

# PREVENT AND ANTI-RADICALISATION POLICY

## INTRODUCTION AND CONTEXT

PREVENT was [set up](#) in [2006](#) by the Labour government as part of the UK's counter-terrorism strategy, CONTEST.

The government Counterterrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider CONTEST counter terrorism strategy / PREVENT strategy to:

- **Prevent** – To stop people from becoming drawn into terrorism. This includes countering terrorist ideology and challenging those who promote it; supporting individuals who are especially vulnerable to becoming radicalised; and working with sectors and institutions where the risk of radicalisation is assessed to be high.
- **Pursue** – is to stop terrorist attacks by detecting, prosecuting and otherwise disrupting those who plot to carry out attacks against the UK or its interests overseas
- **Protect** – To strengthen protection against a terrorist attack in the UK or against its interests overseas and so reduce their vulnerability. The work focuses on border security, the transport system, national infrastructure and public places.
- **Prepare** – To mitigate the impact of a terrorist attack where that attack cannot be stopped. This includes work to bring a terrorist attack to an end and to increase the UK's resilience so we can recover from its aftermath

The Prevent strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- Work with sectors and institutions where there are risks of radicalisation that we need to address

The UK Government have created a system of threat level 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 current threat to the UK stands at Substantial. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. More recently there has been an increase in far-right inspired terror attacks and lone acts of terror as opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances which has been considered in the PTS PREVENT policy.

Port Training Services (PTS) recognises our duty in the PREVENT strategy and PREVENT Duty Guidance for England and Wales (as amended) and understands that the current threat of terrorism and extremism to the UK is real. PTS as a training provider accept our responsibility to ensure:

- All staff undertaken training in the Prevent Duty
- Staff are trained to identify and report any concerns we have over learner vulnerabilities or indicators to being at risk of radicalisation
- All staff are all aware of when it is appropriate to refer concerns about learners or colleagues to PTS's designated safeguarding officer
- In line with the PREVENT agenda PTS aims to protect and promote the fundamental British values, which include:
  - Democracy
  - Rule of Law
  - Mutual respect and tolerance
  - Individual Liberty

To enable PTS to deliver our PREVENT policy, firstly our 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”

## **TERRORISM:**

The current UK definition of Terrorism is from the [Terrorism Act 2006](#), defines terrorism as a violent action that:

- Endangers a person's life, other than that of the person committing the action
- Involves serious violence against a person
- Causes serious damage to property
- Creates a serious risk to the public's health and safety
- Interferes with or seriously disrupts an electronic system

## **EXTREMISM:**

Following the recent conflicts in the middle East and the persuasiveness of extremist ideologies following such conflicts the UK government has revised the definition of Extremism, to reflect the evolution of extremist ideologies and the social harms they create.

Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or
3. intentionally create a permissive environment for others to achieve the results in (1) or (2)

## **PROCEDURE:**

PTS PREVENT policy and arrangements are based on the five key objectives of the Government PREVENT strategy which PTS are committed to reinforcing within our training practices:

- To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
- 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
- To ensure learner safety and that the PTS is free from bullying, harassment and discrimination and protect apprentices and employees from radicalising influences

- 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
- 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, detailed below:

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

## **1: 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

## **2: 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 into 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.

### **3: 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

### **4: 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

### **PREVENT Lead Officer:**

All staff have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. However, the Head of Training (PREVENT Lead Officer) is ultimately responsible for ensuring:

- 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 Designated Safeguarding Lead;
- 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.

As the Designated Safeguarding Lead, the Head of Training 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 / staff 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 and stakeholders.

## 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. Sharing of Hot Topics information and resources.
Head of Training	Receive updates; table regular discussions at team / standardisation meetings. PREVENT lead 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.
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**

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.

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.

**EXTERNAL LINKS:**

- Northumbria Police's Prevent Team Tel: 101 extension 63854 or email [specialbranch@northumbria.pnn.police.uk](mailto:specialbranch@northumbria.pnn.police.uk)
- Department of Education Counter Extremism helpline Tel: 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](mailto:counter.extremism@education.gsi.gov.uk)
- Anti- Terrorist Hotline Tel:0800 789 321