



Prevent Duty Policy

Scope of policy: All Employees and Apprentices

Last Review date: Approved by:

Senior Leadership Team / Trustees February 2024

Next Review Date:

February 2025

Introduction

inspire+ is fully committed to safeguarding and promoting the welfare of all staff and apprentices we deliver to. As a charity we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At inspire+ all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

Aims and Principles

The main aims of this policy statement are to ensure that staff and apprentices are fully engaged in being vigilant about radicalisation and terrorism; that employees overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

The principle objectives are that:

- All staff and apprentices will have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All trustees and staff members will know what the charity policy is on Prevent will follow the policy when issues arise.
- Apprentices and employees are protected from radicalising influences.
- Apprentices and employees are resilient to extreme narratives.

All employees understand that they have a legal responsibility to fulfil the prevent following prevent duty statement:

The Prevent Duty Statement

The Prevent duty statement is to have due regard to the need to prevent people from being drawn into terrorism.

Prevent is one of the four elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

The Prevent Strategy:

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views.
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support.
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that need to be dealt with.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.

The Home Office works with local authorities, a wide range of government departments and community organisations to deliver the Prevent strategy. The police also play a significant role in Prevent, in much the same way as they do when taking a preventative approach to other crimes.

The Home Office uses a range of measures to challenge extremism in the UK, including:

1. Where necessary, preventing apologists for terrorism and extremism from travelling to this country.
2. Giving guidance to local authorities and institutions to understand the threat from extremism and the statutory powers available to them to challenge extremist speakers.
3. Funding a specialist police unit which works to remove online content that breaches terrorist legislation.
4. Supporting community-based campaigns and activity which can effectively rebut terrorist and extremist propaganda and offer alternative views to our most vulnerable target audiences - in this context they work with a range of civil society organisations.
5. Supporting people who are at risk of being drawn into terrorist activity through the Channel process, which involves several agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities.

Channel

This is the referral process and forms a key part of the Prevent Duty. The referral process is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism.

Definitions

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

Extremism is defined as the holding of extreme political or religious views.

Channel Contact Details

Lincolnshire

PC John Richardson, PREVENT Engagement Officer Lincolnshire Police

East Midlands Special Operations Unit – Special Branch

Tel: 01522 885350

Email: John.richardson@lincs.pnn.police.uk

Cambridgeshire

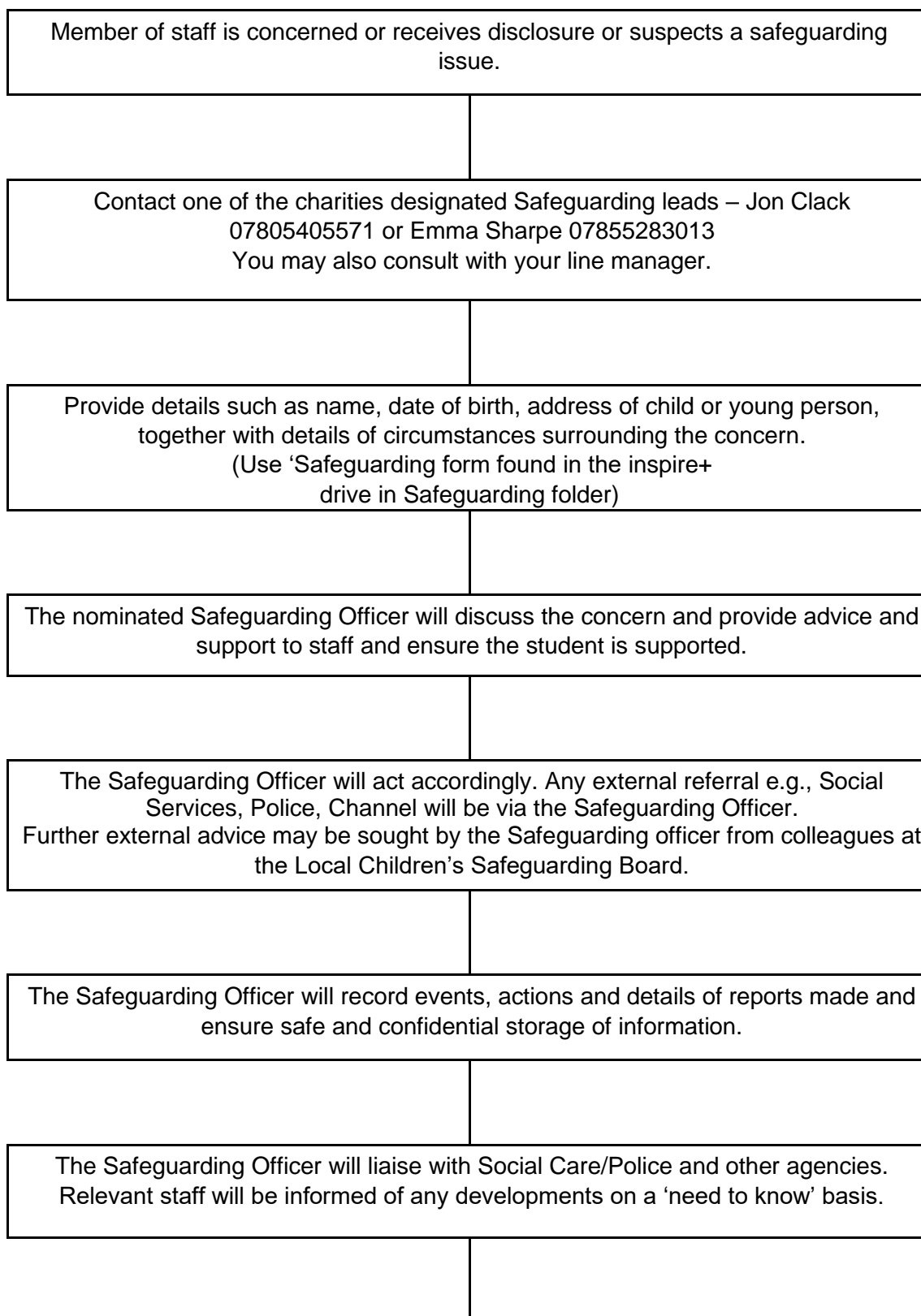
Sgt Paul Harris or PC Andy Penegar

Email: Prevent@cambs.pnn.police.uk

The Counter Terrorism & Security Act (2015):

1. This Act places a duty on specified authorities, including Further and Higher Education, to have due regard to the need to prevent people from being drawn into terrorism (the Prevent Duty).
2. The Charity is committed to supporting vulnerable students through its safeguarding policies and procedures and recognises that this can support the Charity's contribution to the Prevent duty.
3. The Charity has engaged positively with, and will continue to promote the value of, the Workshop to Raise Awareness of Prevent (WRAP) to ensure all staff have the skills and knowledge to refer any concerns appropriately. Referral for any issue concerning potential radicalisation to extremism should be managed as any other safeguarding referral.

Procedures flowchart for dealing with concerns, suspicions or disclosures of harm, abuse, risk of radicalisation or any other safeguarding concern.



The Safeguarding Officer will inform the Trustee with safeguarding responsibilities of referrals, issues and outcomes via Corporation reports.
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Early Warning Signs

When an employee or apprentice is being drawn into or attracted by an extremist ideology, it is likely that this will manifest itself in some way, i.e. there will be certain behaviours or changes in a person that are visible.

Employees are more likely to spot these behavioural differences because they have regular and continued contact with apprentices.

The following 'early warning signs' for employees and apprentices and have all been identified from Prevent referrals over the last few years:

- Accessing extremist material online, including through networking sites (e.g. Facebook, YouTube)
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Changes in behaviour and/or friendships
- Wearing clothing and/or logos that are indicative of an extremist group
- Voicing opinions drawn from extremist ideology or narrative
- Use of extremist or hate terms to exclude others or incite violence

If concerns have been raised about an apprentice, the staff member will contact Designated Safeguarding Leads. Concerns around a member They will make an assessment based on the information available. In extreme cases the case will be submitted to CHANNEL, a multiagency support mechanism that can assess more serious concerns and work with the child and their family to reduce any risks of harm.

Procedures for Referrals

It is important for staff members to be constantly vigilant and remain fully informed about the issues which affect the region in which we teach or coach. Staff are reminded to suspend any professional disbelief that instances of radicalisation 'could not happen here' and to refer all concerns immediately to the Designated Safeguarding Lead.

Prevent Risk Assessment

Along with recommendations from Channel, Inspire+ risk assesses Prevent to address each component of risk and how to mitigate. This document can be found in the Policy Folder located in the File Store folder (Charity Paperwork folder).

Creating and Maintaining a Culture of Prevent at inspire+

Employees

All members of staff will be expected to have a good understanding of the Prevent Policy and will be linked to their appraisal process. During staff induction training this will be shared with them and staff members will be asked to complete Prevent CPD

training. This is recommended to be renewed every 2 years. Completed training certificates are collated by the office manager (Michaela Duggan).

Safeguarding and Prevent will be a fixed agenda item on each team meeting. This will ensure that the profile of the Prevent policy consistently high and that the culture within the charity support this agenda. Visual notice boards in common areas, regular training and support will ensure that employees are able to understand and implement the policy. Training needs will be updated through the charities and employees professional development logs and reflections as outlined within the charities CPD and Training policy. The charity will ensure that employees are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on. During this training employees will be shown how to give advice and protect themselves and apprentices against radicalising influences and show techniques how to become resilient to extreme narratives.

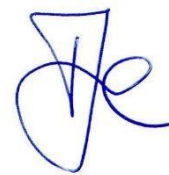
Apprentices

Apprentices will receive training during their 2-week induction which will include sessions and activities about the prevent agenda. This training will be revisited throughout the year as part of the charities Safeguarding and Prevent risk assessment and action plan. During this training apprentices will be shown how to protect themselves against radicalising influences and show techniques how to become resilient to extreme narratives.

Policy Review

The Prevent Duty Policy will be reviewed annually as part of the overall Safeguarding policy review.

Signed:



Vincent Brittain, Chief Executive Officer

Next Review Date: **February 2025**