

Skills Training UK

training in a different class

Skills Training UK – Prevent Policy

Version 1.1



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European Union
European
Social Fund

VERSION CONTROL

This policy will be monitored on a minimum of an annual basis or in the event of significant changes to our organisational approach. Similarly, the policy will be reviewed adapted where there are clear legislative changes.

Version Number	Key changes	Author	Authoriser	Signature	Date
1.0	Initial document creation	Steven Mitchell Director of Research Innovation and Development	Steven Mitchell Director of Research Innovation and Development		28/05/2021
1.1	Revision of key terms and documentation; including to key contacts	Steven Mitchell Director of Research Innovation and Development	Steven Mitchell Director of Research Innovation and Development		01/08/2022

Prevent Policy

1. Introduction

This policy relates to all staff, learners, and subcontracted provision.

Prevent is part of the Government's Counter Terrorism Strategy known as CONTEST.

The aim of CONTEST is to reduce the risk of terrorism in the UK and its interests overseas, and to allow people to go about their lives freely and with confidence. This strategy covers all forms of terrorism.

The CONTEST Strategy is based on four key elements:

- Pursue: To disrupt and stop terrorist attacks
- Prevent: To stop people becoming terrorists or support terrorism
- Protect: To strengthen our protection against a terrorist attack
- Prepare: To mitigate the impact of a terrorist attack that can't be stopped

The Prevent Strategy has three key objectives:

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

2. Prevent

The Counter Terrorism and Security Act 2015 places a duty on the following to have 'due regard to the need to prevent people from being drawn into terrorism':

- Local government
- Criminal justice
- Education
- Child Care
- Health and Social Care
- Police

Under this legislation education establishments such as Skills Training UK need to have an understanding and awareness of what Prevent is, how to recognise signs of radicalisation, how to report and what will happen to individuals.

As a training provider Skills Training UK has a responsibility to ensure that:

- Training is provided to all parties on their Prevent Duty
- Leaders and Managers ensure that adequate training and resources are in place to meet obligations
- Staff know when it is appropriate to refer concerns about learners or other members of staff to a DSO or the DSL
- We also have a responsibility to exemplify Fundamental British Values of:
 - Democracy
 - The Rule of Law

- Individual Liberty
 - Mutual Respect
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- Skills Training UK have a duty to help learners build resilience to the potential threats of radicalisation, challenging extremism and raising awareness of and demonstrating fundamental British values.
 - There are dedicated resources to help staff upskill and by extension aid learner's comprehension of a number of key Prevent and Safeguarding areas.

3. Children and adults at risk of radicalisation

Children and adults at risk of radicalisation may:

- Have low self-esteem
- Be confused about their faith, sense of belonging, or identity
- Be victims of bullying or discrimination
- Feel isolated or lonely
- Be experiencing stress or depression
- Be going through a transitional period in their life
- Be angry at other people or the government
- Feel angry about how they are treated or seen by society

It is very difficult to know at what stage certain views can become dangerous, or if a child or adult is being exploited and manipulated into becoming a part of an extremist group. Signs aren't always obvious, but indicators that a child or young person is being radicalised may include:

- Withdrawal from family and friends, or changing circle of friends
- Hostility towards others
- Talking as if from a script
- Being unwilling to discuss their views
- Increased levels of anger
- Being secretive, particularly around what they are doing on the internet
- Using extremist terms to exclude people or incite violence
- Expressing the values of extremist or terrorist organisations (including political or religious based grievances)
- Supporting violence and terrorism towards other cultures, nationalities, or religions
- Writing or creating artwork that promotes extremist values
- Talking about being a 'martyr'
- Possession of extremist literature or other material, or trying to access extremist websites
- Possession of any material about weapons, explosives, or military training

These signs don't necessarily mean that a child or adult is being radicalised. Sometimes this can be normal teenage behaviour, or an indicator that something else is going on.

4. Leadership and Governance

As part of their Prevent Duty obligations, the Board, leaders and managers are actively engaged in ensuring that the organisation and its staff fulfil their Prevent duties. Skills Training UK has a nominated Director (Steven Mitchell) who is actively engaged with external parties to maintain knowledge, understanding and provide support to the wider business to implement training and monitor our effectiveness in meeting the requirements.

As Prevent forms part of the safeguarding agenda, this is reviewed by the Safeguarding Working Group (SWG) each time we meet.

All leaders and managers are responsible for ensuring that Prevent and fundamental British values are embedded in all programmes, our IT policies and approach, our learning platforms and policies such as Safeguarding.

The Board complete online learning packages to ensure they remain up to date and can effectively lead the organisation and on the Prevent agenda.

5. Staff Training

As indicated in the Safeguarding Policy, all staff receive mandatory safeguarding and Prevent training as part of their induction. This includes a full days training where participants attend the Workshop to Raise Awareness of Prevent. All new delivery staff must complete the below online sessions as part of their induction.

E-Learning Courses	Website
These should be completed within 3 weeks of joining Skills Training UK (links in blue)	
Safeguarding and Safer Recruitment	Foundation Online
Channel – General Awareness training	Channel
PREVENT	Foundation Online 2
Advancing Equality and Diversity	Foundation Online 3
Awareness of Forced Marriage	HSCVOOC
Female Genital Mutilation - Recognising and Preventing FGM	FGM Learning
SEND: Sources of Support (Centre staff)	Foundation Online 4
Supporting Dyslexic Learners in Different Contexts (Centre staff)	Foundation Online 5
Cyber Security	New link to follow

The training that colleagues receive is constantly reviewed for relevance and suitability to help prepare staff in their delivery roles.

The SWG communicate key updates on safeguarding and Prevent themes on a periodic basis. Updates such as handouts on FGM, Prevent and online safety have previously been issued. Safeguarding and Prevent are standard agenda items on Board and Management meetings.

6. Learner Training and Safety

Learners (and employers where applicable) are informed about Safeguarding and Prevent as part of their induction to their programme.

Learners are given access to online training packages (via OneFile or Moodle) on the following to complete as part of their programme:

- Prevent
- British Values
- Safeguarding

Prevent themes are naturally embedded in learner programmes and are discussed during visits and progress reviews.

These practices should be replicated in any subcontracted provision also.

All centres devices are monitored via Impero software which is designed to highlight any safeguarding or Prevent concerns, in terms of searches or content. Welfare cards are currently in development and will be provided to all learners on induction.

7. External Partners and Stakeholders

All employers are made aware of their responsibilities relating to Prevent. This is communicated by those colleagues who initially engage with employers and Trainer Assessors. For Apprenticeship provision, employers are given access to delivery models where Prevent and Safeguarding is naturally embedded throughout the learner's programme of learning.

8. How and where to report a concern or something suspicious

If a learner has concerns about themselves, or you have concerns about a learner and the possibility that they are at risk of being radicalised, you should follow the same practice for referring safeguarding concerns. Further details below.

Please note: If you feel that a learner, yourself or any other party are in imminent danger you must report this to the police (and DSO or the DSL).

Once the SWG have been informed, they will make a decision as to whether the issue needs to be escalated to the local police Prevent Officer. The DSO/DSL involved will then support the Channel process as required by the Channel panel.

Please note: Referral to the Channel process is not a criminal intervention.

If you have any concerns about an individual, you have identified a change in behaviour, their emotions, ideologies or beliefs have developed into more extreme views, please report this to your DSO or the DSL as soon as possible.

It should be noted that a learner who displays one or more of the vulnerability indicators may not necessarily be at risk of radicalisation. Equally, it may and therefore must be raised. In all instances, if you have any concerns, you must report it to your DSO or the DSL.

In all cases, the process for referral to a Prevent Coordinator involves risk assessing the learners level of engagement, intent and capability. The DSO / DSL will consult with the local Prevent Coordinator where necessary, particularly where additional guidance and support is needed before processing a referral.

For learners on Study and Traineeship programmes, your appointed Designated Safeguarding Officer is **Joanne Heywood - M: 07792 785531**

For learners on Adult Education programmes, your appointed Designated Safeguarding Officer is **Alison Wood-Still - M: 07880461049**

For learners on Apprenticeship programmes, your appointed Designated Safeguarding Officer is **Tracyiegh Hendy - M: 07540703383**

In the event that none of the above are available or on leave, please contact Designated Safeguarding Officer, **Michelle Allen – M: 07584381199**

Steven Mitchell (Director of Research, Innovation and Development) remains Skills Training's Designated Safeguarding Lead and can be contacted via **M: 07860 695386** Alternatively, you should contact one of the following if your concern is more urgent:

National Anti-Terrorism Hotline: 0800 789 321 or Police: 101

Or send your concerns via the following link: <https://www.gov.uk/report-terrorism>

9. The Prevent Process

Once a referral has been made a multi-agency meeting, known as a Channel Panel, is held to discuss the concerns that have been raised about the individual and the current situation faced.

The Channel process aims to identify early interventions to protect and divert people away from the risk that they may face if they are being drawn into terrorism or a terrorist related activity.

This process considers what vulnerabilities have been identified by those responsible for actual and potential radicalisation and how they may be drawn into terrorism.

This is an overt process with active involvement of the individual and their families (where applicable) where support 'packages' are developed to help the individual become deradicalised.

The Channel Panel group could identify a specialist or mentor to provide them with a better understanding and awareness of a particular viewpoint.

To make a Prevent Channel Referral, please complete a Notice of Concern form and alert your DSO or the DSL as soon as possible. Your NOC should be emailed to: safeguarding@skillstraininguk.com

Alternatively, please call one of the contacts above.

10. National Threat Level

Threat levels are designed to give a broad indication of the likelihood of a terrorist attack. The national definitions for each threat level are provided below. The current UK threat level for international terrorism is: Substantial <https://www.mi5.gov.uk/threat-levels>

There are five levels of threat:

- low - an attack is highly unlikely
- moderate - an attack is possible but not likely
- substantial - an attack is likely
- severe - an attack is highly likely
- critical - an attack is highly likely in the near future

The level is set by the Joint Terrorism Analysis Centre and the Security Service (MI5).

As a nation we continue to prioritise according to the threat posed our national security.

There has been an increase in the number of far-right inspired terror attacks, lone acts of terror as opposed to mass organised terror activities. As a result, the government strategy now reflects these concerns and highlights ways in which to identify risk in these circumstances.

11. Prevent Definitions

Terrorism – An act of terror or violence based on a political objective. This may relate to the politics of nationalism, ethnicity, religion, ideology or social class

Extremism – An ideology that is far outside the mainstream attitudes of society. This may include vocal or active opposition to fundamental British values (as detailed above). This also includes calls for the death of members of the British armed forces.

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

For more information please click on the following links:

<https://www.gov.uk/government/publications/prevent-duty-guidance>

<https://www.gov.uk/government/news/action-counters-terrorism>

<https://act.campaign.gov.uk/>

12. Related Policies and Procedures

- Safeguarding of Children and Adults at Risk Policy
- IT Acceptable Use Policy