

Policy Name: Prevent Policy

Version: 1.2

This policy should be read in conjunction with our Safeguarding Policy.

Prevent Policy Statement Aims

The purpose of this Policy is to provide everyone connected to Intequal with a clear outline of our position with respect to the safeguarding of learners and staff under the Prevent Duty.

Within this Intequal align strategic and operational objectives to meet out PREVENT obligation as a training provider.

Prevent is a strand of the Government's counter-terrorism strategy CONTEST. Intequal is, via its levels of engagement with apprentices of all ages and from a variety of cultural and ethnic backgrounds, able to contribute towards the aim of preventing individuals from being drawn into terrorism or extreme violence.

As an education and training provider, Intequal has a statutory duty to prevent people being drawn into terrorism under the Counter-Terrorism and Security Act (2015).

Intequal remain continuously updated around the Prevent objectives by following government advice. The most recent government advice, revised April 1st 2021 can be found below:

[Revised Prevent duty guidance: for England and Wales - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/prevent-duty-guidance-for-england-and-wales)

Objectives

As part of Intequal's approach to Safeguarding, Equality and Diversity and the promotion of fundamental British values, we will:

- Promote fundamental British values by ensuring that there is a culture of openness within our delivery and team and the opportunity for learners to explore what this means to them. Intequal have a diverse workforce who regularly reach out to learners.
- Challenge segregation, promoting cohesion and building learner resilience with the aim of our learners and staff contributing actively to wider society. Intequal achieve this by providing both learners, and employers with resources to increase awareness. Heightened awareness helps to build resilience. Staff are also equipped to assess and report any concerns through our internal reporting channels. Advice and guidance on how to do so is provided through both internal and external Prevent training which can be access on the company SharePoint.
- Operate a clear and consistent anti-bullying approach which challenges harassment and discrimination and enables learners and staff to feel safe and supported. More information on anti-bullying within Intequal can be found within our Bullying Policy.
- Provide support, advice and guidance for learners and staff who may be at risk or radicalisation. This may include referral to Channel, the process by which multi-agency support is provided to individuals who are at risk of being drawn into terrorism.

- Ensure that staff, learners and employers are aware of their roles and responsibilities in preventing radicalisation and extremism. Intequal go over responsibilities of all parties during the enrolment process to ensure this is clear.
- Have a leadership team which actively promotes the core values of shared responsibility and well-being for learners, and staff ensure that these are at the heart of everything that we do. Intequal Board and Senior Management Team meet monthly to discuss any matters of concern.

Achieving all of these allows Intequal to fulfil our duty of care to learners and employers.

Accountability and responsibility

Intequal Designated Safeguarding Lead (DSL) is the companies Prevent Officer.

Deputy Designated Persons (DSP) will deputise in the DSL's absence.

The DSL and the DSPs are responsible for making all decisions regarding referrals to Local Authority Channel Panels. The Intequal Safeguarding Team receive quarterly training on Prevent and making referrals.

All staff should be vigilant to extremist behaviour as a wider part of their safeguarding duties and report their concerns to the DSL or DSP in line with our wider safeguarding procedures.

- Learner facing staff will deliver learning and assessment which reflects fundamental British values.
- We actively safeguard all learners and provide welfare support at the point of need for learners identified to be at risk of harm as defined within Keeping Children Safe in Education 2015 (recently updated on 18th January 2021.)
- We implement anti-bullying strategies and challenge discriminatory behaviour, illustrated in our Bullying and Equality & Diversity Policies.
- We respond to identified community needs by covering current affairs in progress reviews and training sessions.
- We actively narrow the participation gap between different groups of learners during the recruitment process by having strict Equality and Diversity policies implemented.
- We promote a culture of vigilance and operate a whistleblowing procedure which includes reference to the Prevent agenda.

Teaching and learning

- We will provide a curriculum that promotes fundamental British values with the view to encourage learners to participate in their local communities and use their voice to

make positive changes. This is demonstrated within progress reviews and training sessions across all apprenticeship programmes.

- We will take every available opportunity to match curriculums to local priorities whilst offering learners the opportunity to develop critical thinking skills.
- We will use topical and relevant examples to stimulate thinking and actively tackle discrimination.
- Learners will be encouraged to explore fundamental British values in a safe and supportive environment, without fear of discrimination.

Use and monitoring of ICT

Any IT equipment provided to Intequal staff is subject to monitoring. A log can be kept and reviewed to enable patterns of inappropriate access to be identified and challenged. This log is overseen by Intequal's IT Support Company and can be accessed at any time by our MIS Manager/Data Protection Officer and Safeguarding Team.

As a remote training provider, with apprentices working off-site at employer premises, Intequal ask employers to monitor IT usage of their apprentices. This is discussed at enrolment. We ask employers to report any concerns they have to Intequal so we can support and report further where appropriate.

Any staff identifying inappropriate use will report this to the Designated Safeguarding Lead (DSL) or Designed Safeguarding Practitioner (DSP) immediately to enable this to be investigated for safeguarding purposes. The reporting process is available to all staff on the Intequal SharePoint.

Intequal operates an E safety policy which reflects the requirements placed upon us by the Prevent Duty.

Managing and responding to risk

Intequal ensure that there is a shared understanding amongst staff and learners as to the risks posed within the training environment by extremist behaviour by raising awareness through training and information sharing. This is achieved through the use of Intequal's Prevent Risk Register, which is available to all staff on the company SharePoint.

Steps will be taken to mitigate the risk posed to staff/learners by individuals vulnerable to radicalisation on a case by case basis.

Referrals to Channel will be made on a case by case basis and with consideration being made to the need for a multi-agency approach in advance of any referrals.

- We will operate a critical incident management plan in dealing with terrorist related incidents. This will form part of our Back-Up and Recovery Plan and Business Continuity Policy.

- We will ensure that there are plans in place which respond to any direct threats within our buildings.
- We will develop effective ILT policies which promote responsible use as well as seek to monitor usage.

All display materials, including externally produced leaflets and posters, will promote fundamental British values and have due consideration to the Equality Act. We will seek to promote this ethos within employer premises. All resources are viewed internally and approved before disseminating.

The culture of vigilance extends to our external relationships. Where employers with whom Intequal is engaged are found to be either in breach of the Equality Act or advocating extremist views or behaviour this will be addressed as a Safeguarding issue by the DSL/DSP. In addition to this, these cases will also be logged through our complaints procedure so that cases can be regularly monitored moving forwards. This is completed on an individual basis, and if Intequal felt risk sufficient, employers could be banned from taking apprentices with us.

Staff Awareness and Training

The DSL and the DSPs will complete a Workshop to Raise Awareness of Prevent (WRAP) and Channel Awareness training.

Leaders and Managers will undertake Prevent for Leaders and Managers eLearning provided by Foundation on-line.

Learner facing staff will undertake WRAP (or the equivalent eLearning).

Staff in support functions will undertake Prevent for Support staff eLearning provided by Foundation online.

Mandatory Safeguarding Training will equip staff with the ability to recognise signs that a learner or colleague might be on the path to becoming radicalised and outline the process by which concerns should be raised.

All training will be refreshed annually or as required by legislation.

Intequal will actively promote our Prevent Duty to staff and learners alike.

Partnership working

Where relevant, information sharing protocols will be developed with Prevent partners.

Multi-agency support will be sought as part of our approach to early help for any individual felt to be at risk from or vulnerable to extremism.

Intequal have connections with the local Prevent Co-Ordinators for the Department of Education. Within this relationship Intequal can report concerns, seek advice, and attend

regular briefings. The Regional Prevent Co-Ordinator has also provided training for the Senior Management Team and relevant parties.

Links to key Legislation

[Counter-Terrorism and Security Act \(2015\)](#)

[Prevent Strategy \(2011\)](#)

[Information Sharing \(2015\)](#)

[Equality Act \(2010\)](#)

[The Prevent Duty \(2015\)](#)

This policy is reviewed annually or as required by a change in legislation. Intequal operates an internal Prevent Risk Register and contributes, where appropriate, to local area Prevent Risk Register and aims.

Where can I go to if I have PREVENT concerns?

Internal contacts:

If you have any concerns you can also reach out to the safeguarding team at Intequal by emailing safeguarding@intequal.co.uk.

Within Intequal the Safeguarding Team have contacts with local authorities and the Department for Education's Regional Prevent Co-Ordinators.

External contacts:

The Department for Education has dedicated a telephone helpline (020 7340 7264) to enable staff and governors to raise concerns relating to extremism directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk. Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.

You can also contact local Police or dial 101 to reach the non-emergency helpline. In the case of an emergency contact 999 immediately.