

PREVENT AND ANTI-RADICALISATION POLICY

INTRODUCTION AND CONTEXT

PREVENT was [set up](#) in [2006](#) by the Labour government as part of the wider counter-terrorism strategy called CONTEST. PREVENT'S [aim](#) is to stop people becoming terrorists or supporting terrorism as part of the counter terrorism programme. – CONTEST. The aim of CONTEST is to reduce the risk to the UK and its citizens and interests overseas from terrorism, so that people can go about their lives freely and with confidence. 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 and on the internet

Port Training Services (PTS) recognises that the current threat of terrorism and extremism to the UK is real and severe and can involve the exploitation of vulnerable people. A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical- an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

The Government have identified education establishments and training providers (particularly those who work with young people from ethnically diverse and socially and economically disadvantaged areas) as areas where extremism and radicalisation activity can be initiated, and therefore have a legal responsibility to support the Government in fulfilling the prevent duty statement.

They Government identified that training providers of which PTS is one, are key partners in the delivery of the PREVENT strategy by fostering shared values and promoting cohesion within their training practices. The PREVENT strategy encourages training providers to 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 policy statement is therefore based on the Governments PREVENT Strategy and the five key objectives of the strategy which PTS are committed to reinforcing with our training practices are:

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 break down segregation among different learner communities including by supporting 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 PTS is free from bullying, harassment and discrimination and protect apprentices and employees from radicalising influences
4. To provide support for learners who may be at risk of radicalisation and provide appropriate sources of advice and guidance and how to deal with any issues raised by apprentices or colleagues
5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism and ensure their commitment to the policy

In order to achieve these objectives, protection of learners and employees from radicalising influences and support their resilience to extreme narratives, the strategy will concentrate on four areas;

- Leadership and values
- Teaching and learning
- Learner Support
- Managing risk and responding to events

However, to enable PTS to deliver the PREVENT strategy, firstly staff need to understand key terms, defined below:

Radicalisation:

Radicalisation is defined by the UK Government within this context as “the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups”

Extremism:

The UK Government defines extremism 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

All staff are required to take part in recognised PREVENT training, to enable their better understanding of the subject and their responsibilities to the wider strategy, their learners and each other.

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 and diversity and understanding, PTS will:

- Promote core values of respect, equality and diversity, democratic society, learner voice and participation in our everyday learning activities embedded within training programmes and resources available at PTS
- Build staff and learner understanding of the issues via training and consultation events to instil confidence to challenge such issues
- Strengthen engagement with local communities via community engagement activities and joint working arrangement where possible
- Work in partnership where possible with local schools, local authorities, police and other agencies on joint initiatives
- Work with and engage with partners and interested parties to ensure apprentices and employees understand and are resilient to extreme narratives

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. PTS will

- Embed equality, diversity and inclusion, wellbeing and community cohesion in all learning activities
- Promote wider skill development such as social and emotional aspects of learning in to the curriculum
- Deliver a curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights

- Encourage active citizenship/participation and learner voice through discussions and participation of key issues.

Learner Support

To ensure all learners receive the best care and support when accessing PTS we will ensure that staff are confident and competent to offer support, advice and guidance and have the correct information available to them when working with partner professionals, families and communities PTS will:

- Establish strong and effective learner support services, signposting and referral routes, and availability of guidance documents and literature
- Listen to what is happening at PTS and the wider community to inform discussion groups and participation activities
- Implement anti-bullying strategies and challenge discriminatory behaviour, encouraging and empowering staff and learner to do the same
- Support at risk students through safeguarding and crime prevention processes
- Focus on narrowing the attainment gap for all learner by being an inclusive training provider

Managing Risks and Responding to Events

To ensure PTS monitor risks and are prepared and ready to deal appropriately with issues which arise, PTS will:

- Ensure staff are trained to understand the nature of the threat from violent extremism and radicalisation and how this may impact directly or indirectly on our training organisation and learners accessing the service
- Ensure staff are trained to spot signs and indications of concern and train staff in how to report these to the appropriate partner agencies
- Ensure staff have the tools and training to understand and manage potential risks within our training organisation and from external influences
- Respond appropriately to events in local, national or international news that may impact on learners and communities and heightening community disengagement and unrest
- Ensure measures and are in place to minimise the potential for acts of violent extremist within PTS and plans are in place to respond appropriately to a threat or incident
- Develop and monitor effective ICT security and responsible user policies for staff and learners access IT facilities

Roles and Responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to PTS's current and established safeguarding procedures.

Management Team (MT)

All the MT have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, they must ensure that:

- all staff have undertaken training in the Prevent Duty and that such is refreshed in line with government guidelines and good practice;
- staff have an understanding of and can identify changes in behaviour of apprentices and employees
- all staff are aware of when it is appropriate to refer concerns about learners, or colleagues to the Lead Safeguarding Officer;
- all staff exemplify British Values by demonstrating, promoting and complying with prevent values;
- policies and procedures to implement the Prevent Duty are in place, regularly monitored and reviewed and acted on where appropriate.

The management team meet monthly, and any concerns raised under the Prevent agenda or changes to the Duty that affect PTS are discussed and actioned.

The Prevent lead for PTS

As the Designated Safeguarding Lead the Business Manager – Port Logistics has ultimate responsibility as the PREVENT lead officer, with responsibility for ensuring that PTS Prevent policy is implemented and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorist or extremists behaviour.

The PREVENT Lead Officer is responsible for carrying out internal briefings and training sessions for staff, raising PREVENT updates and resources at team / standardisation meetings and monitoring staff PREVENT training requirements as well as coordinating "hot topic" activities and literature of the PREVENT agenda to share with learners.

All staff

All staff at PTS have a responsibility to:

- Create and support an ethos that upholds PTS's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- Attend Prevent training in order to have the skills 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 via the safeguarding reporting channels;
- Support the development of staff and learner understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- Engage in staff briefing and communication initiatives related to the PREVENT agenda as direct by the PREVENT Lead Office;
- Participate in engagement with local communities, schools and external organisations as appropriate

Who needs to understand this policy and how will they know about it?

Prevent training for all staff and learners is mandatory and will be delivered by the following methods:

Who?	How?
Learners	Policy available on PTS website. Prevent awareness included in learner induction sessions and in the Learner Portal. Information about Prevent delivered through mandatory tutorials and resources, and via attendance at and participation in Prevent and British Values related learner activities. Ongoing discussions and participation in key themes as required.
Management Team	Receive updates; table regular discussions at MT meetings and in Exec meetings; Prevent leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the Prevent agenda and detailing actions

	taken at Outsource to ensure compliance and learner safety.
Managers	Receive mandatory training and updates; included in MT meetings.
All delivery staff	Receive mandatory training and updates; briefings by Line Managers; 'All Staff' e-mails; visits to team meetings by Prevent leads if requested.
Business Support staff who interact with learners	Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:

- All new members of staff will receive Prevent training as part of their induction programme.
- All agency staff, volunteers and contractors will be provided with appropriate training / updates regarding changes to the PREVENT agenda.

Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

- P – Promotion of Equality and Diversity and positive relationships between staff and learners
- R – Referral of any concerns via Safeguarding staff to relevant authorities
- E – Embedding British Values and education for learners on all courses
- V – Vetting guest speakers and removal of any posters or other materials of an extremist nature
- E – Environment – a safe and secure site, sufficient security procedures and online filters
- N – News monitoring for any concerns in the locality
- T – Training of staff to raise awareness of the signs and risks

Links to values and other policies

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Anti-Bullying and Harassment Policy
- Whistleblowing Policy

- Data Protection Policy
- Information Security Policy

This policy statement is available on the PTS website, made available and actively promoted to staff and learners during recruitment and induction, implemented via training and consultation events and made readily available to interested parties upon request.

Category	Risk Type	Severity 1-5	Likelihood 1-5	Risk Factor			Actions to control / mitigate risks
				L (1-10)	M (11-19)	H (20+)	
Leadership	<ul style="list-style-type: none"> Leaders awareness of statutory Prevent duty. Leaders keeping abreast of government agenda and Counter Terrorism Programme Leaders awareness of local and relevant Prevent risk updates. 	2	5	10			<ul style="list-style-type: none"> Staff understand their duty under Section 26 of the Counter Terrorism Act to have "due regard to the need to prevent people from being drawn into terrorism" Prevent policy is included in the safeguarding policy. Prevent policy and procedures for Prevent queries/referrals are updated in safeguarding refresher meetings and training. Leaders keep abreast of Prevent agenda through NCC briefings and training PREVENT online training for all staff All PTS staff know who to report concerns to.
Staff training	<ul style="list-style-type: none"> Staff keeping up to date with current prevent data and legislation staff not confident about how to refer a concern and who to. Staff having limited knowledge in identifying genuine Prevent concerns. 	4	5			20	<ul style="list-style-type: none"> PREVENT online training for all staff Share names and contact details of safeguarding staff to all new starters. <ul style="list-style-type: none"> Refresher updates through safeguarding briefing slots and internal meetings.
IT/online safety	<ul style="list-style-type: none"> Use of PTS facilities/ internet for learning programmes Staff Lunchtime/break times using IT facilities for personal use. 	4	2	8			<ul style="list-style-type: none"> Appropriate safe from terrorist and extremist material when accessing the internet in PTS facilities , including appropriate levels of filtering



						<ul style="list-style-type: none"> • Safety filters applied via IT to block websites • Individual sign ins for logging-in and accessing IT facilities • IT policies.
Course Content / Curriculum	No Prevent issues included within the curriculum, course content	4	2	8		<ul style="list-style-type: none"> • Sessions to be scheduled to cover the Prevent duty which encourages learners to be confident and resilient with making positive choices around personal safety and that of others. • Resource Links to teaching Fundamental British values and Human Rights. • Teaching critical thinking skills and building resilience against negative influences and stereotypical media portrayals is key • Dialogue and discussion to allow faith-inspired terrorist claims to be debunked through close inspection/interpretation of theology and scripture.