



# Prevent Policy

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## Policy Statement

Staff Power Group policy approach is to minimise the risks of radicalisation of its employees, apprentices and learners. Our policy informs our response to safeguarding concerns for those people who may be vulnerable to the messages of extremism, with respect to the safeguarding of its learners and staff under the Prevent Duty. As an education and training provider Staff Power Group has a statutory duty to prevent people being drawn into terrorism under the Counterterrorism and Security Act (2015).

**Signed:**

Lee Johnston, Head of Operations.

## Introduction and context

Prevent is part of a 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.

A system to determine the threat level has been created 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 from international terrorism in the UK is can be found using the provided link <https://www.mi5.gov.uk/threat-levels>

Training Providers are major providers of education to the 16 – 25-year age group, particularly young people from ethnically diverse and socially and economically disadvantaged areas. The age and profile of our learners make it crucial to be involved in the Prevent strategy. Staff Power Group has a part to play in fostering shared values and promoting cohesion. Staff Power Group should focus on the risks of violent extremism, which represents the greatest threat at the national level while recognising that other forms of violence and extremism can and do manifest themselves within Staff Power Group and other training settings.

## Our prevent strategy

This strategy 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 learner's voice.
2. To break down segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all students in playing a full and active role in wider engagement in society.
3. To ensure student safety and that Staff Power Group is free from bullying, harassment and discrimination.
4. To provide support for students who may be at risk and appropriate sources of advice and guidance.
5. To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives, the strategy will concentrate on four areas;

#### Leadership & Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all students, 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.
- Building staff and student understanding of the issues and confidence to deal with them.
- Deepening engagement with local communities.
- Actively working with local schools, local authorities, police and other agencies.

#### Teaching and Learning

To 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 through:

- Embedding equality, diversity and inclusion, wellbeing and community, Prevent and Radicalisation.
- Promoting wider skill development such as social and emotional aspects of learning.
- Encouraging active citizenship/participation and learner's voice.
- Promoting fundamental British Values.
- Culture of openness within our delivery and team and the opportunity for learners to explore what this means to them.

#### 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:

- Establishing strong and effective student support services.
- Listening to what is happening at Staff Power Group and the community.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Helping learners and staff know how to access support at Staff Power Group and or through community partners.
- Supporting at-risk learners through safeguarding and crime prevention processes.
- Focussing on narrowing the attainment gap for all students.
- Embedded within lessons and discussed at learner and staff monthly reviews.
- All employers are to undertake Prevent training to ensure further support for learners.
- Learners follow E-Safety policy in regard to staying safe online.

#### Managing Risks & Responding to Events

- To ensure that Staff Power Group monitors risks and is ready to deal appropriately with issues which arise. It will do this through:
- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on Staff Power Group.
- Understanding and managing potential risks within Staff Power Group and from external influences.
- Responding appropriately to events in local, national or international news that may impact on students and communities.

- Ensuring measures are in place to minimise the potential for acts of violent extremism within Staff Power Group i.e.' Engaging Young People, Building Resilience 'Prevent' funded Project.
- Ensuring plans are in place to respond appropriately to a threat or incident within Staff Power Group.
- Developing effective ICT security and responsible user policies.

## What do I do if I am worried about the radicalisation of a learner?

In the first instance any concern must be reported through Staff Power Group safeguarding procedure using the Raise a Prevent Concern form. A decision will be made if the incident will be referred to the Channel Panel by the Designated Safeguarding and Prevent Lead. Each local area has a Channel Panel, which is an operational partnership established to respond to these types of concerns. Under the Prevent duty, Staff Power Group staff can make a referral to the Channel Panel. 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. Confidential Anti-Terrorist Hotline 0800 789 321. In an emergency, always dial 999.

## Freedom of Speech

Staff Power Group recognises that Freedom of Speech is an important part of academic life and it will strive to ensure that it promotes freedom of speech for its learners, staff, stakeholders and visitors.

Staff Power Group affirms its commitment to the fundamental rights of freedom of speech and expression; and academic freedom so far as that is reasonably practical within the realms of the law. Staff Power Group has a duty to maintain safety and good order on its premises and to ensure that the articulation of beliefs, points of view and opinion do not lead to the commission of an offence or otherwise constitute incitement to riot or incitement to discrimination of any of the protected characteristics<sup>1</sup> as defined under the Equality Act 2010.

## Related policies

- Fundamental British Values Policy
- Equality, Diversity and Inclusion Policy
- Bullying and Harassment Policy
- E-Safety Policy

## Policy review

This policy will be reviewed on an annual basis. Staff Power Group reserves the right to amend this policy, following consultation, where appropriate.

