

Prevent policy

Introduction

The Government's strategy for countering terrorism CONTEST strategy is split into 4 areas: Pursue, Protect, Prepare and Prevent. All training institutions have to comply with the Prevent Duty under the Counter Terrorism Act 2015.

The Prevent strategic objective is to stop people from becoming or supporting terrorists or radicalisation and challenge all forms of terrorism, including the influence from far right extremist groups. The Prevent duty is to protect people from all streams of extremist activity and not solely aimed at one specific group.

The Prevent strategy has 3 key objectives and 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
- Work with sectors and institutions where there is a risk of radicalisation which we need to address

Within the Home Office Prevent Duty guidance document, it sets out very clear expectations and responsibilities of board members, leaders, managers and staff. Some of these are detailed below

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“We expect active engagement from boards, managers, leaders and staff with other partners including the police and regional Prevent coordinators”

“We expect institutions to demonstrate that they undertake appropriate training and development for boards, leaders, managers and staff”

“Where Ofsted finds a publicly funded provider inadequate, action will be taken. In the case of private training providers this is likely to result in their contract being terminated”.

Prevent is part of safeguarding learners and we have a duty to safeguard all our learners from all aspects of abuse, exploitation and radicalisation. Implementing the Prevent Duty can be a sensitive issue for some learners and communities and it is important to reiterate this is not about spying on learners or staff or about stopping conversations on controversial or sensitive topics. The Prevent Duty is intended to safeguard providers, learners and staff from being exposed to exploitation or radicalisation and to support the discussion and understanding of complex and controversial issues.

Manatec will provide all staff with the support they need to implement the Prevent Duty. This will include annual safeguarding and Prevent health checks and risk assessments, arranging training, awareness sessions for staff and management, developing teaching and support materials, sharing good practice from the sector and ensuring communication is frequent and open.

Responsibilities

Board of Directors responsibilities under the Prevent Duty –

- Actively engage with partners, including the police and Prevent coordinators
- Undertake appropriate training and development in Prevent Duty
- Nominate a Prevent board member who will oversee the duty and safeguarding
- Exemplify British Values in their conduct
- Be aware that inspection of the Prevent Duty by Ofsted will be judged as part of safeguarding which is included in the leadership and management grade. Implementation and practice of the Prevent Duty will be a limiting grade for a provider.
- Set the providers strategy for Prevent
- Must comply with the requirements of the Equalities Act 2010 in ensuring that their organisation challenges discrimination and expects learners to comply with this legislation also

- Must ensure that providers challenge racism, Islamophobia, tackle hate and prejudice based bullying, harassment and intimidation as part of their commitment to exemplification of British Values
- Need to appreciate the sensitivity of the subject and the need to approach the issues carefully with all learners and communities
- Responsible for ensuring that the Duty and its requirements are communicated to all levels of the organisation – management, teaching staff, support staff, volunteers and learners

Leaders and Managers also have responsibilities under the Prevent Duty. They must ensure:

- They have active engagement with local partners and support groups and regular contact with Prevent Coordinators
- Clear, visible policies and procedures for managing whistle-blowing and complaints
- Policies are in place for learners using IT equipment safely, legally and securely
- Prevent compliments the organisations safeguarding and equality acts and covers welfare and safety of learners and staff
- A risk assessment is carried out to address the organisations implementation of Prevent
- Robust procedures for managing subcontractors and their awareness and implementation of Prevent
- Appropriate training of all staff in Prevent
- Staff exemplify British Values in their management, teaching and through general behaviours in the organisation
- That opportunities within curriculum are used to promote British Values to learners
- Robust procedures for sharing information internally and externally about vulnerable individuals
- Have clear Prevent referral process with single point of contacts which are known to all staff and learners
- Pastoral care is at the heart of the provision and sufficient pastoral care is available to all learners who are vulnerable or being exploited

Prevent and British Values

To comply with the Prevent Duty, Manatec is expected to exemplify British Values in their management, teaching practice and general behaviours.

British Values are defined as –

- Rule of Law
- Individual Liberty
- Mutual respect and tolerance of those from other backgrounds, religions, beliefs
- Democracy
- Compliance with the Equality Act and those protected by it

The protected characteristics in the Equality Act are –

- Age
- Gender reassignment
- Disability
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Staff will be expected to understand and embed British Values into all learning, to ensure learners are aware of them, can evidence and exemplify them and understand what it means to be a successful learner and take part in life and Britain today.

Learners will also be required to understand how to keep themselves protected from risks associated with radicalisation, extremism, forms of abuse, grooming, bullying and staying safe online.

Training providers are also expected to work with employers to ensure learners are not exposed to risks associated with any of the above and adequate awareness of Prevent and British Values has taken place with workplace mentors, line managers or HR.

Manatec have an open culture which allows freedom of speech and exploration of issues that affect learners locally, nationally and internationally and operate a safe place for learners to communicate, but provide challenges where views or discussions become offensive, extreme or upsetting to others.

Possible signs of abuse

Manatec and their staff have a legal duty of care for all learners they work with. Part of this duty of care is to report cases of suspected abuse. If any member of staff has concerns over a learner they work with, they must report this to the Safeguarding Lead-Claire Elmugadam on 07808 770261

Staff may become aware of potential abuse in three main ways –

- They may observe signs in a learner that lead to a suspicion of a form of abuse
- The learners themselves may disclose that they have been abused
- A whistle-blowing claim may be made about a learner by someone who may suspect a form of abuse

Exploitation / Radicalisation –

- Unexplained absences from work or class
- Appearing with unexplained gifts or new possessions
- New friends that are older
- Mood swings or changes in emotional well being
- Drug or alcohol misuse
- Individuals' views becoming increasingly extreme
- Becoming increasingly intolerant
- Expresses desire / intent to take part in extremist activity
- Downloading, researching or viewing extremist propaganda
- Withdrawn and focused on only one ideology
- Changes in appearance, personality and becoming isolated from friends, family and local community (This needs to be addressed sensitively as it could have various explanations and could happen at different times during the year / religious celebrations)

You **MUST**:

- Listen carefully to what is said
- Take what is said seriously and accept what is told
- respect learners rights to privacy and encourage them to feel comfortable enough to report attitudes or behaviours they do not like
- Act with discretion with regard to their personal situations and relationships.
- Be aware of the procedures for reporting concerns or incidents and familiarise themselves with the contact details of the safeguarding lead
- Make your safeguarding lead aware of any inappropriate affection or attention from a learner to you
- Report any concerns relating to the welfare of the learner to your safeguarding lead

- Write down as soon as you can exactly what has been said – do not add in anything extra and use only the words used by the learner
- Tell the learner you must pass the information on but only to those who need to know and tell them who these people are
- Inform your safeguarding lead as soon as possible

Challenging extremism

If learners make comments which could be regarded as extremist, staff should encourage the students:

- To think critically
- To consider whether the evidence they have is accurate and full
- To consider whether they have received a partial and/or unsustainable interpretation of evidence.
- To consider alternative interpretations and views

Staff should use opportunities to challenge extremist narratives through discussion with learners. If staff do not feel confident in challenging extremist ideas with their learners, they should ask for support from the Safeguarding lead.

Prevent Contacts –

Confidential Anti-terrorism hotline – 0800 789 321

<https://www.ltai.info/>

<https://educateagainsthate.com/>

<https://openyoureyes.net/>

<https://www.humberside.police.uk/terrorism>

email: prevent@humberside.pnn.police.uk

<http://www.safernel.co.uk/prevent/>

NE Lincs Adult Safeguarding Board- SABenquires@nelincs.gov.uk

Humberside Prevent Team

South bank 101 ext. 1879 / 4661 / 3750

North Bank 101 ext. 3751

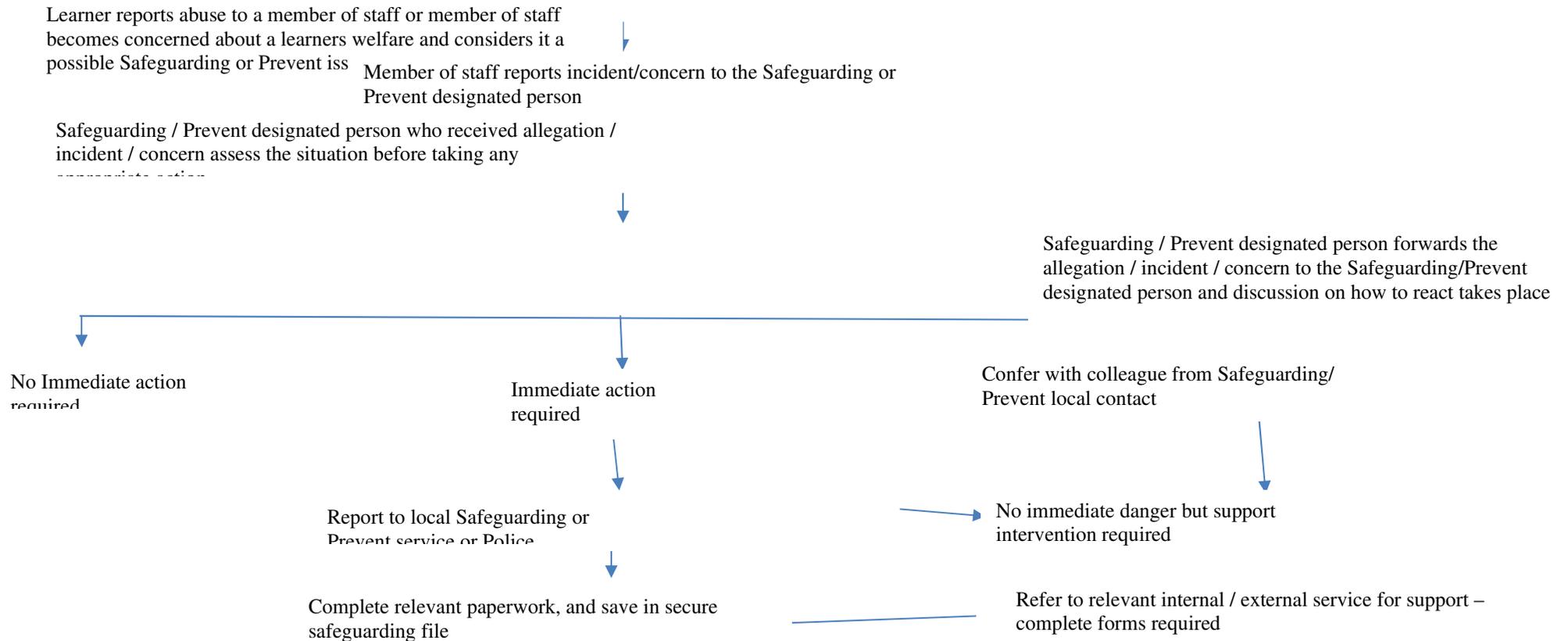
Prevent Lead (Northbank): 01482 220751 / 07814397408

Prevent Lead (Southbank): 01472 204579 / 01724 244661 / 07944466733

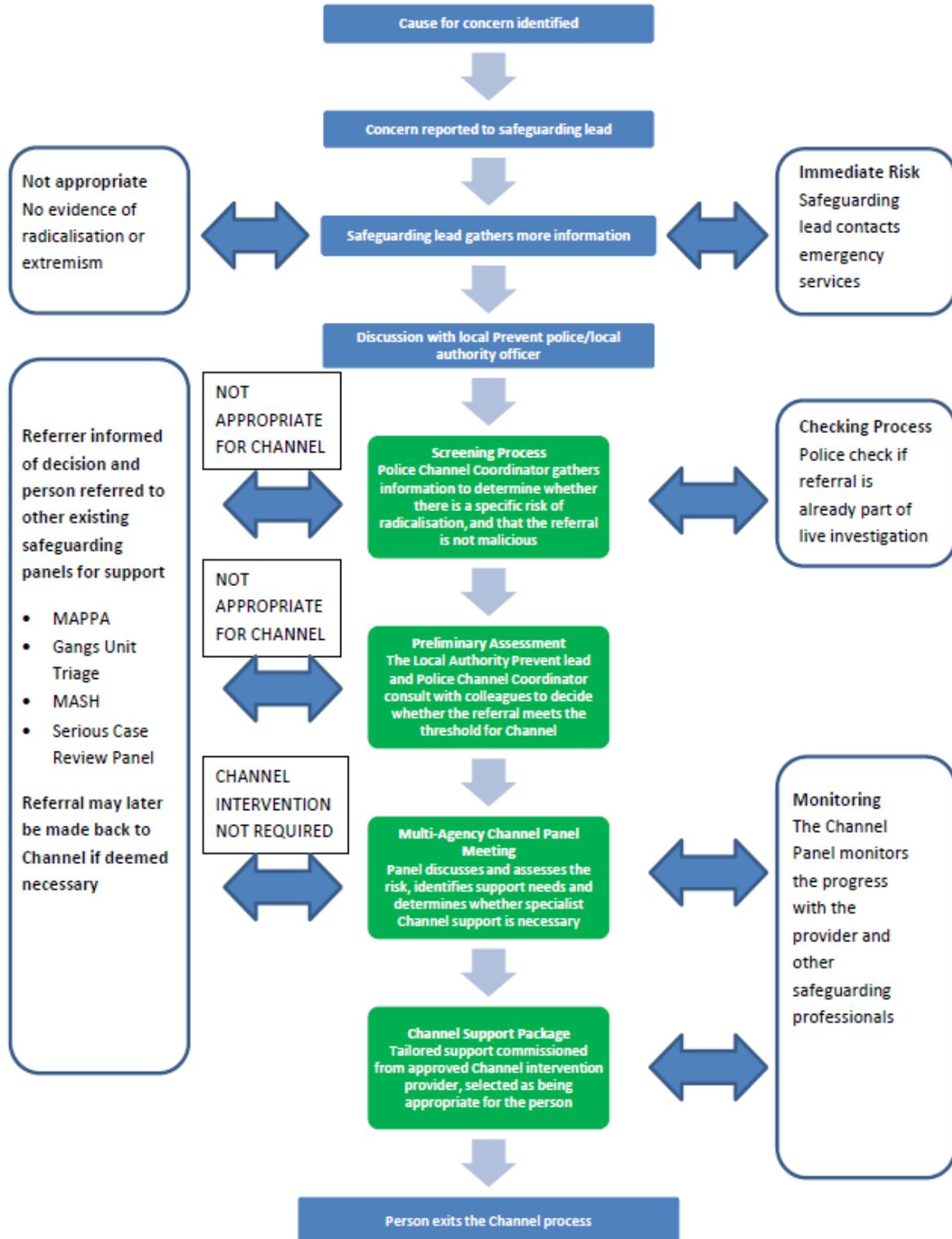
Channel Coordinator: 01482 220750 / 07525232666

<mailto:MBarratt@wakefield.gov.uk>

Procedure Flowcharts – The following flowcharts detail the procedures for reporting a Safeguarding / Prevent incident and the Channel process



The Channel Process within FE Colleges





The seven golden rules to sharing information

(Information sharing-Advice for practitioners providing safeguarding services to children, young people, parents and carers)

1. Remember that the Data Protection Act 1998 and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely (see principles).
7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Referral and Intervention Process

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that Learners/Colleagues supports terrorism and/or extremism, must be reported to the named designated person at Manatec, who is Claire Elmugadam 07808 770261 or 01472 344144 as soon as possible.

Name: Roger Dixon
Title: Managing Director

Signed:

Date: April 2020
Review Date: April 2021