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# PREVENT POLICY

**Cross reference the Safeguarding Policy**

## **Background**

Under the Counter-Terrorism and Security Act 2015, the business is under a duty to have due regard to the need to prevent people from being drawn into terrorism. This is known as the 'Prevent Duty'

The business is committed to ensuring that it remains a safe, nurturing and inclusive environment for teaching and learning. It is in this context that the business will seek to meet its obligations under the Prevent Duty; to ensure that vulnerable individuals within the business community are safeguarded from being drawn into terrorism.

The business has taken a risk-based approach to put appropriate observational measures in place at a teaching level to ensure that the risks of learners being radicalised are minimised, whilst at the same time balancing its other legal duties, including promoting equality and diversity across the business. This policy forms part of that approach.

## **Scope of Policy**

This policy applies to all staff and learners at the business and is designed to help you understand the responsibilities around the business's Prevent Duty, what to do if you think that someone is at risk of being drawn into terrorism and who to contact to get help if you are worried or unsure about anything.

## **Definitions**

For the purposes of this policy, the statutory definition of "terrorism" should be applied where that term is used. That definition is taken from the Terrorism Act 2003, which defines terrorism as "the use or threat of action which involves serious damage to property; or endangers a person's life; or creates a serious risk to the health and safety of the public or a section of the public; or is designed seriously to interfere with or disrupt an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, racial or ideological cause."

The statutory Prevent Duty Guidance defines "extremism" as "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 and calls for the death of members of our armed forces, whether in this country or overseas". Where the term "extremism" is used in this policy, it should be read and understood in the context of this definition.

## **Training & Awareness**

All staff must undertake Prevent Duty training appropriate to their role, as directed by their line manager/Director. Training is mandatory and is completed during induction and regularly reviewed as part of our ongoing programme of Continued Professional Development.

Learners receive training on Prevent during induction and are made aware of procedures for reporting concerns and how to contact the Designated Safeguarding Officer.

## Referral

Any learner or member of staff may identify concerns about an individual potentially being drawn into violent extremism or terrorism based on information received or behaviour observed.

Where any such concerns are identified, you should refer to the Designated Safeguarding Officer of the company. It is important that this is done in a secure and confidential way. However, if there is a threat to life, or you believe an individual to be in serious, immediate danger you should call 999.

Remember - you may develop close working relationships with individuals or may become privy to behaviour or information of which other staff or students are not aware. It is not your responsibility to determine whether there is a genuine risk or to challenge the individual about your concerns. What is important is to refer any concerns under this process. Guidance is clear that there is no single way to identify who is likely to be vulnerable to being drawn into terrorism.

Following receipt of a referral, the next stage would be for the appropriate members of staff to carry out a review of the concerns raised; the purpose of such a review would be to clarify the concerns and any relevant circumstances surrounding the same. In all cases the review will be led by the Safeguarding Officer.

A decision will be made about the next stage based on the outcome of the review. There are three likely outcomes:

(a) No further action is required under this policy. In this case a confidential record of the case will be kept by the Designated Safeguarding Officer.

(b) An external referral is required. Depending on the nature of the concern, there are two routes available:

(i) Referral to the Police if there is evidence to suggest that a criminal act may be committed or has been committed: or

(ii) Referral to the funding provider or to the Regional Prevent Co-Ordinator

A confidential record of all external referrals made under this policy will be kept. In reaching any decision about external referral, the business will have regard to its obligations under General Data Protection Regulations. Concerns will only be shared externally where there is a clear and compelling evidence of a requirement to do so and escalated where appropriate.