



## Prevent Policy

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Approved by Lynne Whitehouse, Operations Director

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Person/s responsible: SLT, all management and staff

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Policy owner

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## Table of Contents

<b>Introduction.....</b>	<b>3</b>
Introduction Cont .....	4
Staff Training .....	5
Learner Training .....	5
Policy Review .....	6
Key contacts.....	6
Key Contacts.....	7

## Introduction

The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy, part of CONTEST, the government's counter terrorism strategy 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 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 groups and charities.

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

1. Critical- an attack is expected imminently
2. Severe – an attack is highly likely
3. Substantial – an attack is a strong possibility
4. Moderate – an attack is possible but not likely
5. Low – an attack is unlikely

Netcom Training Ltd recognises its moral and statutory obligations under the Prevent Duty to prevent people from being drawn into terrorism. The content of this policy will be shared with learners and employers of apprentices enrolled on programmes with the company. The Government has defined extremism in the Prevent strategy as: “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. Any individual identified as being vulnerable to extremism is to be referred through the Channel process to facilitate available support.”

### **Further objectives:**

1. To promote and reinforce shared values; to create space for free and open debate and to listen and support the learner voice.
2. To break down segregation among different learner groups including by supporting inter-faith and inter-cultural dialogue and understanding and to engage all students in playing a full and active role in wider engagement in society
3. To ensure learner safety and that the environment is free from bullying, harassment and discrimination.

4. To provide support for learners who may be at risk and appropriate sources of advice and guidance.

5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism. In order to achieve these objectives, the policy will concentrate on four areas.

1. Leadership and Values: to provide an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality and diversity and tolerance of others. This will be achieved through:

Promoting core values of respect, equality and diversity, democratic society and responding to learner voice and participation.

Deepening engagement with local communities.

Actively working with local authorities, police, and other agencies.

2. Teaching and Learning: to provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students by undermining extremist ideology and supporting critical thinking. This will be achieved through:

Embedding equality, diversity and inclusion, wellbeing, and community cohesion.

Promoting wider skill development such as social and emotional aspects of learning.

A curriculum adapted to recognise local needs, challenge extremist narratives, and promote universal rights.

Encouraging active citizenship participation.

3. Learner Support: to ensure that staff are confident to take preventative and responsive steps working with partner professionals, families, and communities. This will be achieved through:

Establishing strong and effective student support services.

Listening to what is happening in Netcom Training Ltd and the community.

Implementing anti-bullying strategies and challenging discriminatory behaviour.

Helping staff and learners know how to access support within Netcom Training Ltd and or through community partners and local authorities.

Supporting any identified at-risk learners through safeguarding and crime prevention processes.

4. Managing Risks and Responding to Events: to ensure that Netcom Training Ltd monitors risks and is ready to deal appropriately with issues which arise.

Netcom training Ltd will do this through:

Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on the business.

Understanding and managing potential risks within Netcom Training Ltd and from external influences.

Responding appropriately to events in local, national, or international news that may impact on learners and communities.

Ensuring measures are in place to minimise the potential for acts of violent extremism within Netcom Training Ltd.

Ensuring plans are in place to respond appropriately to a threat or incident within Netcom Training Ltd.

Developing effective ICT security and responsible user policies to include the appropriate usage of websites and social media platforms and monitoring thereof in the centre to protect learners from possible radicalising influences.

## Staff Training

All staff will be informed of their responsibilities around the Prevent Duty and agenda at induction and required to complete the Home Office Prevent online training module at induction. Electronic copies of certificates will be retained and refreshed at annual intervals to demonstrate currency. In addition, the company policy will be made available to read through to assist in raising awareness. Contact has been established with the regional Prevent co-ordinator to deliver staff training in the autumn to further enhance the embedding of the Prevent duty and the company's obligations in this respect.

The company will hold regular management meetings and Safeguarding and Prevent are standard items on the agenda. Staff will be made aware of the outcomes of meetings as to actions that may be required of them. Senior Leaders are also required to understand their role and responsibilities in relation to the Prevent Duty and safeguarding of staff and learners Prevent training, to ensure they understand their role and responsibilities in relation to the safeguarding of staff and learners.

## Learner Training

All learners will be informed of their responsibilities around the Prevent Duty and agenda at induction and required to complete the online Education and Training Foundation Prevent duty training module (Side by Side). Netcom Training Ltd recognises its duty to safeguard learners and support them in keeping safe and within the law. Supporting information will be made available within the Learner Handbook issued at induction.

As learners progress from induction, Company trainers and coaches will have a responsibility in classes and/or individual sessions to embed their understanding of how to keep themselves safe and report any concerns. Topics such as e-safety naturally lend themselves to discussion points within IT and Digital training courses and programmes. Other subjects such as radicalisation and British values will be covered at appropriate intervals within the curriculum sequencing and when opportunities may arise in current affairs to prompt a discussion, for example relevant news items or local/regional initiatives. The aim of such discussions will be to build resilience against extreme narratives by engaging in civil debate, including opportunities for learners to learn and share knowledge of different faiths/beliefs and cultural practices to support the recognition of diversity. A calendar of awareness days is also utilised to celebrate important dates and support this process.

All learner facing staff will be made aware of their responsibilities to look for signs of extreme or unusual behaviour or vulnerabilities that may suggest individuals to be at risk of being drawn into extremism. In such instances, staff will need to report any concerns within the standard Safeguarding processes (outlined in the Safeguarding Policy).

### Policy review

Any reported incidents, concerns will be monitored and analysed to inform future activity to minimise the risk of reoccurrence and the emergence of any trends. A focus group comprised of the Safeguarding Lead, Deputy and officers will meet at scheduled intervals to review any cases to identify further planning of activity around staff training and learner support. The policy will be reviewed on an annual basis and/or if significant changes to procedures or legislation require it.

### Key contacts/links

#### **Regional Further Education Prevent Co-ordinator-West Midlands**

Hifsa Haroon-Iqbal

[Hifsa.haroon-iqbal@education.gov.uk](mailto:Hifsa.haroon-iqbal@education.gov.uk)

07785 654148

#### **Regional Further Education Prevent Co-ordinator-North West**

Nigel Lund

[nigel.lund@education.gov.uk](mailto:nigel.lund@education.gov.uk)

07384 452146

## **Anti-Terrorist Hotline-Police**

0800 789 321

## **National Police Prevent advice line**

0800 011 3764

## **Birmingham Safeguarding Adults Board**

[The BSAB website Homepage](#)

[Email BSAB Support Team](#)

**Action counters terrorism:** [ACT Early | Prevent radicalisation](#)

## **Community Safety Partnership-Birmingham**

Jan Kimber

jan.kimber@birmingham.gov.uk

0121 303 9202

## **Liverpool Safeguarding Adults Board**

Careline on 0151 233 3800

carelineadultservices@liverpool.gov.uk