

Policy Name: Prevent Policy
Version: 1.2

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.

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 from being drawn into terrorism under the Counter-Terrorism and Security Act (2015).

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.
- Challenge segregation, promote cohesion and build learner resilience with the aim of our learners and staff contributing actively to wider society.
- Operate a clear and consistent anti-bullying approach which challenges harassment and discrimination and enables learners and staff to feel safe and supported.
- Provide support, advice and guidance for learners and staff who may be at risk of 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.
- 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.

Prevent Strategy

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

Accountability and responsibility

Intequal Designated Safeguarding Lead (DSL) is the company's 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.

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 safeguarding procedures.

Learner facing staff will deliver learning and assessment which reflects fundamental British values.

We will seek to 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 (2021).

We will implement anti-bullying strategies and challenge discriminatory behaviour.

We will respond to identified community needs.

We will actively narrow the achievement gap between different groups of learners.

We will 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 voices to make positive changes.

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

IT equipment provided to both staff and learners is subject to monitoring. A log can be kept and reviewed to enable patterns of inappropriate access to be identified and challenged. This log will be overseen by the MIS Manager.

Staff identifying concerning behaviour will report this to the DSL or DSP to enable this to be investigated for safeguarding purposes.

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

Managing and responding to risk

We will 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.

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 terrorism-related incidents. This will form part of our Disaster Recovery Plan.

We will ensure that there are plans in place which respond to any direct threats within our buildings.

We will develop effective Instructor-Led Training policies which promote responsible use as well as seek to monitor usage.

Risk assessments will be undertaken on any contractor and clear guidance will be issued as to levels of acceptable behaviour whilst on site. Where available, the content will be approved before delivery to ensure that it is consistent with fundamental British values and our approach to safeguarding.

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.

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.

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 online.

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.

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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 on a three-yearly basis 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.

Links to key Legislation

Counter-Terrorism and Security Act (2015)

Prevent Strategy (2011)

Information Sharing (2018)

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 action plan and contributes, where appropriate, to local area Prevent action plans and aims.