

By:

**Directors: Susan Waters
Gerard Morrall**

Signed by:

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Date of next review September 2021 – (Guidance to be updated September 2021)

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Policy Statement

The Prevent strategy, published by the Government in 2011, is part of an overall counter-terrorism strategy, CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.

ITEC works with a diverse range of apprentices including young people from ethnically diverse and socially and economically disadvantaged areas. As a provider of learning and development it is crucial to be involved in the Prevent strategy.

Prevent Lead is Susan Waters, policy is available: <https://www.itec2016.com/gallery>

ITEC have a part to play in fostering shared values and promoting cohesion. This policy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate, and to listen and support the apprentice voice.
2. To break down segregation among different learner communities and by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all apprentices in playing a full and active role in wider engagement in society
3. To ensure apprentice are safe and that ITEC is free from bullying, harassment and discrimination.
4. To provide support for apprentices who may be at risk and provide appropriate sources of advice and guidance.
5. To ensure that apprentices and staff are aware of their roles and responsibilities in preventing violent extremism and to promote Prevent and Fundamental British Values in teaching and learning activity.

When implementing this policy ITEC will comply with the Prevent Duty guidance outlined in *'Keeping children safe in education (2020) Statutory guidance for schools and colleges'* from the Department of Education. <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2> (Guidance to be updated September 2021)

We will comply with the Revised Prevent duty guidance for England and Wales – updated April 2021 and:

- Maintain a risk assessment to understand the risks of radicalisation
- Ensure staff understand the risks and build the capabilities to deal with it
- Communicate and promote the importance of the duty; and
- Ensure staff implement the duty effectively.

This policy is reviewed and amended with feedback from staff, apprentices and stakeholders. This policy is promoted to:

- Staff during induction, through policy amendment and update, at relevant Prevent training events and it is kept in an accessible location on Teams.

- Apprentices during induction, through policy amendment and update, to support Prevent training activity and a copy emailed for reference. Apprentices are made aware of how to keep themselves safe and how to report a Prevent concern.
- Employers when an employer Commitment Statement is agreed, through policy amendment and update and a copy emailed for reference. Employers are made aware of how to keep apprentices safe and how to report a Prevent concern.

Organisation of the Policy

In order to achieve our five objectives, the Policy will concentrate on five areas:

Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all apprentices, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation and the promotion of British Values in teaching activity.
- Building staff and apprentice understanding of the issues and confidence to deal with them. Deepening engagement with local communities where practicable.
- Actively utilising police and other agencies where learning opportunity permits.

Staff Training

All staff at ITEC have completed training about the Prevent Duty. The Directors of ITEC have also completed Lead Safeguarding Training. All staff will complete annual updates on the Prevent Duty and complete the most relevant Home Office e-learning module:

- Prevent awareness e-learning - offers an introduction to the Prevent duty.
- Prevent referrals e-learning - supports staff to make Prevent referrals that are robust, informed and with good intention.
- Channel awareness e-learning - is aimed at staff who may be asked to contribute to or sit on a multi-agency Channel panel.

New staff will be introduced to the Prevent Risk assessment and undertake training identified by the Prevent Lead.

All staff will use the website Educate Against Hate <https://educateagainsthate.com/> which is a government website designed to support staff to help them safeguard their apprentices from radicalisation and extremism.

Staff will use authorised resources such as <https://www.saferinternet.org.uk/> to raise awareness of online radicalisation and safe internet use to apprentices.

The Prevent Lead will keep abreast of Prevent updates, legislation and training and development opportunities and cascade this to all staff.

Teaching and Learning

Fundamental British Values - As part of the Prevent strategy ITEC promotes Fundamental British Values to reflect life in modern Britain.

These values are Democracy, Rule of Law, Respect and Tolerance, Individual Liberty.

Fundamental British Values underpin what it is to be a citizen in a modern and diverse Great Britain valuing our community and celebrating diversity of the UK.

Fundamental British Values are not exclusive to being British and are shared by other democratic countries as a way of creating an orderly society, where individual members can feel safe, valued and can contribute for the good of themselves and others.

ITEC will provide learning which promotes knowledge, skills and understanding to build the resilience of apprentices, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion.
- Promoting wider skills development such as social and emotional aspects of learning.
- Learning adapted to recognise local needs, challenge extremist narratives and promote universal rights.
- Encouraging active citizenship/participation and learner voice.
- Promoting British Values in all teaching and learning activity
- Providing awareness to apprentices of online radicalisation

Learner Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Identifying any apprentice support needs
- Listening to what is happening at ITEC and in the community.
- Challenging discriminatory behaviours and promoting British Values.
- Supporting at risk apprentices through safeguarding and Prevent processes.
- Identifying changes in behaviour of apprentices which may be an indicator of possible radicalisation.

Responsibility and Accountability

To ensure that risk is monitored and that ITEC is ready to deal appropriately with issues which arise. The directors will:

- Acknowledge our legal responsibility to fulfil the prevent duty statement
- Risk assess Prevent within the business.
- Have a named lead for Safeguarding and Prevent – Susan Waters

- Understand the nature of the threat from violent extremism and how this may impact directly or indirectly upon ITEC.
- Understand and manage potential risks at ITEC and from external influences. Responding appropriately to events in local, national or international news that may impact on apprentices and communities.
- Ensure measures are in place to minimise the potential for acts of violent extremist within ITEC.
- Ensure plans are in place to respond appropriately to a threat or incident within ITEC.
- Maintain Cyber Essentials Accreditation and work with our partner Phase 5 to Develop effective ICT security and responsible user policies.

The Designated Person for Prevent at ITEC is:

Susan Waters – Director

Tel. No. 07493436640 or 01226 107082, email susan.waters@itec2016.com

The Business Village@BIC, Innovation Way, Wilthorpe, Barnsley, South Yorkshire, S75 1JL

As lead for Prevent Susan's key duty is to take lead responsibility for ensuring that staff are aware of issues relating to the welfare of apprentices and ensure measures are in place to minimise the potential for acts of violent extremist within ITEC. Susan will ensure plans are in place to respond appropriately to a threat or incident within ITEC and refer any reported incidents to the relevant body below.

The Channel Panel and the Prevent referral process.

ITEC will follow the guidance regarding referral to the Channel Panel using the relevant link below:

<https://www.barnsley.gov.uk/media/18015/barnsley-prevent-and-channel-referral-guidance.pdf>

<https://www.sheffield.gov.uk/home/pollution-nuisance/prevent-counter-terrorism-strategy>

<https://www.manchestersafeguardingpartnership.co.uk/resource/prevent-radicalisation-extremism-resources-practitioners/>

Documents and Policies associated with this Policy.

Document	Number
Safeguarding Policy	ITEC Policy.08
Equality, Diversity and Inclusion Policy	ITEC.Policy.10
Bullying and Harassment Policy	ITEC.Policy.17
Health, Safety and Well-Being Policy	DOC.HS.01
Learner Handbook	DOC.LJ.01
Prevent Risk Assessment	Prevent 15a