



Prevent Policy

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Section 1: Definitions and Descriptions

1. What is the Prevent Strategy?

Prevent is part of a UK Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- Provide practical help 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 needs to be addressed, including education, criminal justice, faith, charities, the internet and health
- Safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities
- Emphasise frontline staff responsibilities to report any instances where they think they have identified a Safeguarding issue to their Safeguarding Lead.

The PREVENT duty, requires the Education sector to have "due regard to the need to prevent people from being drawn into terrorism", supporting terrorism or being drawn into non-violent extremism. This is extended to employers when working with apprentices.

2. What is the Counterterrorism and Security Act?

Sect 26 CTS Act places a duty on certain bodies (specified authorities – listed in Schedule 6) to have “due regard to the need to prevent people from being drawn into terrorism”.

Guidance is issued under Section 29 of the Act:

- 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 are risks of radicalization that we need to address.

3. What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- PREVENT - to stop people becoming terrorists or supporting violent extremism
- PURSUE - to stop terrorist attacks through disruption, investigation, and detection
- PREPARE - where an attack cannot be stopped, to mitigate its impact
- PROTECT - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places.

4. What is Extremism?

The Government has defined 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". This also includes calls for the death of members of the British armed forces.

5. What is Terrorism?

An action that endangers or causes serious violence to a person/people, causes serious damage to property, or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

6. What is radicalisation?

People can be drawn into violence, or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of several factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioral changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology.

7. What is Channel?

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalization or personal vulnerabilities.

Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals. If the group feels the person would be suitable for Channel, it aims to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support.

Section 2: How will Genius fulfil the Prevent Duty?

The Prevent Strategy has five key objectives:

- To promote and reinforce shared values; to create space for free and open debate, and to listen and support the learner's voice.
- To break down segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners in playing a full and active role in wider engagement in society
- To ensure learner safety and that Genius People is free from bullying, harassment, and discrimination
- To provide support for learners who may be at risk and appropriate sources of advice and guidance
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism.

To achieve these objectives, the Genius implementation strategy will concentrate on four key areas:

- Leadership and values
- Teaching and Learning
- Staff Support
- Managing Risks and Responding to Events

Our activities related to these key areas are detailed below.

8. Leadership and Values

Our expectation is that all employers with whom we work have a shared ethos to keeping apprentices safe. This policy can be viewed on our website. We will create a working and learning culture that role models the core values of shared responsibility and wellbeing for all learners, staff and visitors. We will actively promote respect, equality and diversity in all our activities. This will be achieved by:

- Developing Prevent awareness amongst those involved in the recruitment process, with consideration given to a level of input required to meet the needs of their role
- Promoting and securing commitment to the policy from our employees, clients, and learners during contracting and induction processes
- Addressing inherent risks through a robust process to ensure potential issues are identified and action taken
- Promoting the core values of respect, equality and diversity, democratic society, learner voice and participation throughout our marketing, sales, contracting and delivery activities
- Building staff and learner understanding of the issues and confidence to deal with them appropriately with systems for the early identification, recording and flagging
- Deepening our engagement with local community networks to understand the specific issues that they face
- Actively working with local schools, local authorities, the police, and other agencies to deliver a multi-disciplinary, networked approach.

9. Teaching and Learning

We will provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners, by undermining extremist ideology and supporting the learner's voice. This will be achieved by:

- Identifying the specific needs of each learner and organisation that we work with and planning our approaches to address their specific needs
- Embedding equality, diversity and inclusion, wellbeing, and community cohesion in the design and delivery of our interactive learning workshops and 1:1 meetings
- Discussing and documenting wellbeing and safeguarding issues during regular 1:1 coaching and progress review meetings with learners
- Educating our learners about the support available, including safeguarding contacts, during our induction processes
- Promoting wider skills development throughout our programmes, e.g., the social and emotional aspects of learning
- Adapting our curriculum to recognise local needs, challenge extremist narratives, and promote universal rights
- Encouraging active citizenship, participation, and the learner's voice in all we do
- Embedding British Values Policy into the curriculum and learning journey.

10. Staff Support

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

- Providing mandatory annual compliance training for all staff with CPD to ensure understanding of how to identify issues
- Establishing strong and effective learner support services with relevant suppliers
- Listening to what is happening at Genius People and the community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping learners and staff know how to access support at Genius People and or through community partners
- Supporting at-risk learners through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all learners
- Providing regular updates and newsletters by email to keep staff up to date with current issues and thinking
- Encouraging staff to identify and discuss relevant issues at regular team meetings to agree actions and any internal and external support required.

11. Managing Risks and Responding to Events

We will ensure that Genius People monitors risks and is ready to deal appropriately with issues which arise. This will be achieved by:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on us
- Understanding and managing potential risks within the company
- Receiving and cascading training about relevant external influences
- Responding appropriately to events in local, national, or international news that may impact on learners and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within Genius People, e.g., Safeguarding and Prevent risk assessment
- Ensuring plans are in place to respond appropriately to a threat or incident within the company
- Embedding effective ICT security and responsible user policies.

Section 3: Processes for Staff

12. What are my responsibilities as a Genius staff member?

All delivery and administrative employees have a legal responsibility under the Prevent Duty to make sure that you:

- have undertaken training in the Prevent Duty that has been identified by your manager during induction and ongoing training.
- are aware of when it is appropriate to refer concerns about learners to the Designated Safeguarding Lead or the Deputy Safeguarding Lead (their names can be found on the last page of this policy).
- exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" in all your workplace practices and behaviours.

13. What do I do if I am worried about the radicalisation of a learner or member of staff?

If you believe that someone is vulnerable to being exploited or radicalised, contact the Designated Safeguarding Lead (or the Deputy) by email or telephone as soon as possible to explain the situation and seek their advice. Try to provide as much information as possible at this point to help to make an informed decision.

You may be asked to monitor the situation you have reported to gain a better understanding of what is happening.

If action is required, the Designated Safeguarding Lead (or the Deputy) will deal directly with the situation, alerting government agencies to ensure a swift response and necessary support for the named person should this be deemed necessary. They can raise concerns to Channel if appropriate.

Channel interventions

Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment, or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their circumstances.

A person will always be informed first if it is felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

Anyone can make a referral. Referrals come from a wide range of partners including education, health, youth offending teams, police, and social services.

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary.

You will be kept informed at all stages to ensure that your actions and approaches related to exploitation or radicalisation are consistent with others involved in addressing the situation.

14. What other resources might I find helpful?

UK Government Prevent e-learning

<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>

Home Office Prevent & Channel Fact Sheet 19th December 2019

<https://homeofficemedia.blog.gov.uk/2019/12/19/prevent-and-channel-factsheet/>

Counter Terrorism and Security Bill

<https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

Prevent Duty Guidance

<https://www.gov.uk/government/publications/prevent-duty-guidance>

15. National Contacts

National Confidential Anti-Terrorist Hotline	0800 789 321
Police	In an emergency, always dial 999 To contact the Prevent Team phone 101, Extension 3397

16. Local Agencies FE/HE Prevent Co-ordinators

North West Contact: Nigel Lund Email: nigel.lund@education.gov.uk Telephone: 07384 452 146	West Midlands Contact: Hifsa Haroon Iqbal Email: Hifsa.haroon-iqbal@education.gov.uk Telephone: 07785 654 148
East Midlands Contact: Sam Slack Email: sam.slack@education.gov.uk Telephone: 07384 452 156	North East Chris Sybenga Email: 07384 456640 chris.sybenga@education.gov.uk Telephone: 07384 452 156
Eastern England Contact: Dave Layton-Scott Email: david.layton-scott@education.gov.uk Telephone: 07384 452 155	South East Contact: Alamgir Sheriyar Email: alamgir.sheriyar@education.gov.uk Telephone: 07468 714 372
South West Contact: Salam Katbi Email: salam.katbi@education.gov.uk Telephone: 078240083307	London Contact: Jennie Fisher Email: jennie.fisher@education.gov.uk Telephone: 07880 469 588

17. Genius Team

Designated Safeguarding Lead: jjackson@geniuspeople.co.uk
Judith Jackson 07464 497 773 or 0141 280 0265

Deputy Safeguarding Lead: jmcewan@geniuspeople.co.uk
Jennifer McEwan 07876 578 281 or 0141 2800265

National Confidential Anti-Terrorist 0800 789 321
Hotline

Police

In an emergency, always dial 999

To contact the Prevent Team phone 101, Extension
3397

18. Associated Policies

British Values Policy

Health and Safety Policy

Safeguarding Policy

Whistleblowing Policy

Policy Document Owner: Judith Jackson

Senior Manager Jennifer McEwan (Director)

Signed: *Jennifer McEwan*

Date: 23/02/2022