Prevent Policy

This policy sits within the Safeguarding policy

Commitment

AccXel recognises it has a legal duty under the governments Counterterrorism and Security Act 2015, which 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 governments CONTEST counter terrorism strategy:

• Prevent terrorism – stop people becoming terrorists

• Pursue terrorism – disrupt and stop terror attacks

• Protect against terrorism – strengthen UK protection

• Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

Early intervention is at the heart of "Prevent" in diverting people away from being drawn into terrorist
activity. "Prevent" happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation. The Prevent Strategy objectives are:
• Ideology - respond to the ideological challenge of terrorism and the threat we face from those who promote it;
• Individuals - prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
• Institutions - work with sectors and institutions where there are risks of radicalisation which we need to address.

CHANNEL is a key element of the "Prevent" strategy and is a multi-agency approach to protect people at risk from radicalisation. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community to:
• identify individuals at risk of being drawn into terrorism;
• assess the nature and extent of that risk; and
• develop the most appropriate support plan for the individuals concerned.

Channel is about safeguarding children and adults from being drawn into committing terrorist-related

activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs.

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. 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.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it

2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

3. Work with sectors and institutions where there are risks of radicalisation that we need to address.

2. Objectives

AccXel, as a training provider have a responsibility to ensure:

• Our staff undertake Prevent training and to source appropriate training.

• We are all aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer

• To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice.

• We will source advice from our delivery partners to ensure compliance and best practice.

3. Scope

This policy relates to all staff and learners, including those of our sub contracted provision. AccXel will apply the same process for all learners regardless of geographical location, age, ethnicity, or course of study.

4. Key contacts

Lead Designated Safeguarding Officer
Andy Moule - 07971271367
Andy.moule@accxel.co.uk

Gloucestershire College Safeguarding Team
safeguarding@gloscol.ac.uk

Police
HOTLINE NUMBER: 0800 789321
EMERGENCY: 999

NON EMERGENCY NUMBER: 101

Local Authority
Eugene Okane
EMAIL: Eugene.okane@gloucestershire.gov.uk

Department for Education
NON EMERGENCY NUMBER: 020 7340 7264
EMAIL: counter.extremism@education.gsi.gov.uk

5. Definitions

Radicalisation - is a process by which an individual or group come to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.

Terrorism – an act of terror/violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including 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. This also includes calls for the death of members of the British armed forces.

6. Leadership & Governance

Prevent forms part of the safeguarding agenda which is featured as part of SMT meetings. Lifetime has a nominated Director leading the Prevent initiative, and the SMT are actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the Prevent Strategy 2011 and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent Duty is also embedded within IT, Social Media, Social Learning platform and Safeguarding policies.

As part of the employer liaison role and the tutorial system the topics mentioned above are re visited to embed the topic and to continually heighten awareness.

7. Staff Training

All staff are trained on the Vulnerabilities and Indicators of radicalisation, (see annex 1), the Channel process and how the duty engages with requirements of their role. Identifying risk at an early stage allows early intervention and is crucial to the Prevent Duty and Channel process being successful. We will work with our partner organisations to access training to extend our knowledge, challenge extremism and ideas to support the promotion of British values. This forms a significant part of the staff CPD training programme. As part of wider safeguarding responsibilities college staff will be alert to:

• Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of AccXel, such as in their homes or community groups, especially where learners have not actively sought these out.
• Graffiti symbols, writing or art work promoting extremist messages or images

• Learners accessing extremist material online, including through social networking sites. The college uses web filtering software as a means of restricting access to harmful content for those staff and learners who access web content via our network

• Parental reports of changes in behaviour, friendships or actions and requests for assistance

• Local schools/colleges, Local Authority services, and Police reports of issues affecting pupils/learners in other education settings

• Learners voicing opinions drawn from extremist ideologies and narratives

• Use of extremist or 'hate' terms to exclude, or incite violence against specific groups

• Intolerance of difference, including, but not exclusive to, groups with 'protected characteristics (age, gender and gender identity, race, disability, sexual orientation, religion and belief)

• Attempts to impose extremist views or practices on others

• Anti-Western, Anti-British or Anti-Christian/Jewish/Muslim views

We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it. We will be flexible enough to adapt our teaching approaches, as appropriate, to address specific incidents and occurrences to ensure delivery remains relevant to the current issues of extremism and radicalisation.

8. Engagement with External Partners

All employers will be made aware of AccXel's and their own duty by means of Business Liaison Manager communication. The employer guide contains detail in relation to employer responsibility to learners and AccXel. Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established. External partners are all vetted before an apprentice is engaged and employers are informed of their responsibilities to heighten awareness of prevent and safeguarding in line with the government guidelines and legislation. The working environment is monitored with regard to this issue as part of the employer liaison six weekly visits.

Accxel will invoke this policy at any sign of or concern being raised by either a learner, employer, member of the public or staff.

9. Learner Safety, Engagement & Curriculum

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

• Democracy

• Rule of Law

• Tolerance and understanding of different faiths

• Challenging discrimination

• Individual liberty

Opportunities to promote the above values are currently facilitated within all of AccXel's programmes. Knowledge, skills and behaviour monitoring tools, alongside surveys are used to measure the impact of such materials.

10 Heightened risks due to COVID 19

AccXel recognises the heightened risks that become apparent due to the outbreak of

COVID and the increased reliance of home working and home study. Guidance is issued via the

educate against hate website: https://educateagainsthate.com/resources/covid-19-prevent-guidancefor-schools-and-further-education-providers/ and is grouped into:

• 'Disinformation' – 'Fake or misleading stories created and shared deliberately, often by a writer who

might have a financial or political motive'.

• 'Misinformation' – This also means fake or misleading stories, but in this case the stories may not

have been deliberately created or shared with the intention to mislead.

• 'Conspiracy theories' – Conspiracy theories offer a simplifying model for all that cannot be

explained or easily understood. They typically involve an 'alternative' explanation for an event or

situation to those provided by governments and official international bodies, sometimes suggesting a

group, individual or organisation is responsible or hiding information from the public.

The pandemic highlighted how this material exchange may be transferred during lockdowns/isolation.

• Exposed to misleading and hateful content: Young people may have been exposed to fake

stories or conspiracy theories about COVID-19, which attribute blame on minority groups.

• Engaged with extremist individuals: Young people may have become exposed to or engaged

with extremist organisations or individuals, especially online.

• Increased vulnerability to radicalisation: COVID-19 may have increased vulnerability to

radicalisation as children and young people may feel isolated, anxious, frustrated, and angry.

11. Referral Pathways

If a learner or member of staff has concerns about themselves, or you have concerns about a learner or colleague being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns. Appendix 1 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

NB – should you feel your learner, yourself, a colleague or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding team has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The Designated Safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. See Appendix 3 for the referral pathways. It should be noted that referral to the Channel process is not a criminal intervention.

It should be noted that a learner or staff member, displaying one or a few of vulnerabilities and indicators does not mean they will necessarily be at risk of radicalisation. But a cause for concern

should be raised within the team and the person in questioned monitored. In all instances that concern you, you should report to the Designated Safeguarding Officer. The process for referral to a prevent coordinator involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding officer will discuss with a local Prevent coordinator.

12. Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted, if someone received a threat or the police felt someone was under threat without them knowing, then there are risk assessments, warnings and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc., such as markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

This policy has been agreed by the AccXel senior management team and agreed. It will be reviewed every two years or after significant changes to the centres business or staff.
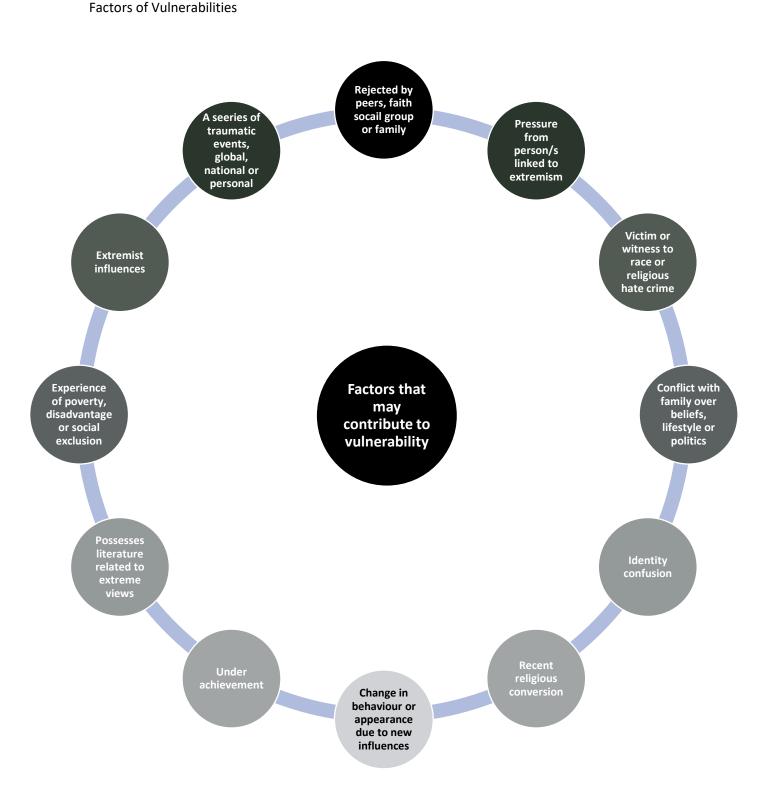
Signed   Date 06/01/2024

APPENDIX 1

Vulnerabilities & Indicators of Radicalisation

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching
Isolation and social exclusion	Change in appearance - dress/body art
Bullied	Change in behaviour within work and learning environment
Media influence	Change in social circles
Seeking revenge	
Seeking purpose of focus for life	
Seeking acceptance/social standing	

APPENDIX 2

Factors of Vulnerabilities

Factors that may contribute to vulnerability

- Rejected by peers, faith socail group or family
- Pressure from person/s linked to extremism
- Victim or witness to race or religious hate crime
- Conflict with family over beliefs, lifestyle or politics
- Identity confusion
- Recent religious conversion
- Change in behaviour or appearance due to new influences
- Under achievement
- Possesses literature related to extreme views
- Experience of poverty, disadvantage or social exclusion
- Extremist influences
- A seeries of traumatic events, global, national or personal

APPENDIX 3

Disclosure Recording Form	For office use only Case No
Learner Name	
Location/Name of Site	
DOB	
AccXel Staff Name	
Date of Disclosure	
Details of the concern	
Action taken	
Safeguarding Officer signature	