

## Prevent Policy

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<b>Approved by:</b>	<b>SMT</b>		
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<b>Distribution to</b>	<b>All</b>		

Version	Review date	Next review Due	Comments	Reviewed by	Approved by
1.0		20.9.2018	Original version	Elaine Highwood	SMT
1.1	20.10.2019	20.11.2019	Reviewed – no changes made	Elaine Highwood	SMT
1.2	26.11.2019	26.11.2020	Reviewed – no changes made	Elaine Highwood	SMT
1.3	26.11.2020	26.11.2021	Links to training for staff learners added	Elaine Highwood	SMT
1.4	23.11.2021	23.11.2022	Amendments the to 5 threat levels; External Speakers added to managing events; update to L&V	Elaine Highwood	SMT

This policy should be read and followed in conjunction with Runway Training's Safeguarding and Safer Recruitment Policy and the Channel Panel Referral Process and Education and Training's Prevent Duty for Teachers, Lecturers and Trainers.

**Authorising Officer:**

Oliver Trailor, Managing Director

**Signature:**



**Date:** 23.11.2021

## Introduction

Promoted during the sign-up process, this policy will form part the Induction Process for all learners and will be accessible through their learner handbooks, forming part of their Induction. Internal Stakeholders will be able to access the policy through the shared drive and all stakeholders will be able to access it through Runway's Website.

Runway Training has a legal responsibility to ensure that employees undertake training in the Prevent Duty and are aware of when it is appropriate to refer concerns regarding students and participants and exemplify British Values in their day-to-day practice.

All staff will be made aware of the policy at Induction, and it will form part of Runway's Mandatory training, which includes training on how to implement the policy principles within their role.

Additional training/updates will be given as and when needed. Staff confirm to HR their commitment to the policy, and this is recorded in their individual staff induction record

This policy will be reviewed on a yearly basis or sooner if legislation/organisational changes impact on the content of this policy.

## Scope of Policy

Prevent is part of a Government initiative to develop a robust counter terrorism programme - CONTEST. 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 covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism. However, we prioritise our work according to the risks we face."

### The Prevent 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, charities, the internet and health

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 highly likely in the near future
2. Severe - an attack is highly likely
3. Substantial - an attack is likely
4. Moderate - an attack is possible but not likely
5. Low - an attack is unlikely

The current threat level from international terrorism in the UK is severe. Up to date threat levels can be obtained on the following website:

<https://www.gov.uk/terrorism-national-emergency> and what are the Police doing to keep us safe  
<https://www.met.police.uk/advice/advice-and-information/t/terrorism-in-the-uk/current-threat-level-UK/>

## Policy Statement

Further Education providers are major education and training providers for the 16 - 25 year age group, particularly young people from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of our students make it crucial to be involved in the Prevent strategy. Training Providers have a part to play in fostering shared *values* and promoting cohesion. Training Providers should focus on the risks of *violent* extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within training settings. This strategy has five key 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 be aware of segregation within the different communities the learner may come into contact with and to support 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 the learners workplace 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 line with changes to the National Curriculum that require the inclusion of PREVENT, Runway Training will ensure that tutorial provision reflects and reinforces the PREVENT agenda.

## Procedures

In order to achieve these *objectives* the strategy will concentrate on four areas;

### 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, diversity, inclusion and understanding. This will be achieved through:

- Promoting core values of respect, equality, diversity, inclusion, democratic society, learner voice and participation
- Building staff and learner understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local schools, local authorities, police and other agencies
- Through active engagement from it's Board of Governors and other external stakeholders

### Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners, by undermining extremist ideology and supporting the learner voice and to ensure that all staff have received training in the PREVENT strategy. 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
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- Use of external programmes or workshops to support learning while ensuring that the input supports Runway Training's goals and values.
- Encouraging active citizenship and learner voice.

The curriculum will promote those core concepts that define British values aligning to Runway's values to provide:

- a high quality service that meets learners' and employers' needs
- effective advice and guidance to both learners and employers
- the most the most flexible solutions that match the needs of the employer
- qualifications that enhance the learners' skills and benefit the employer

British values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs

It is also important to recognise that extremism should not form part of the curriculum or teaching and that students are encouraged to respect other people and no student is discriminated against contrary to the Equality Act 2010

- the spiritual, moral, social and cultural (SMSC) standard will be strengthened so that proprietors must actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs, and encourage students to respect other people, with particular regard to the protected characteristics set out in the Equality Act 2010
- the welfare, health and safety standard will be strengthened by requiring schools to not only draw up relevant policies but to also implement them effectively, and to have effective risk assessments in place to safeguard and promote students' welfare

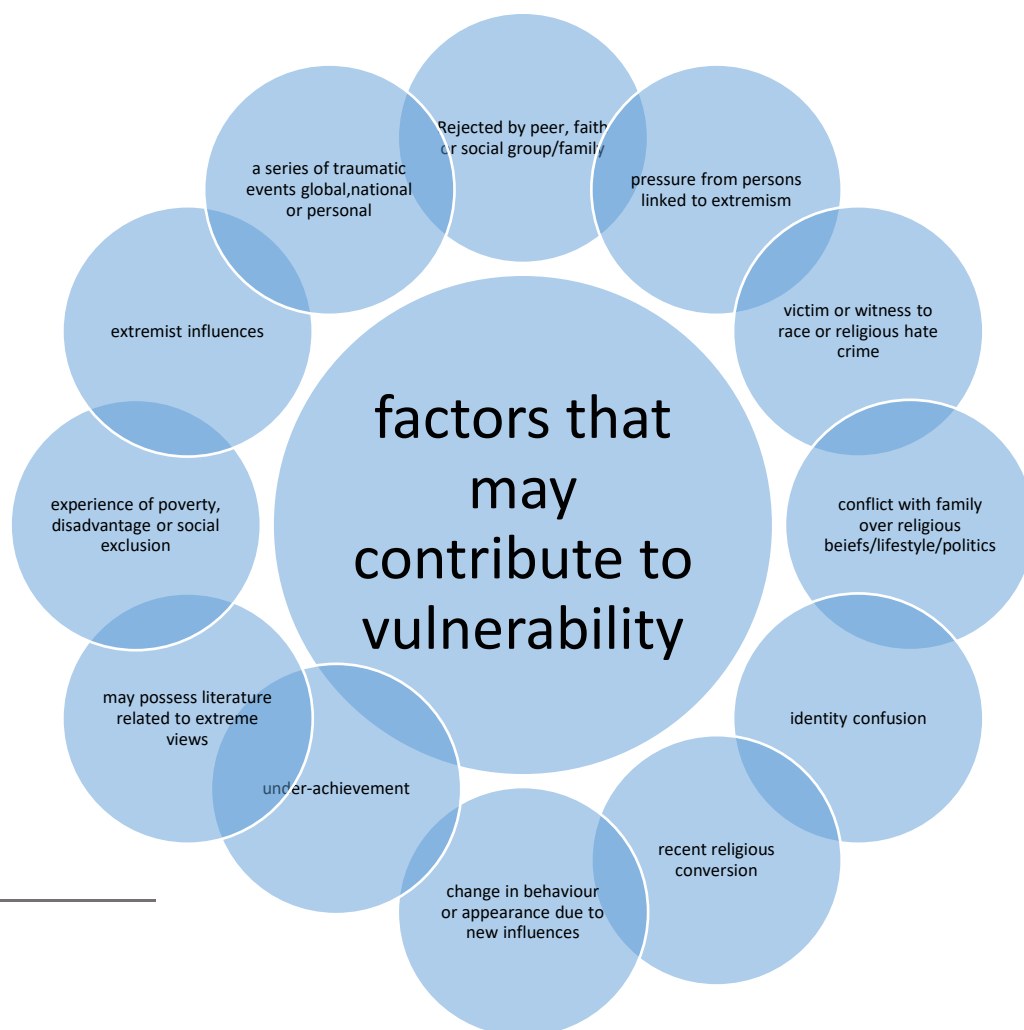
### **Student Support**

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

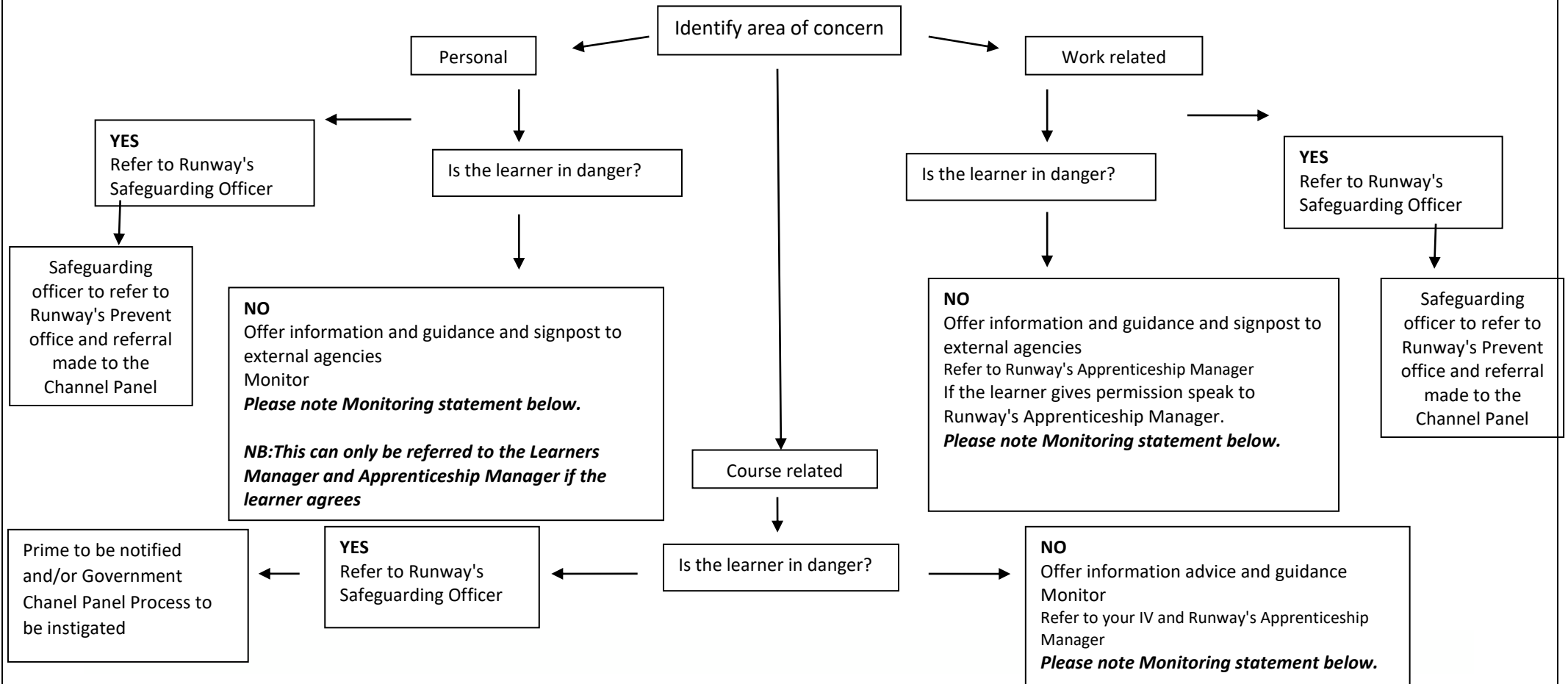
- Establishing strong and effective learner support through the Assessor/Tutor and Apprenticeship manger
- Listening to what is happening in the community

- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping learners and staff know how to access support through Runway Training and/or through community partners
- Supporting problem solving and repair of harm
- Supporting at risk learners through safeguarding and crime prevention processes
- Systematically reviewing its performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities.
- Developing through training and support a number of staff who will have the knowledge, skills and confidence to lead debates about controversial issues through tutorial and forums
- Continually reviewing and adapting the tutorial programme to further raise awareness of different faiths and cultures alongside developing the critical thinking skills required to make informed decisions.

## Risks Factors



## Prevent Referral Procedure



**Monitoring Statement: Keep monitoring the area of concern and if the learner shows any signs of being in danger refer to Runway's Safeguarding Officer at once.**

## **Training**

As part of our commitment to ensuring that all staff and learners are aware of their responsibilities and risks with regards to the Prevent Duty learners are staff will be signposted to the training courses below.

### **Learners will be signposted to**

HOME OFFICE PREVENT TRAINING:

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

ETF PREVENT TRAINING: <https://www.etflearners.org.uk/>

In addition Prevent Duty awareness will be embedded within their learning programmes and will form part of the Review Process.

### **Staff will be signposted to:**

HOME OFFICE PREVENT TRAINING:

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

FURTHER EDUCATION COMPREHENSIVE ONLINE TRAINING MODULES FOR ALL STAFF AND GOVERNORS (ETF Training) - The aims of the new Education and Training Foundation online support offer are to give those who complete the modules an understanding of how the Prevent duty applies in the FE and training context and enable users to check and produce evidence of their understanding: This training has now moved to:

<https://www.futurelearn.com/invitations/etf/safeguarding-in-the-fe-and-skills-sector/bd89vvs4l486td1yz5dw5kuuy3ohqi>

### **Additional training/resources can be found in the links below:**

A COMMUNITY RESPONSE TO EXTREMISM - is a unique tool designed to challenge Islamophobia and to give audiences a chance to gain an understanding of the true nature of the Islamic faith and what it means to those that want to safeguard it from extremists:

[https://www.youtube.com/watch?v=wKEe3\\_nm\\_x4&feature=youtu.beTerminology](https://www.youtube.com/watch?v=wKEe3_nm_x4&feature=youtu.beTerminology)

COUNTER EXTREMISM – NARRATIVES AND CONVERSATIONS - 'Counter-Extremism - narratives and conversations' aims not only to support the safeguarding of young people, but also to facilitate discussion on respect, tolerance, community cohesion and shared values. There is growing evidence, particularly online, of anti-immigration and anti-Muslim sentiment amongst communities and young people in the UK: <http://counterextremism.lgfl.org.uk/>

WRAP training (Workshop to Raise Awareness of Prevent) is a free specialist workshop, designed by HM Government providing an understanding of the Prevent strategy and FE's role within it; the ability to use existing expertise and professional judgment to recognise the vulnerable individuals who may need support and Local safeguarding and referral mechanisms and people to contact for further help and advice:

<https://www.jisc.ac.uk/training/workshop-to-raise-awareness-of-prevent-wrap>

(Source: <https://www.gov.uk/government/publications/prevent-duty-catalogue-of-training-courses>)

## Terminology

**Prevent Duty** - The government has defined extremism in the Prevent Duty 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 [www.preventforfeandtraining.org.uk](http://www.preventforfeandtraining.org.uk)

**Extremist** - a person who favours or resorts to immoderate, uncompromising or fanatical methods or behaviour especially in being politically radical

**Extremist views** – a belief in bringing about change by using violent or extreme methods.

**Extremism** – the behaviour or beliefs of extremists

**Terrorism** – the use of violence, especially murder and bombing, in order to achieve political aims or to force a government to do something

**Religious conversion** – A change of attitude, emotion or viewpoint. In relation to the Prevent Duty this refers to the adoption of new religious beliefs that differ from the convert's previous beliefs.

Source: <http://www.dictionary.com/browse/conversion>; <https://en.oxforddictionaries.com/definition>

## Managing Risks and Responding to Events

To ensure that Runway Training monitors risks and is ready to deal appropriately with issues which arise from using external speakers or using external training venues, it will do this through:

- Completing a Risk Assessment and addressing any areas of concern
- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on Runway Training
- Understanding and managing potential risks within Runway Training and from external influences considering carefully whether the views that could be expressed could create a risk of drawing it's learners into terrorism or are shared by terrorise groups.
- Responding appropriately to events in local, national or international news that may impact on students and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within Runway Training
- Ensuring plans are in place to respond appropriately to a threat or incident within Runway Training and relating policies
- Developing effective ICT security and responsible user policies

## **5 Associated Procedures Documentation and Policies**

- Safeguarding Policy
- Induction & Enrolment
- Learner Handbook
- Employment policies & Procedures
- Safeguarding and Safer Recruitment
- Referral Procedure At Risk Policy
- ICT