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Prevent Policy

The Prevent Strategy is the response to the ideological challenge of terrorism and the threat from those who promote it, to prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support. This policy defines the Best Practice Network's duties in respect to Prevent. This policy covers all programmes delivered by Best Practice Network including our apprenticeship provision.

Strategy and Scrutiny

Governors and board members set the Prevent strategy for the company and ensure that the company's strategy complies with the Prevent Duty as set out in the [Counter Terrorism and Security Act 2015](#).

Governors scrutinise the practice within the company including updating and monitoring a Prevent Extremism risk assessment. They ensure that policies and procedures are in place and are followed to prevent people being drawn into terrorism and extremism. Learner safety is our absolute priority.

Associated Policies and Procedures

- E Safety
- Safeguarding

1. Our Commitment

The government Counterterrorism and Security Act 2015 part 5, chapter 1, Section 26 and section 29, places a legal duty upon all education providers to act to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped

The most significant threat to our national security is currently from terrorist organisations in Syria and Iraq, and Al Qaida associated groups. Terrorists associated with the extreme right also pose a continued threat to our safety and security and are becoming an increased risk. There has been an increase in lone acts of terror opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

1. Best Practice Network ensure that all staff and learners know how to respond to the ideological challenge of terrorism and the threat we face from those who promote it, training starting at induction and revisited throughout the training programme to ensure both understanding and to build resilience.
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support, working with appropriate local authorities.
3. Work with sectors and institutions where there are risks of radicalisation that we need to address

2. Objectives

Best Practice Network as a training provider have a legal responsibility to ensure:

- All employees have undertaken training in the Prevent Duty as identified by their leaders and managers
- We work closely with local authorities to support local needs and priority areas across the UK
- All employees are aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer
- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice

3. Scope

This policy relates to all staff and learners including those of any subcontracted provision.

We ensure that all staff, including freelance, contracted staff and/or associates are aware of the requirements within this policy and their commitment to it. We update our staff and associates as to effective safeguarding practice, with quarterly update bulletins and annual training sessions. If the alert status is changed government guidance updates are also issued.

All candidates, trainees or apprentices enrolled on BPN programmes are provided with a copy of this policy in their relevant programme handbooks. This policy forms part of the induction process. Specifically on the apprenticeship programmes, it is referred to during monthly reviews with learners. The learners also complete online Prevent training. Tutors are kept up to date with regular news articles, published on the tutor SharePoint site, this supports apprentices / learners with current topics that are discussed during progress reviews.

4. Key Contacts

Best Practice Network designated Child Protection/Safeguarding Officers:

The Designated Safeguarding Officers are:

- Sian Marsh: 07795 683297 (out of office hours 07799 072872)
- Charles Bedingfield: 0117 4407842 (mobile 07769946822)

If you are sending an email, please send it to safeguarding@bestpracticenet.co.uk

5. Definitions

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, 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.

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.

6. Leadership and Governance

Prevent forms part of the safeguarding agenda which is featured as part of the BPN Programme Board meetings. Best Practice Network has a nominated Director leading the Prevent initiative, and the MD, Finance and Quality Director are actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the **Prevent Strategy (2011)** and **Keeping Children Safe in Education (2021)**, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent duty is also embedded within IT, social media, social Learning platform and safeguarding policies. BPN's senior leadership team have established and enforce robust mechanisms for understanding the risk of radicalisation and our legal responsibilities.

7. Staff Training

All staff are trained on the Prevent process and how the duty engages with requirements of their role, via face-to-face, distance and certified learning.

The government provides recommended certificated eLearning at:

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

Identifying risk at an early stage allows early intervention and is crucial to the Prevent duty and Channel process being successful. Through staff training we can ensure a deep understanding of the radicalisation process and the indicators, to support learners and employers. This ensures that we can protect, employees, apprentices and trainees from radicalising influences, whilst building resilience that empowers peers to challenge and report potentially harmful behaviours.

Below is a list of potential change of behavioural indicators:

| Contributory factors to vulnerabilities | Vulnerabilities | Indicators |
|---|--------------------------------------|--|
| Rejected by peer, faith or social group/family Pressure from person linked to extremism Change in behaviour or appearance due to new influences | Peer pressure | Withdrawn |
| Experience of poverty, disadvantage, or social exclusion. Conflict within family over religious beliefs, lifestyle, or politics | Unsettled family life | Change in engagement levels |
| Identity confusion Recent religious conversion | Need to belong/ fit in | Using extremist language, passionate about extremist views |
| Extremist influences May possess literature related to extreme views | Accessing extremist material | Preaching |
| Rejected by peer, faith or social group/family | Isolation and social exclusion | Change in appearance - dress/ body art |
| Rejected by peer, faith or social group/family | Bullied | Change in behaviour within work and learning environment |
| May possess literature related to extreme views | Media influence | Change in social circles |
| Under achievement | Seeking purpose of focus for life | Change in social circles Change in appearance - dress/ body art |
| Victim or witness to race or religious hate crime A series of traumatic events, global, national or personal | Seeking revenge | Change in social circles |
| Change in behaviour or appearance due to new influences | Seeking acceptance / social standing | Change in appearance - dress/ body art |

8. Engagement with External Partners

All employers will be made aware of Best Practice Network's Prevent Policy and their duty by means of Programme Director communication.

Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established with Prevent coordinators nationwide. This is linked to our Prevent risk assessment that will consider different regions and concerns, this is a live assessment that is constantly updated.

9. Student Engagement, Safety and Curriculum

The duty encompasses building learner and employer resilience to extreme narratives and threat of radicalisation, challenging extremism, raising awareness of, and demonstrating British values:

- Democracy
- Rule of Law
- Mutual respect, tolerance and understanding of different faiths and beliefs
- Individual liberty

Opportunities to promote the above values are currently facilitated within the Apprenticeship and Training programmes, from induction and throughout the programme.

This is embedded throughout all training resources, E&D and Safeguarding learning resources, Apprentice Reviews and the opportunity to partake in Learner Voice surveys.

10. Referral Pathways

NB – should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

All staff members at Best Practice Network who identify a concern through conversations, behaviour, appearance or actions will report these concerns to the Safeguarding and Prevent lead. Either through the dedicated safeguarding inbox or via the safeguarding 24-hour phonenumber.

Once the Safeguarding and Prevent lead has been informed, they will decide on whether the issue needs to be escalated to the local police Prevent Officer. They will then support the Channel process as seen fit by the local Channel panel. It should be noted that referral to the Channel process is not a criminal intervention (see Appendix 1).

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation. In all instances that concern you, you should report to the Designated Safeguarding Officer.

11. Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted, if someone received a threat or if police felt someone was under threat without them knowing, there are risk assessments, warnings and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an

investigation and arrests being made etc, such as markers on people’s mobile phone numbers or addresses, warnings to parties involved, or other measures

Appendix 1 – Prevent Referrals

