


UKTD Prevent Policy		
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<i>Policy to be amended & updated annually or as required by the issuer by reviewing current legislation, guidelines and advice.</i>		

UKTD POLICY STATEMENT

- As a teaching and training provider, UKTD has a legal responsibility to comply with the Prevent Duty as part of its overall safeguarding duty of care, and to educate, support and protect as much as is reasonably possible all learners from the risk of radicalisation and extremism. As part of this, we work closely with employers to safeguard apprentices and to provide additional information, support and guidance wherever possible.
- UKTD will carry out its responsibilities under current legislation and statutory duty for the protection of children, young people and adults at risk.
- UKTD is committed to creating a culture of safety and ensuring that all staff understand that safeguarding and Prevent is everyone's responsibility.
- UKTD will provide safeguarding, Prevent and child protection training for all staff and ensure that everyone knows how to report a concern.
- UKTD has in place a strict code of conduct for all staff and an ICT acceptable use policy, which is discussed and reinforced as part of safeguarding training.
- UKTD recognises its responsibility in implementing and maintaining systems that block inappropriate sites to ensure that the procedures work to prevent risks of radicalisation or grooming.
- UKTD will ensure that placement employers, trainers and staff working with learners on employer premises understand their responsibilities for safeguarding and prevent and follow the UKTD Employer's Guide to Safeguarding.
- UKTD recognises and reinforces that it is the responsibility of all staff and employers to act upon any concern no matter how small or trivial it appears.
- UKTD will work with Safeguarding Partners when required, to ensure a co-ordinated approach to identifying concerns, sharing information and taking prompt action.

POLICY SCOPE AND PURPOSE

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

The purpose of this policy is to ensure that:

- Staff are clear about their responsibilities for safeguarding and protecting all learners who access our delivery/apprenticeship services.
- Staff are clear about the UKTD Code of Conduct and standards of behaviour expected.
- Staff are provided with the knowledge and support to be able to recognise, effectively report and escalate safeguarding concerns to the Designated Safeguarding Lead or a local Designated Safeguarding Officer (DSO).
- Safeguarding concerns are dealt with appropriately and only closed when we are certain the matter has been dealt with fully and the learner is safe.
- Employers and managers at learner work placements understand their responsibilities for safeguarding and follow the procedures that are set.

This policy aims to:

- Inform all staff, employers and others working for or with UKTD regarding their responsibilities for safeguarding.
- Establish and maintain an environment where learners feel secure, are encouraged to talk, and are listened to when they have a worry or concern.
- Ensure all learners know there are staff at UKTD whom they can approach if they are concerned.
- Ensure all learners are taught about safeguarding at induction and throughout their training, and given opportunities to discuss any concerns.
- Include opportunities for UKTD learners to develop the skills and knowledge they need to recognise and stay safe from radicalisation, including online safety.
- Enable everyone to have a clear understanding of how these responsibilities should be carried out.

INTRODUCTION

The Counter-Terrorism and Security Act 2015 places a duty upon all education providers, **“to have due regard to the need to prevent people from being drawn into terrorism”**. 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 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 has a responsibility to comply with the Prevent Duty as part of its overall safeguarding duty of care, and to educate, support and protect as much as is reasonably possible all learners from the risk of radicalisation and extremism. As part of this, we work closely with employers to safeguard apprentices and to 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.

In February 2021 the Home Office reduced the threat level from ‘Severe’ to ‘substantial’; Meaning the Government recognises the threat of a terrorist threat or attack is likely.

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 more vigilant and responsive has become even more important.

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 – “refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups”. (KCSIE 2021)

Extremism – “is the vocal or active opposition to our fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs”. (KCSIE 2021)

Terrorism – “is 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 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 or ideological cause.” (KCSIE 2021)

Channel – “is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.” (KCSIE 2021)

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.

UKTD Prevent Duty objectives are to ensure we:

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

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 (within the law), 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 can happen to anyone at any time; however, one of the biggest platforms where it takes place is via the internet and social media, where young or vulnerable people may be persuaded to share personal information and be 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 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, including a blog of current and informative 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, British Values and Wellbeing Activities, and learning resources/videos available on OneFile ePortfolio. These resources are regularly reviewed to ensure the materials are relevant and 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. Also the Notice, Check, Share reporting process.

- **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>
- **Notice, Check, Share**
Home Office
https://www.elearning.prevent.homeoffice.gov.uk/prevent_referrals/99-accessibility-script.html

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

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

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, 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. Refer to UKTD’s Safeguarding Procedure for full details of the ‘5 Rs’ reporting process.

Refer to UKTD’s Safeguarding Procedure for full reporting process

Important: Staff must complete a report on a SIR form as soon as possible after an incident or when any concern is raised, and submit it to the safelearner@uktd.co.uk email address for referral to the Lead Safeguarding Officer and Managing Director.

UKTD DESIGNATED SAFEGUARDING TEAM

Designation	Name	Contact Details
Lead Safeguarding Officer (LDSO)	Helen Blackbourn	07875 665934 helen.blackbourn@uktd.co.uk
Local Safeguarding Officers (DSOs)	Helen Blackbourn	07875 665934 helen.blackbourn@uktd.co.uk
	Debby Cramphorn-Arnold	07875 665781 debby.arnold@uktd.co.uk
Dedicated Safeguarding Email Address	safelearner@uktd.co.uk	

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 - 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 a referral to Channel for a support plan and intervention process for someone at risk.

ENGAGEMENT WITH EXTERNAL PARTNERS

We must 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 any staff member referring a 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)
- PP0062 UKTD ICT Acceptable Use Policy