Prevent Policy

The purpose of this policy is to:

- Ensure an awareness of Prevent within Outsource
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
- Embed British Values into the curriculum and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement

Who does this policy apply to?

The Prevent Policy applies to everyone working or learning through Outsource Training. It confers responsibilities on all Directors, staff, learners, visitors and those working under self-employed arrangements.

Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

Outsource has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

(a) Stifle legitimate discussions, debate or learner engagement activities in the local communities we serve; or
(b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Why do we need this policy?

Background information

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST.
The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.
Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Independent Training Providers, and 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 violent extremism 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, the internet and health.

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

Our Prevent Policy has five key objectives:

1. To promote and reinforce shared values, including British Values[1]; to create space for free and open debate; and to listen and support the learner voice.
2. To breakdown segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all learners in playing a full and active role in wider engagement in society.
3. To ensure learner safety and that Outsource is free from bullying, harassment and discrimination.
4. To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance.
5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is vocal or active opposition to fundamental *British Values*, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

Aims

Leadership and Values
To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality and diversity and understanding.

---

[1] British Values are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
- Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Deepening engagement with local communities.

Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.
- Promoting wider skills development such as social and emotional aspects of learning.
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.
- Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.
- Use of external programmes or groups to support learning while ensuring that the input supports our values.
- Encouraging active citizenship and learner voice.

Learner Support

To ensure that staff take preventative and responsive steps. This will be achieved through:

- Strong, effective and responsive learner support services.
- Developing strong community links and being aware of what is happening in the locality, including within Outsource's own communities.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a learner, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Ensuring that learners and staff know how to access support in-house and/or via community partners.
- Supporting learners with problem solving and repair of harm.
- Supporting 'at risk' learners through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of learners.
- Working collaboratively to promote support for learners across all areas of Outsource, including those learners in off-site provision.

Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Outsource's current and established safeguarding procedures.

Senior Management Team

All the SMT have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, they must ensure that:

- all staff have undertaken training in the Prevent Duty;
- all staff are aware of when it is appropriate to refer concerns about learners, learners or colleagues to the Safeguarding Officer;
- all staff exemplify British Values into their values;
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

Prevent Lead for Outsource

The Training Manager is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across Outsource and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

SMT Meetings

The SMT meet monthly and any concerns raised under the Prevent agenda or changes to the Duty that affect Outsource are discussed within this Board.

All Staff

All staff at Outsource have a responsibility to:

- create and support an ethos that upholds Outsource's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- report any concerns around extremism or radicalisation via the safeguarding reporting channels;
- report and remove any literature displayed around Outsource that could cause offense or promote extremist views;
- support the development of staff and learner understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- participate in engagement with local communities, schools and external organisations as appropriate.

Managing Risks and Responding to Events

Outsource will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on Outsource.
- Identifying, understanding and managing potential risks within Outsource from external influences.
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities.

- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Outsource.
- Ensuring measures are in place to respond appropriately to a threat or incident within Outsource.
- Continuously developing effective ICT security and responsible user policies. Ensuring compliance with related policies.

Links to values and other policies

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding & Child Protection Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Learner Anti-Bullying and Harassment Policy
- E-Safety Policy
- Outsource's Mission, Vision and Values
- Freedom of Expression/Speech
- Whistleblowing Policy
- Freedom of Information Policy
- Data Protection Policy
- Acceptable Use of IT Policy

Who needs to understand this policy and how will they know about it?

Prevent training for all staff and learners is mandatory and will be delivered by the following methods:

Who?	How?
Learners	Policy available on Outsource website. Prevent awareness included in learner induction sessions and in the Learner Portal. Information about Prevent delivered through mandatory tutorials and resources, and via attendance at and participation in Prevent and British Values related learner activities.
Senior Management Team	receive updates; table regular discussions at SMT meetings and in Exec meetings; Prevent leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the Prevent agenda and detailing actions taken at Outsource to ensure compliance and learner safety.

Managers	Receive mandatory training and updates; included in SMT meetings and bulletins.
All delivery staff	Receive mandatory training and updates; briefings by Line Managers; 'All Staff' e-mails; visits to team meetings by Prevent leads if requested.
Business Support staff who interact with learners	Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:

- All new members of staff will receive Prevent training as part of their induction programme.
- All agency staff, volunteers and contractors will be provided with appropriate training / updates regarding changes to the Prevent agenda.
- A Prevent section on Outsource intranet (Cloud) will provide relevant and up to date information, advice and guidance for staff.

Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

P – Promotion of Equality and Diversity and positive relationships between staff and learners
R – Referral of any concerns via Safeguarding staff to relevant authorities
E – Embedding British Values and education for learners on all courses
V – Vetting guest speakers and removal of any posters or other materials of an extremist nature
E – Environment – a safe and secure site, sufficient security procedures and online filters
N – News monitoring for any concerns in the locality
T – Training of staff to raise awareness of the signs and risks

This policy has been guided by:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf

Policy approved by the SMT on 1 October 2016.

Next review due: March 2017