



Prevent Policy

Prepared by	Authorised by	Board Signature
Name: Ann Cox <i>A Cox</i>	Name: Dale Walker <i>D. Walker</i>	Name: Warwick Nash <i>[Signature]</i>
Date last reviewed:	30-6-26	
Effective from:	29-5-25	
Date of new review:	30-6-27	

Purpose of this policy

The main aims of this policy are:

- To ensure that employees are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen at Netcom Training and ensure that we work alongside other professional bodies and agencies to ensure that our learners and employees are safe from harm because at Netcom Training, we are fully committed to safeguarding and promoting the welfare of all learners and employees.
- To uphold the principal objectives of Netcom Training that all employees will understand what radicalisation and extremism are, and why we need to be vigilant.
- To ensure that all learners and employees are aware of the policies in place to keep them safe from harm and that Netcom Training regularly reviews its systems to ensure they are appropriate and effective.
- To ensure that Netcom Training's curriculum promotes respect, tolerance, and diversity. Learners and employees are encouraged to share their views and recognise that they are entitled to have their own different beliefs, which should not be used to influence others.
- To strive to equip our learners and employees with confidence, self-belief, respect, and tolerance as well as setting high standards and expectations for themselves. Netcom Training employees, contractors, associates, and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities, including their statutory safeguarding duties. Through various training opportunities within Netcom Training, we will ensure that our employees are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on and disseminate this to our learners.
- In summary, Netcom Training aims to safeguard all individuals (employees and learners) who may be at risk of potentially becoming involved in terrorist activities and all employees have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Designated Safeguarding Team (DST). However, we do recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

Scope

The Managing Director has overall responsibility for the Prevent Policy across the company in terms of its delivery to learners and employees. This includes the allocation of resources.

The Head of Quality will support in shaping the policy and procedures and use the results of observations of prevent delivery and feedback to inform continuous improvement planning and CPD activity.

Line managers will monitor the Prevent delivered within their department and ensure that employees are adequately inducted and trained in required processes and procedures.

Employees are briefed during their induction phase on the Netcom Training Prevent Policy and have to undertake prevent training. They are aware of when it is appropriate to refer concerns about Learners to the Safeguarding Team.

- Employees promote British Values:
 - Democracy
 - The rule of law,
 - Individual liberty
 - Mutual respect and tolerance for those with different faiths and beliefs
- Trainers will cover British Values during Induction
- Training employees will embed PREVENT Awareness during training sessions
- The Safeguarding team will distribute PREVENT newsletters, as well as arrange active training as part of employee CPD
- Prevent will be part of the Safeguarding curriculum

Definition

PREVENT

The Prevent process works as a multi-agency response to offer support in safeguarding all employees and learners at risk of radicalisation; this includes support of, or participation in, terrorist activity. Prevent is considered a “non-criminal space”, so that those referred are not criminalised. One aspect of safeguarding is the PREVENT duty, which requires the Education sector to have "due regard to the need to PREVENT people from being drawn into terrorism", supporting terrorism, or being drawn into non-violent extremism.

The Prevent strategy has three specific strategic objectives:



- Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
- PREVENT people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

CONTEST

Contest is the Government's Counter Terrorism Strategy, refreshed in 2018. The aim of the strategy is 'to reduce the risk to the UK and its citizens and interests overseas from terrorism, so that people can go about their lives freely and with confidence.' CONTEST has four strands, often known as the four Ps:

- PREVENT - to stop people from becoming terrorists or supporting violent extremism.
- PURSUE - to stop terrorist attacks through disruption, investigation, and detection.
- PREPARE - where an attack cannot be stopped, to mitigate its impact.
- PROTECT - to strengthen against terrorist attack, including borders, utilities, transport infrastructure, and crowded places.

Contest has recognised the evolving nature of terrorist attacks, being more dynamic, requiring us to be more agile in our response. It acknowledges that technology is our biggest threat, suggesting an increase in self-initiative terrorists using wider online influences, leading to less fixed ideology and direction. An increasing risk from radicalising voices operating below the threshold for terrorism is creating a gateway for others to inspire violence. Importantly, the new strategy outlines the need for CT investigations to use a range of expert advice and use non-law enforcement interventions to tackle the threat.

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. Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities. Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead

safeguarding professionals. If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support. Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment, or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their circumstances. A person will always be informed first if it's felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel. Anyone can make a referral. Referrals come from a wide range of partners including education, health, youth offending teams, police, and social services. Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary.

Martyn's Law' - ProtectUK

On Monday 19 December, the Government announced details for the Protect Duty, now to be known as 'Martyn's Law' in tribute of Martyn Hett, who was killed alongside 21 others in the Manchester Arena terrorist attack in 2017. The Homeland Security Group has provided a factsheet for Organisations to socialise what the law will do, what the tier system is and how the law will be managed. The legislation will apply across England, Wales, Scotland and Northern Ireland, as national security is a reserved matter for the UK Government. Martyn's Law will keep people safe, enhancing our national security and reducing the risk to the public from terrorism by the protection of public venues. It will place a requirement on those responsible for certain locations to consider the threat from terrorism and implement appropriate and proportionate mitigation measures. The legislation will ensure parties are prepared, ready to respond and know what to do in the event of an attack. Better protection will be delivered through enhanced security systems, employee training, and clearer processes. Premises will fall within the scope of the duty where "qualifying activities" take place. This will include locations for purposes such as entertainment and leisure, retail, food and drink, museums and galleries, sports grounds, public areas of local and central government buildings (e.g., town halls), visitor attractions, temporary events, places of worship, health, and education. It is proposed that the duty will apply to eligible premises which are either: a building (including collections of buildings used for the same purposes, e.g. a campus); or a location/event (including a temporary event) that has a defined boundary,

allowing capacity to be known. Eligible locations whose maximum occupancy meets the above specified thresholds will then be drawn into the relevant tier.

Therefore, premises will be drawn into the scope of the duty if they meet the following three tests:

- That the premises is an eligible one – i.e., building or event with a defined boundary.
- That a qualifying activity takes place at the location.
- That the maximum occupancy of the premises meets a specified threshold – either 100+ or 800+

The Bill will impose a duty on the owners and operators of certain locations to increase their preparedness for and protection from a terrorist attack by requiring them to take proportionate steps, depending on the size and nature of the activities that take place there. Proportionality is a fundamental consideration for this legislation. It will therefore establish a tiered model, linked to the activity that takes place at a location and its capacity:

- A standard tier will drive good preparedness outcomes. Duty holders will be required to undertake simple yet effective activities to improve protective security and preparedness. This will apply to qualifying locations with a maximum capacity of over 100. This could include larger retail stores, bars, or restaurants.
- An enhanced tier will see additional requirements placed on high-capacity locations in recognition of the potential catastrophic consequences of a successful attack. This will apply to locations with a capacity of over 800 people at any time. This could include live music venues, theatres, and department stores.

There will be some limited exclusions and exemptions from the duty. This includes locations where transport security regulations already apply; and those that are vacant over a reasonable period or are permanently closed. Those with a large floor space and low occupancy in practice (e.g., warehouses and storage facilities) as well as offices and private residential locations, will not be in scope.

Extremism

The Government has defined extremism 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". This also includes calls for the death of members of the British armed forces.

Terrorism

An action that endangers or causes serious violence to a person/people, causes serious damage to property, or seriously interferes or disrupts to an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for advancing a political, religious, or ideological cause.

Radicalisation

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic, or social conditions, institutions, or habits of the mind. Extremism is defined as the holding of extreme political or religious views. People can be drawn into violence, or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of several factors and identifying this risk requires that employee exercise their professional judgement, seeking further advice, as necessary. It may be combined with other vulnerabilities or maybe the only risk identified. Potential indicators 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

Procedures

The Counter-Terrorism and Security Act 2015 places a duty on education establishments

Keeping Children Safe in Education (2023) details the importance of education around RSHE, Educate Against Hate and developing knowledge and understanding of British Values.

The Human Rights Act (1998) and Equality Act (2010) have informed our Prevent Policy.

Reporting a Concern

- If it is brought to our attention that a person may be at risk of being radicalised or being drawn into terrorism then a referral is made to the safeguarding team
- Safeguarding team to meet to discuss the referral
- An allocated DSO will reach out to the individual to establish further information. It may be deemed appropriate to discuss anything in the individual's life that might be affecting their well-being or might make them vulnerable.
- Referral form completed.
- Safeguarding team discuss findings and decide upon appropriate action
- Manage internally – monitor individual under the safeguarding process
- Report the prevent concern directly to the police and/or the anti-terrorist hotline – 0800-789321 and share the referral form
- Police Prevent Team will carry out a police gateway assessment to decide if a case is appropriate for Channel
- Referral to Channel – A multi-agency Channel panel is convened to address the risk of radicalisation
- If not met the case is signposted to relevant partner agencies for other safeguarding support or early help

Review

This Policy will be reviewed annually or sooner if required