



PREVENT POLICY

Created by: Catherine Storer

Position: Managing Director

Signature: 

Date: 01/09/2016

Authorised by: Catherine Storer

Position: Managing Director

Signature: 

Date: 01/09/2016

I. Introduction and Context

Prevent is a strand of the Government's counter terrorism strategy. The UK faces a range of terrorist threats. Threats are not limited to the threat from religious extremists and we therefore need to be mindful of all potential threats to which our learners are exposed. All terrorist groups who pose a threat to us seek to recruit and radicalise individuals to their cause. Nationally Prevent seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote those views.
- Provide practical help and support to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including the education sectors, criminal justice, faith groups, the internet and health service.

The UK has a system of threat levels which represents the likelihood of an attack in the near future. The five levels are:

- Critical – an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely.

The current threat level within the UK is determined as Severe.

The Government's Counter Terrorism and Security Act places certain duties on further and higher education institutions in relation to the prevention of radicalisation and extremism. This policy seeks to ensure that Essential Site Skills meets the expectations of this legislation.

Essential Site Skills are a training provider for aged 19+ learners, who are particularly vulnerable to radicalisation. We have an integral part to play in fostering a set of shared 'British values' and promoting community cohesion.

The government's own definition of extremism as contained within the Prevent strategy will be the definition used within this policy and 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. We also include in our definition of extremism calls for the death of members of our armed forces.



2. Aims of the Prevent Policy

This policy has the following aims:

1. To promote and reinforce a set of shared values, founded on tolerance and respect for others.
2. To create a safe space for free and open debate.
3. To promote a sense of community cohesion both within the organisation and within its wider external community.
4. To ensure that learners are safe and that we create an environment that is free from bullying, harassment and discrimination.
5. To support learners who may be at risk from radicalisation and to be able to signpost them to further external sources of support where appropriate.
6. To ensure that staff are aware of their responsibilities under this policy and are able to recognise and respond to vulnerable learners.

This policy should be read in conjunction with the Essential Site Skills safeguarding policy and procedures and the equality and diversity policy.

3. Defining British Values

British values are defined by the Government as:

“democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different backgrounds, characteristics, beliefs and faiths”

4. Managing risks and responding to events

Embedding values within Essential Site Skills

Equality and Diversity, the values of respect and tolerance will be embedded within teaching and learning sessions. Trainers/Assessors will be empowered to encourage open and safe debate with support from specialist referral agencies where this is deemed necessary.

Coordination and overall responsibilities

The designated safeguarding person for Essential Site Skills will have overall responsibility for the coordination of Prevent activity. This role will be supported by the Directors of the company.

Partnership and working with other agencies

Essential site Skills will foster good working relationships with other agencies including the local authority, police and regional Prevent coordinator. Essential Site skills will share information with external agencies as appropriate to safeguard students.

Risk assessment

Essential Site Skills will undertake a prevent risk assessment (attached to this policy at appendix I) this risk assessment and subsequent action plan will be reviewed on a quarterly basis by the Safeguarding officer who will oversee responsibility for prevent activities within Essential Site Skills.



Staff training

All members of staff are required to undertake safeguarding training; this will be extended to include the prevention of radicalisation and extremism awareness training. Training will enable staff to identify and understand the factors that make people vulnerable to being drawn into extremism and the knowledge of Essential Site Skills processes and procedures to report concerns. This will form a mandatory element of staff training.

The distribution of leaflets and other literature within Essential Site Skills

Prior to any literature being distributed within Essential Site Skills from external agencies or by learners when this literature is not related to their programme of study, the permission of the Safeguarding Officer or in her absence the Managing Director should be sought.

Speakers and events within Essential Site Skills

Essential Site Skills welcomes and actively encourages guest speakers and external agencies as a powerful mechanism to enrich the learning and wider learning experience. However, Essential Site Skills will refuse entry to those speakers whose values are contrary to the Essential Site Skills own and who may be wishing to engage with Essential Site Skills as a mechanism to promote extremist views.

If staff are unsure about the validity of speakers or organisations advice should be sought from the designated safeguarding person.

External agencies wishing to hold an event at Essential Site skills premises should provide at least a month's notice and be willing to share an outline of the event and presentational content prior to the event.

Further advice and procedures for the management of events and speakers is contained within the speakers and events policy.

Online safety

Essential Site Skills employs web filtering intended to stop learners and staff accessing inappropriate material whilst on Essential Site Skills premises. This is encapsulated in the Essential Site skills IT policy and breaches of the policy will be dealt with in accordance with the staff and student disciplinary procedures. Essential Site Skills will continue to promote online safety and educate learners about safe and responsible internet use.

Reporting concerns about vulnerable learners

Concerns specifically related to learners who may be vulnerable to radicalisation should be reported using Essential Site Skills safeguarding procedures.

Making a referral to Channel or other agencies

The designated safeguarding person or the prevent lead will make a decision as to whether concerns should be raised with an external agency. The designated safeguarding person for



Essential Site Skills may decide to call a special meeting of the exceptional needs panel to discuss concerns, make a referral to Channel and monitor issues.

5. Responsibilities

All staff

Are responsible for undertaking training on preventing radicalisation and extremism, for making themselves aware of the procedures contained within this document and for promoting fundamental British values as part of their day to day activity.

Board of Directors

The Board of Directors have oversight responsibility for Essential Site Skills response to prevent duties. They will monitor and review prevent procedures on at least a quarterly basis and have oversight responsibility for the promotion of British values and how these values are embedded as part of Essential Site Skills teaching and learning sessions.

Designated safeguarding officer – Managing Director

Has overall strategic responsibility for the implementation of this policy and for reporting concerns to external agencies as appropriate.