# Prevent Policy 2021-22

**Document version control**

| | |
|---|---|
| **Document title:** | Prevent Policy 2021-22 |
| **Document status:** | Final |
| **Version number:** | 2.2 |
| **Date:** | 01/08/2021 |
| **Author:** | TON |
| **Approved by:** | Board |
| **Review date:** | August 2022 |

**Contents:**

1.   **Purpose**

This policy sets out Educ8 Training Group ('Educ8'), and its member organisations', commitment to complying with the statutory duties placed on all providers by the Counter Terrorism and Security Act (2015): to have due regard (within the exercise of its functions) to the need to prevent people from being drawn into terrorism.  This policy supports the overarching Safeguarding Policy and Procedure and has been developed in conjunction with the Social Services and Well-being (Wales) Act 2014.

Educ8, and its member organisations, are committed to raising awareness of the Prevent Policy to all staff, learners, employers and other stakeholders.   Educ8 is committed to ensuring its learners are provided with an enriched learning programme, promoting diversity, in a safe learning environment whilst being able to express themselves freely within the law and demonstrating tolerance of others.

Educ8 will achieve the above statement through the following actions:

**To raise awareness of Prevent and British Values with Learners and Employers**

- Communicating Educ8's commitment to raising awareness of Prevent at induction with learners and employers
- Ensuring Prevent and British Values are embedded into the curriculum to enable the learner to understand how these apply in practice
- Signposting learners and employers with details of additional training available to improve skills and knowledge
- Provision of posters and visual information to inform and remind employees and learners of Prevent and British Values
- Promoting internet safety and protecting learners
- Celebrating diversity and promotion of critical thinking and open debates

**To ensure all delivery staff undertake Prevent and British Values Training / CPD**

- All staff undertake Home Office Prevent Training to include, but not limited to, ETF Prevent for Leaders, Managers, Practitioners and support staff
- British Values, County Lines, Knife Crime, FGM and Modern-Day Slavery
- Increase knowledge and confidence to encourage and engage learners to challenge and debate about extremist views
- All staff are aware how to report any concerns through the safeguarding cause for concern process

2.   **Scope of Policy**

This policy covers all organisational activities of Educ8 and its subsidiaries. This policy applies to all staff, learners and stakeholders. This policy cannot be viewed in isolation and must be read in conjunction with the following Educ8 policies and strategies:

- Educ8 Safeguarding Policy
- Educ8 Freedom of Speech Policy
- Educ8 Equality & Diversity Policy
- Educ8 GDPR and Data Protection Policy
- Educ8 Teaching, Learning & Assessment Policy
- Educ8 Complaints Policy
- Educ8 Acceptable use of ILT and e-Safety Policy
- Edcu8 Anti-bullying and Harassment Policy
- Educ8 Health and Safety Policy

- Educ8 Safer Recruitment Policy
- Educ8 Visitors and Events Policy
- Educ8 Whistleblowing Policy
- Educ8 Charitable Donations and Fundraising Policy
- Educ8 Conflict of Interest Policy

**3.     Definitions**

**Prevent** is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

The other strands of CONTEST are:
- **Pursue**: the investigation and disruption of terrorist attacks
- **Protect**: improving our protective security to stop a terrorist attack
- **Prepare**: working to minimise the impact of an attack and to recover as quickly as possible.

The Prevent Strategy has 3 specific strategic objectives:
- Respond to the **Ideological** challenges of terrorism and the threat we face from those who promote it
- Prevent **Individuals** 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 which we need to address.

**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 of 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.'

**Radicalisation** is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

**Extremism** is 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

**Fundamental British Values** underpin what it is to be a citizen in a modern and diverse Great Britain valuing our community and celebrating diversity of the UK.  Fundamental British Values are not exclusive to being British and are shared by other democratic countries as a way of creating an orderly society, where individual members can feel safe, valued and can contribute for the good of themselves and others.  These Fundamental British Values are:

- **Democracy** - Considering the views of others and allowing others to contribute to decision making. Ensuring participation in the democratic process
- **The rule of law** - Ensuring that you follow laws in day-to-day work – driving, parking, data protection etc. Following company systems and procedures (not breaking the rules)
- **Individual liberty** - Supporting freedom of choice in the workplace

- **Mutual respect and tolerance of those of difference faiths and belief** - Supporting others in following their religious beliefs, and recognising religious events/festivals. Avoiding/challenging stereotypes. Finding out about other cultures

## 4. Legal and Regulatory Frameworks

Educ8 and Subsidiary Companies will comply fully with all related legislation which will include, but not be limited to:

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (2015)
- Prevent Duty Guidance (2015)
- Working together to Safeguard Children (2015)
- Social Services and Well-being (Wales) Act 2014
- GDPR and Data Protection Act 2018
- Wales Safeguarding Procedures

## 5. Implementation

In order to fulfil its responsibilities, Educ8 and its member organisations will:

- Complete the self-assessment creating safe learning communities toolkit an assessment to determine current provision to support prevent
- Implement an action plan to address any areas of concern identified through the assessment
- Ensure that all staff undertake training as appropriate with particular reference to identifying risk factors which may make learners particularly vulnerable
- Ensuring teaching, learning and assessment provide learners with fair, balanced discussion which challenges extremist views and promotes Fundamental British Values
- Consult with learners on the nature of Prevent-related education and support
- Effectively embed British Values within teaching and learning
- Conduct an annual impact assessment of Prevent activities

### 5.1 Challenging extremist views

When staff are working with learners whether in groups or 1-to-1, it is important that they are able to challenge any extremist views that may expressed. To avoid or minimise confrontation staff should use reflection as a tool by asking learners to consider how others may understand their views and the impact they may have. Staff should avoid making it personal and focus on the comments made. Staff should think about presenting an alternative view for learners to consider and speak to colleagues to share experiences and ideas on how extremist views can be challenged without damaging the relationship with learners.

### 5.2 Signs of vulnerability

There is not one sign, or one behaviour, that indicates an individual is becoming radicalised. Since everyone reacts differently to difficult situations, there are many different types of behaviours that are potential indicators. Some warning signs to look out for include:

- Struggling with a sense of identity

- Becoming distanced from their cultural or religious background
- Questioning their place in society
- Family issues
- Becoming more socially isolated
- Low self esteem
- Experiencing a traumatic event
- Experiencing racism or discrimination
- Suddenly becoming much more political or religious
- Dressing differently or changing their appearance in a specific way
- Surrounding themselves with a new group of friends and ignoring old ones
- Suddenly approving of the use of violence to support a cause
- Visiting extremist websites
- Displaying intolerant and discriminatory behaviour towards people of other races, ethnicities, etc.

Just because an individual could exhibit one or more of these behaviours does not necessarily mean that they are becoming radicalised and will participate in extremist behaviour.

### 5.3 Signs of extremism

These can be very difficult to pin-point and will very much depend on the individual. When working with learners, over time you will build a close working relationship that will enable you to identify any concerns.

There are often no obvious signs of extremism staff should use their professional judgement to determine whether any changes in behaviour give sufficient worry to raise a concern.

There are concerns which should always be passed on such as:

• Evidence of sharing of extremism websites
• Evidence of homophobic; religion based or racist bullying

Staff should note that if a learner starts to take their religion more seriously this is not necessarily a sign of extremism

### 6. Referral Process and Safeguarding Officer Contact Details

All staff have a responsibility to ensure any prevent concerns are appropriately reported. Educ8 and its member organisations aim to ensure that this process is as simple as possible to ensure prompt actions are taken where needed.

If staff are concerned that a learner is at risk of becoming radicalised, they will need to follow the normal safeguarding procedures by seeking advice from their Safeguarding Officer and completing a Cause for Concern form if appropriate (refer to Safeguarding Policy & Procedure). The Safeguarding Officer will follow this up and where needed make a referral to an external support agency.

### 7. Responsibilities

### 7.1 The Board of Directors:
- Providing strategic direction to the senior leadership team on the implementation of this policy

- Ensuring Educ8 fully meets its legal requirements
- Ensuring effective implementation and monitoring the Educ8 Risk Assessment and self-assessment toolkit
- Ensuring the policy is continuously reviewed and that all staff receive appropriate training

**7.2    The Senior Management Team:**
- Ensuring full and effective implementation of this policy
- Ensuring all staff are fully aware of their responsibilities
- Ensuring proactive effective monitoring of the Educ8 and Subsidiary Companies self-assessment toolkits'
- Providing appropriate training and development activities to ensure employees have the skills and knowledge to support this policy

**7.3    Managers:**
- Monitoring and evaluating the implementation of all prevent related procedures and practices
- Providing appropriate training and development activities to ensure employees have the skills and knowledge to support this policy

**7.4    Staff:**
- Ensuring that they are aware of this policy and know how to follow the correct monitoring and reporting procedures
- Ensuring that any prevent concerns are raised promptly and in line with safeguarding procedures
- Where concerns are felt to have not been appropriately addressed, staff have the responsibility to raise concerns directly with the Educ8 Safeguarding Champion

**7.5    Learners:**
- Raising any prevent concerns with their Trainer Coach or Safeguarding Officer

**8.    Impact on the Learner**

The implementation of this policy will ensure that the safety and welfare of learners is put at the forefront of all Educ8 and Subsidiary Companies undertakings.  It will ensure that Educ8 and Subsidiary Companies are effectively able to support learners where prevent concerns arise.

**9.    Communication**

Educ8 and Subsidiary Companies will ensure that safeguarding information and training is communicated at all appropriate opportunities and the relevant records maintained for reference and audit. Staff will ensure that effective communication is achieved with learners, stakeholders and the wider community.

This policy will be made available on the Educ8 Team8.  This policy will also be made available bilingually and in large print upon request.

**10.    Monitoring and Review processes**

This policy and procedures will be reviewed on an annual basis, and where there are changes to regulatory requirements and guidance, by the Educ8 SMT.

# WECTU Prevent Referral Contacts

### *Gwent*

**Prevent officer:  DC David Castree**
**Phone:  DD. 01633 247941**
**Mobile: 07746 453020**
**E-mail:** David.Castree@gwent.pnn.police.uk

### *Dyfed Powys*

**Prevent officer: DC Helen Kay**
**Mobile: 01267 226340**
**E-mail:** helen.kay@dyfed-powys.pnn.police.uk

### *North Wales*

**Prevent officer: Sgt. Neal J Parkes (1739)**
**Phone:  DD.  01745 588814**
**Mobile: 07768 035316**
**E-mail:**  Neal.Parkes@nthwales.pnn.police.uk

### *South Wales*

**Prevent officer: DC Darren Summerfield**
**Phone: DD. 02920 527356**
**Mobile: 07974 796230**
**E-Mail:** Darren.summerfield@south-wales.pnn.police.uk

**Prevent officer: DC Akbar Ali**
**Phone: DD. 02920 527356**
**Mobile: 07805 301282**
**E-mail:** akbar.ali@gwent.pnn.police.uk

**Prevent officer: DC Jon Clemens**
**Phone: DD. 02920 527356**
**Mobile: 07584 771011**
**E-Mail:** jonathan.clemens@south-wales.pnn.police.uk

**Prevent officer: DC Norton Bottorfield**
**Phone: DD. 02920 527356**
**Mobile: 07584 771095**
**E-Mail:** norton.bottorfield@south-wales.pnn.police.uk

**Intervention Co-ordinator: DC Nick Walters**
**Phone: DD. 01792 562783**
**Mobile: 07971 950944**
**E-Mail:** nick.walters@south-wales.pnn.police.uk

**Prevent officer: DC Julie Driscoll**
**Mobile: 07785 708617**
**E-mail:**  julie.driscoll@south-wales.pnn.police.uk

**Martyn Thomas (Partnerships)**
**E-Mail:** martyn.thomas@south-wales.pnn.police.uk

**DS Rhian John (Case Supervisor)**
**E-Mail:** rhian.john@south-wales.pnn.police.uk

**Detective Inspector Phil Rowe**
**E-Mail:** phil.rowe@dyfed-powys.pnn.police.uk

**Mark Davies (Analyst)**
**E-Mail:** mark.davies@south-wales.pnn.police.uk

**Julie Protheroe (Researcher)**
**E-Mail:** Julie.protheroe@south-wales.pnn.police.uk

**Jane Morris (Casework Co-ordinator)**
**E-Mail:** Jane.morris@south-wales.pnn.police.uk

**Prevent Referral Inbox: Prevent@south-wales.pnn.police.uk**