



Prevent Policy

Policy Statement

The government Counter-Terrorism and Security Act 2015, places a duty on all education providers to be aware of the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider government's CONTEST, Counter-Terrorism strategy which encompasses the following strands:

- Prevent terrorism – stop people from becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate the impact of attacks that cannot be stopped.

Wales England Care has adopted the Prevent Duty in line with legislative requirements and will aim to embed the relevant duties so as not to:

- Stifle legitimate discussions or debate
- Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Scope

The Prevent policy applies to:

- All Wales England Care employees and associates
- All learners registered with Wales England Care
- Visitors, carers and volunteers

Responsibilities

Directors and Senior Managers

It is the responsibility of Directors and Senior Managers:

- To ensure that all staff have received training and understand the Prevent Strategy
- To ensure that staff have read and understood Wales England Care's Prevent policy
- To ensure all staff know how to make a referral to the Designated Safeguarding Officer
- To ensure policies and procedures to support the Prevent Duty are in place and acted on appropriately
- To ensure that suitable resource is applied to Prevent and Safeguarding procedures
- To monitor and evaluate the provision of Prevent and Safeguarding
- To provide advice and guidance as required

Designated Safeguarding Staff

It is the responsibility of Safeguarding Designated Staff to:

- Ensure that our Prevent Strategy is implemented across the Company and that any concerns are shared with the relevant organisations to minimise the risk of our learners becoming involved with terrorism



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- To contribute to the development of the Prevent and Safeguarding Policies and Procedures
- To keep up to date knowledge on changes and developments in legislation
- Ensure that Wales England Care's policies and procedures on Prevent and Safeguarding are reviewed at least annually
- Ensure that appropriate links are established between the Prevent policy and other associated documents
- Provide the Senior Management Team and Directors with updates, as required relating to any Prevent and Safeguarding matters
- Issue instructions to carry out an internal investigation (allegations against staff only)
- Make decisions on whether to refer to the appropriate authorities
- Make referrals to the social services, police and/or Channel using the appropriate protocols
- Record actions in the Safeguarding Log
- Co-operate with any external investigation resulting from a referral
- Provide training and support for staff as required

Engagement Officers

It is the responsibility of the Engagement team to:

- Share knowledge of the Prevent Strategy with employers
- Ensure employers understand what is meant by Prevent, what their responsibilities are under the Prevent Duty Guidelines as well as how to recognise signs of radicalisation

All Staff

All staff have a responsibility to:

- Create and support an ethos that upholds the Company's mission, vision and values including British Values, to create an environment of respect, equality, diversity and inclusion
- Undertake Prevent training to know how 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 to the Designated Safeguarding officer
- Report and remove any literature displayed around the Company that could cause offence or promote extremist views
- Support the development of learners understanding of the issues around extremism and radicalisation through training and discussion

Guiding Principles

Wales England Care is committed to providing information, advice and guidance in relation to the following areas;

- Definitions
- Leadership & Values
- Teaching, Learning and Assessment



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- Learner Support
- Managing risks and responding to events
- Communication

1. Definitions

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 at risk of radicalisation. The national Prevent Duty has given responsibilities to a range of public organisations, including Work Based Learning Providers, to ensure they:

- Respond to the challenge of terrorism and aspects of extremism, and the threat faced by 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 following are commonly agreed definitions within the Prevent agenda:

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 activities

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 purpose

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

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

2. Leadership and Values

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



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- Actively working with NTfW Prevent Steering Group

3. Teaching, Learning and Assessment

To provide a curriculum that promotes British Values, as well as developing knowledge, skills, behaviours and understanding, to build the resilience of learners.

This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and respect throughout the curriculum
- Promoting wider skills development such as social and emotional aspects of learning
- Reviewing the curriculum and adapting to local needs
- Promoting and reinforcing shared values, including British Values
- Encouraging free and open debate
- Listening to learners and giving them opportunities to express their views
- Encouraging learners to play a full and active role in their communities

4. Learner Support

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

- Effective and responsive learner support services
- Developing community links and being aware of what is happening in the locality.
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Recognising factors that may increase the 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 the company and/or via community partners
- Supporting 'at risk' learners through the safeguarding process
- Focusing on narrowing the attainment gap between the different groups of learners
- Providing a safe space when needed
- Ensuring the learner is free from bullying, harassment and discrimination
- Providing support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance

5. Managing Risks and Responding to Events

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

- Understanding the nature of any potential threats from violent extremism and how this may impact directly/indirectly on the Company
- Identifying, understanding and managing potential risks within the Company from external influences



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- Responding appropriately to events reported via local, national or international news that may impact on learners and communities
- Ensuring measures are in place to respond appropriately to a threat or incident within the Company
- Continuously developing effective IT security and responsible user policies
- Ensuring compliance with related policies

6. Communication

- All new members of staff will receive Prevent training as part of their induction programme.
- Prevent training will take place annually
- Information and updates will be shared at Staff Development Days, Team Meetings, One File and other appropriate communication channels.