

<b>UKTD Prevent Policy</b>		
<b>Issued By:</b> Theresa Wisniewski	<b>Issue No:</b> v4	<b>Date of Issue:</b> November 2019
<b>Approved by:</b> UKTD Advisory Board	<b>Signature</b> (hard copy signed)	<b>Date of next Review:</b> November 2020

## INTRODUCTION

In 2015, the Counter-Terrorism and Security Act 2015 placed a duty upon all education providers, “to have due regard to the need to prevent people from being drawn into terrorism”. (CONTEST 2018) This is known as the Prevent Duty and forms part of the government’s wider counter-terrorism strategy called CONTEST. **A new Counter-Terrorism and Border Security Act 2019 came into force in April 2019, giving police greater powers to prevent and tackle terrorist activity. It also made it an offence to obtain or view terrorist material online without justifiable reason e.g. research for study purposes.**

As a teaching and training provider, UKTD is committed to complying with the Prevent Duty and ensuring our learners have a good understanding of British values and the risks of radicalisation and extremism. We also work closely with employers to safeguard our learners and provide additional information, support and guidance wherever possible.

An updated and strengthened CONTEST strategy was published by the government in June 2018, following the 2017 terrorist attacks in London and Manchester which increased the UK National Threat Level to Severe, meaning an attack was highly likely. **On 4<sup>th</sup> November 2019, the Home Office announced that the national threat level had been reduced from Severe to ‘Substantial’.** This still means that an attack could take place without warning and our continued vigilance is required.

**The CONTEST framework** has four work strands and Prevent is one strand:

- **Prevent** – to safeguard people from becoming terrorists or supporting terrorism
- Pursue – to disrupt and stop terrorist attacks from happening
- Protect – to strengthen our protection against a terrorist attack
- Prepare – to mitigate the impact of a terrorist attack that cannot be stopped.

Each strand is connected and helps reduce an element of the risk from terrorism. As risks to our national security have increased in recent years, so our duty to be both vigilant and responsive has become even more important.

## SCOPE

This Prevent Policy, to be read together with UKTD’s Safeguarding Policy and Procedure, applies to all staff, freelance contractors, volunteers, employer partners, staff and trainers in the workplace, plus others who work in or on behalf of UKTD.

## DEFINITIONS

The Prevent Duty – is placed on the following bodies: local authorities, schools, colleges, higher education institutions, health bodies, prisons, probation service and the police, “to have due regard to the need to prevent people from being drawn into terrorism”.

Radicalisation - is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.

Terrorism – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including, vocal or active opposition to fundamental British values (democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs).

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 providing support programmes and protecting vulnerable people.

## **THE PREVENT DUTY**

UKTD follows the Prevent Duty and trains all teaching and support staff to be aware of and, if required, act to reduce the threat to the UK from terrorism by stopping young or vulnerable people becoming terrorists or supporting terrorism.

### **Purpose of Prevent (CONTEST Strategy 2018)**

*"The purpose of Prevent is at its heart to safeguard and support vulnerable people to stop them from becoming terrorists or supporting terrorism".*

### **Objectives of Prevent (CONTEST Strategy 2018)**

Are to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
- Safeguard and support those most at risk of radicalisation through early intervention, identifying those individuals and offering support.
- Enable those who have already engaged in terrorism to disengage and rehabilitate.

At UKTD our objectives are to ensure that:

- We have undertaken training and understand our Prevent Duty responsibility.
- We are aware of the possible signs that may indicate a learner or colleague is at risk of being radicalised.
- We know how to act and report our concerns to a Designated Safeguarding Officer.
- We promote British values and help learners understand and relate to them, by building them into our programmes and creating opportunities for discussion.

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## FUNDAMENTAL BRITISH VALUES

A key part of the Prevent Duty is to build learner resilience to the threat of radicalisation, challenge extremism, raise awareness and promote British values. The following fundamental British values were first set out by the Government as part of the Prevent Strategy in 2011:

- Democracy
- Rule of Law
- Individual liberty
- Mutual Respect and tolerance of those with different faiths or without faith

Ofsted requires all schools, colleges and training providers to promote British values and UKTD recognises the positive contribution we can make towards helping learners have a good understanding and see how these values form an important part of our culture in modern Britain today.

### **Democracy**

The belief in freedom and equality between people, in which power is held by elected representatives or directly by the people themselves. All people are involved in decision-making, typically by voting to elect representatives to speak on their behalf.

It includes:

- A political system for choosing and replacing a government through free and fair elections.
- The active participation of the people, as citizens, in politics and civic life.
- Protection of the human rights of all citizens.

### **The Rule of Law**

The principle that all people, organisations and the elected government are subject to and accountable to law that is fairly applied and enforced. The rule of law protects individual citizens and is essential to our wellbeing and safety. For example, the freedom to choose and hold a religion or philosophical belief is protected in law.

### **Individual Liberty**

The right to act, believe and express oneself in a manner of one's own choosing, free from unjust or undue control, coercion or violence of others, including the government. The concept of individual freedom is central to the ideal of a free society.

### **Mutual Respect and Tolerance**

The acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour. Each person, as a human being, has the inherent right to be treated with dignity and respect with regard to ability, age, gender, faith, heritage, race, sexual orientation, disability or any other aspect of identify or personal circumstance. Mutual respect and tolerance involves all actively working together to create a work and learning environment free from discrimination and harassment

## **RADICALISATION**

*“Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups”. (KCSIE).*

Radicalisation can happen to anyone at any time; however, one of the biggest platforms where it takes place is via the internet and social media. Young people in particular are so comfortable communicating in this way that they may not be alert to the potential risks of sharing information about themselves online or being drawn into extremist ideologies. It can be the product of a number of factors and identifying the risk requires us to exercise professional judgement and seek further support if needed.

Potential indicators may include:

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

However, if a learner does display one or more of these indicators this does not mean that the learner will necessarily be at risk of radicalisation, but they may be. If you are unsure or have any concerns, contact your local UKTD DSO for advice.

## **CHANNEL**

Channel is a multi-agency approach designed to protect and provide support for vulnerable individuals who have been identified as being at risk of being radicalised or drawn into terrorism. The Channel programme is not a criminal intervention and is a key part of the Prevent strategy which focuses on offering support at an early stage. Anyone can make a referral and participation in Channel is voluntary.

## **FREEDOM OF SPEECH**

The Prevent Duty is not about preventing learners from having political and religious views or concerns, but about supporting them to use those concerns or act on them in non-extremist ways. It does not mean that there cannot be freedom of speech in places of learning, in fact the Counter-Terrorism and Security Act specifies that, alongside the Prevent duty, there must be, *“particular regard to the duty to ensure freedom of speech”*.

Encouraging children and young people to discuss sensitive subjects and express differing views in open debate, can be, *“one of our most powerful tools in promoting critical thinking and preventing terrorist and extremist narratives taking hold.”*

(CONTEST Strategy 2018).

## EDUCATE AGAINST HATE WEBSITE

The Department for Education and Home Office jointly developed a website called "Educate Against Hate" providing teachers, school leaders and parents with guidance and support to protect children from radicalisation and extremism. The website provides practical advice, support and resources, with a blog of helpful posts - <https://educateagainsthate.com/teachers/>

Although originally for schools, it is also a relevant resource for us, to help implement the Prevent Duty and achieve the following aims:

- Protect learners from radicalising influences
- Build learners' resilience to extremist narratives
- Identify any vulnerabilities or worrying changes in behaviour
- Know what to do if concerned about a learner

## TRAINING AND AWARENESS RAISING

UKTD is committed to supporting and training all staff, particularly those who work with or come into contact with learners. All new staff receive Safeguarding and Prevent induction training and are required to complete online training. UKTD also runs in-house refresher training sessions and provides ongoing support and guidance as part of one-to-ones, team meetings and CPD.

UKTD's Designated Safeguarding Team undertake additional training, to enable them to be able to deliver training sessions and offer advice and guidance to staff regarding Safeguarding, Child Protection and Prevent matters.

Both learners and staff complete The Education and Training Foundation (ETF) Side by Side: Prevent Duty online modules, which cover the following topics:

- Radicalisation and extremism
- Online safety
- What can you trust?
- British values.

As part of UKTD's ongoing integration of Safeguarding and British values into our course programmes, they are included in Learner Handbooks, Employer and Parent Guides, Awareness Activity Booklets and learning resources/videos available on OneFile ePortfolio. These resources are regularly reviewed to ensure our materials are relevant, supportive and assist both learner and staff understanding.

## RUN, HIDE, TELL

- [Keeping safe in an incident](#)

The National Counter Terrorism Security Office recommends three key steps for keeping safe in the event of a gun, knife or terrorist attack. The advice is, if caught up in an incident to **RUN** to safety, **HIDE** if you can't, and **TELL** the police when you're safe.

These safety precautions are included in the Learner Handbook and tutors discuss with learners at the beginning of their course programme.

The following training videos give clear guidance on what to do and how to stay safe in an incident:

- **What to do in a terrorist attack**  
Counter Terrorism Policing / PSHE Association / Girl Guiding  
<https://www.youtube.com/watch?v=jmYmLg-jQjc>
- **Stay Safe, Firearms & Weapons Attack**  
National Police Chiefs Council (NPCC)  
<https://www.npcc.police.uk/NPCCBusinessAreas/WeaponAttacksStaySafe.aspx>

### REPORTING A PREVENT CONCERN – “Notice, Check, Share”

If a staff member has a Prevent concern, or if a learner has disclosed a concern about themselves, this must be reported to a Designated Safeguarding Officer (DSO) or Lead DSO as soon as possible, so that advice and support can be given or prompt action taken if required.

**Refer to UKTD’s  
Safeguarding  
Procedure for full  
reporting process**

**Reporting methods** – reporting a concern can be done in person; by telephone to a DSO or Lead DSO; or if non-urgent via the Safe Learner email address: [safelearner@uktd.co.uk](mailto:safelearner@uktd.co.uk) and one of the safeguarding team will contact you. If your local DSO or the Lead DSO are not available, you should contact UKTD’s Managing Director.

If anyone is in immediate danger, or if you see or hear something that may be terrorist-related, it is important to trust your instincts and call 999 or the confidential Anti-Terrorist Hotline on 0800 789 321.

Once the Lead DSO has all the information, next steps will be discussed with the Managing Director and a decision made as to whether the issue needs to be escalated to the local Police Prevent Officer or Prevent Co-ordinator for advice. This may include it being referred to the Channel programme for a support plan and intervention process for someone at risk.

### UKTD DESIGNATED SAFEGUARDING TEAM

Designation	Name	Contact Details
Lead Safeguarding Officer (LDSO)	Helen Blackbourn	07875 665934 <a href="mailto:helen.blackbourn@uktd.co.uk">helen.blackbourn@uktd.co.uk</a>
Local Safeguarding Officers (DSOs)	Helen Blackbourn (East & West Midlands)	07875 665934 <a href="mailto:helen.blackbourn@uktd.co.uk">helen.blackbourn@uktd.co.uk</a>
	Tracey Holden (North West)	07392 873584 <a href="mailto:tracey.holden@uktd.co.uk">tracey.holden@uktd.co.uk</a>
	Debby Cramphorn-Arnold (East of England)	07875 665781 <a href="mailto:debby.arnold@uktd.co.uk">debby.arnold@uktd.co.uk</a>
Dedicated Safeguarding Email Address	<a href="mailto:safelearner@uktd.co.uk">safelearner@uktd.co.uk</a>	

## **ENGAGEMENT WITH EXTERNAL PARTNERS**

We will ensure that all employers are aware of UKTD Policies and Procedures regarding Safeguarding and Prevent, and understand that they have a responsibility to the learners they employ. This has formed part of the employer contract since May 2017. It also forms part of the Employer Handbook and UKTD will work with employers to ensure they undertake their responsibilities.

## **SAFEGUARDING STAFF MEMBERS AS A RESULT OF A REFERRAL**

Whilst it is unlikely that the staff member referring the concern would then be targeted, if for any reason a staff member did receive a threat or police felt someone was under threat without them knowing, there are risk assessment, warning and safeguarding processes that local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made.

If a staff member has a concern or query about their own personal safety, please discuss with the Lead DSO and HR Manager.

## **RELATED POLICIES AND PROCEDURES**

- HS0004 UKTD Safeguarding Policy
- HS0005 UKTD Safeguarding Procedure
- PP0047a UKTD Whistleblowing Procedure
- HS0005 UKTD Safeguarding/Prevent Incident Report Form (SIR)