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# 8POINT8 TRAINING

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## PREVENT DUTY POLICY

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## 1. Introduction

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Prevent is one of four strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity. Threats are not limited to the threat from religious extremists and we, therefore, need to be mindful of all potential threats to which our learners are exposed to. The Prevent strategy has 3 specific aims:

- **Respond** to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote those views
- **Provide** practical help and support 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 need to be addressed, including the education sectors, criminal justice, faith groups, the internet, and health service

The Government's new counter-terrorism bill places a duty on FE organisations "to have due regard to the need to prevent people from being drawn into terrorism". This policy seeks to ensure that 8point8 Training meets the expectations and legalities of this legislation and has an integral part to play in adopting a set of shared 'British values' and promoting community cohesion.

Staff and learners/apprentices are asked to ensure that they read and understand the contents of this policy and that they remain aware of its contents and act accordingly. A copy of this policy can be accessed by learner/apprentices via their e-portfolio system, staff have access to this policy via SharePoint.

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**8point8 Training's Safeguarding Email contact: [support@8point8training.com](mailto:support@8point8training.com)**

## 1.1 Related Files / Documents

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Reference	Document Title
POL-209	Whistleblowing Policy
POL-701	Equality and Diversity Policy
POL-704	Complaints Policy
POL-705	GDPR Data Protection Policy
POL-707	Safeguarding Policy
POL-710	Learner Health and Safety Policy

## 2. Scope

This policy relates to all potential and actual apprentices, learners, staff, and associates of 8point8 Training. The purpose of this policy is to ensure an awareness of “Prevent” within 8point8 Training and provide a clear framework to structure and inform our response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism. To provide a framework to embed British Values into the curriculum and ways of working; and recognise current practice which contributes to the Prevent agenda and identify areas for improvement.

## 3. Definitions

The following are commonly agreed definitions within the Prevent Duty:

- an ideology is a set of beliefs
- radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism
- safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism related activity
- terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological agenda
- vulnerability describes factors and characteristics associated with being susceptible to radicalisation
- extremism is vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs

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### **3.1 Extremism**

Extremism is defined as any 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 calling for the death of members of the armed forces. Prevent covers international and domestic terrorist threats and includes the activities of far right groups and animal rights groups.

### **3.2 Radicalisation**

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

### **3.3 Terrorism**

Terrorism is an action that endangers or causes serious violence to a person / people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

## **4. Indicators**

There are many signs and indicators of radicalisation and extremism, most commonly individuals that are at higher risk of being targeted are those categorised as vulnerable. Vulnerable individual being classified within our safeguarding policy as a child or vulnerable adult. It is however important to note that anyone can be drawn into terrorism and therefore our culture of vigilance must be robust.

- Identity Crisis: the learner/apprentice is distanced from their cultural/religious heritage and experiences discomfort about their place in society
- Personal Crisis: the learner/apprentice may be experiencing family tensions; a sense of isolation; low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging
- Personal Circumstances: migration; local community tensions and events affecting the learner/apprentice's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
- Unmet Aspirations: the learner/apprentice may have perceptions of injustice; a feeling of failure; rejection of civic life

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- Experiences of Criminality: involvement with criminal groups, imprisonment, poor resettlement, or reintegration
  - Substance and alcohol misuse
  - Peer pressure
  - Influence from older people or via the Internet
  - Bullying
  - Domestic violence
  - Race/hate crime

Behaviours and signs which may indicate an individual is at risk of being radicalised or exposed to extremist views could include:

- Being in contact with extremist recruiters and/or spending increasing time in the company of other suspected extremists
- Loss of interest in other friends and activities not associated with the extremist ideology, group, or cause
- Accessing extremist material online, including through social networking sites
- Possessing or accessing materials or symbols associated with an extremist cause
- Using extremist narratives and a global ideology to explain personal disadvantage
- Voicing opinions drawn from extremist ideologies and narratives, this may include justifying the use of violence to solve societal issues
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Significant changes to appearance and/or behaviour increasingly centred on an extremist ideology, group, or cause
- Changing their style of dress or personal appearance to accord with the group
- Attempts to recruit others to the group/cause
- Using insulting to derogatory names for another group

An increase in prejudice-related incidents committed by the individual may include:

- physical or verbal assault
- provocative behaviour
- damage to property
- derogatory name calling
- possession of prejudice-related materials
- prejudice related ridicule or name calling
- inappropriate forms of address
- refusal to co-operate
- attempts to recruit to prejudice-related organisations

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## 5. British Values

All staff at 8point8 Training will demonstrate British Values throughout their interactions, behaviour, and professional practice. We understand the requirement to embed British Values into and throughout the apprentices/learner's programme. All delivery areas will embed appropriate opportunities throughout the apprentices/learners learning journey with 8point8 Training.

The British Values are:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs

Additional enhancement courses that are developed centrally will be shared with apprentices/learners across all curriculum areas to support knowledge and understanding of British Values.

## 6. Roles and Responsibilities

To ensure compliance with the Prevent duty, all 8point8 Training staff must:

- Undertake training in the Prevent duty to ensure they understand the factors that make people vulnerable to being drawn into terrorism and that they can recognise this vulnerability and are aware of what action to take
- Exemplify British/Community Values into their work and practice and that opportunities in the curriculum are used to promote these values to students.

### 6.1 Executive Team / Senior Management Team

Executive and Senior Management Team ensures safeguarding processes and procedures are robust and consistently applied, ensuring that 8point8 Training complies with the Prevent Duty as set out in the Counter Terrorism and Security Act 2015 and that the policies and procedures in place enable appropriate action to be taken in a timely manner to safeguard and promote apprentices/learners' welfare.

### 6.2 Designated Safeguarding Lead

Designated Safeguarding Lead (DSL) is responsible for the overall management of safeguarding issues and reports to the SMT on any issues that arise. The DSL will deal with employee concerns over learners/apprentices welfare, signpost and offer guidance. Carry out investigations where appropriate and coordinate escalation

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processes and liaise with external bodies such as local multi-agency safeguarding partnerships where appropriate. Produce, maintain, and update records.

The DSL is not entitled to give formal legal advice but are able to obtain such advice from experts. They maintain links with local multi-agency safeguarding partners, inform and advise on legislation changes and current safeguarding themes.

Designated Safeguarding Officers monitor the support@ inbox and ensure all concerns are dealt with timely and appropriately.

### **6.3 All staff and associates of 8point8 Training are responsible for:**

- Attending all mandatory safeguarding and Prevent training and keeping up to date with current policy and procedures.
- Understanding what may contribute to increased vulnerability in relation to radicalisation and extremism
- Understanding the signs and indicators that may cause concern.
- Remaining observant and vigilant to identify concerns
- Sharing concerns following 8point8 Training's Safeguarding procedures

### **6.4 Trainers, Assessors, Associates and Mentors are responsible for:**

- Planning appropriate opportunities throughout the apprentices/learner's programme of learning, with employer involvement (where possible) to fully embed British Values
- Developing apprentices/learners understanding of terrorism and extremism, to support apprentices/learners to protect themselves and others, and to have the confidence and resilience to be able to share their concerns
- Be able to confidently challenge extremist ideology in a way which supports apprentices/learner's education
- Check employer's awareness of procedures in relation to Prevent and safeguarding

### **6.5 Employers**

- To understand their responsibilities in relation to Prevent
- Take part in apprentices/learner/employer induction
- Read published policies including
  - Prevent
  - Safeguarding
  - Equality Diversity
  - Health & Safety



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- Actively engage in regular tri-party reviews
  - Report any concerns they have following 8point8 Training reporting processes

## **7. Our Commitment**

8point8 Training is committed to supporting all stakeholders to understand and implement this policy. This policy, alongside our Safeguarding Policy, is included as part of the enrolment and induction process for new employees and apprentices. Our policies are all readily available to all stakeholders via our website, SharePoint and e-Portfolio.

## **8. Induction and Training**

### **8.1 Staff**

All staff receive on-going training and awareness, information, advice and guidance to assist them to understand individual responsibilities and have a responsibility to participate in safeguarding training and maintain their professional development.

8point8 Training will ensure that:

- All new employees develop their understanding of the signs and indicators of abuse, neglect, bullying and/or harassment within the twelve-week induction period via appropriate certificated training in safeguarding
- All staff and associates will receive safeguarding and Prevent awareness training with annual refreshers
- CPD training is provided to all delivery staff on topics such as promoting British Values and embedding Equality Diversity
- All employees know how to respond to an individual that discloses welfare issues, abuse, neglect, radicalisation, bullying and/or harassment
- Promote resilience to extreme narratives

Our Safeguarding and Prevent newsletters are issued monthly covering key topics and updates for all staff and apprentices/learners/employers and can be used to promote discussions.

### **8.2 Apprentices/Learners:**

- Safeguarding and Prevent awareness, Equality and Diversity British Values are covered at apprentices/learner induction
- During induction reporting procedures are explained to apprentices/learners so they can raise a concern about themselves or someone else

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- Tri-party quarterly reviews between the apprentices/learner, 8point8 Training and the employer raise awareness of Prevent, Equality and Diversity and Safeguarding
  - Enhancement courses cover a wide range of subjects designed to enhance personal development
  - Promote resilience to extreme narratives

## **9. Teaching, Learning and Assessment**

Our programmes will provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand, and become tolerant of difference and diversity and to ensure that they thrive, feel valued and not marginalised.

Our programmes of learning promotes respect, tolerance, and diversity. Our learners/apprentices are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others. We will also aim to build students' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. It is important to emphasise that we will not stop students debating controversial issues. We will provide a safe space in which our learners and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments. We also ensure that our learners are safe from terrorist and extremist material when accessing the internet by establishing appropriate levels of filtering.

## **10. Reporting a Safeguarding Concern**

**For full reporting processes follow the 8point8 Training Safeguarding Policy**

### **10.1 If a learner/apprentice raises a concern/allegation:**

If the learner/apprentice has a concern over their own personal welfare and wellbeing, listen to and record all information given, making no judgement or assumptions. Take any actions required to secure the immediate safety of the child or adult at risk. If the learner gives consent, report the issue to the DSL. If the learner/apprentice's safety and wellbeing are at risk and they do not give consent for the matter to be escalated, escalate if you believe the matter would deteriorate if additional support was not

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sourced. Guidance should be sourced with the DSL if who will then decide the appropriate course of action, and if a referral outside the organisation is appropriate.

### **10.2 If an employer/family member or other person reports a concern:**

Listen and record the details as per a learner reporting (10.1) Retain the contact details of the person making the report. Report the issue to the DSL who will then decide the appropriate course of action, and if a referral outside the organisation is appropriate. Be mindful of confidentiality, as all learners aged 16 and above, and of employed status are deemed to be adults, and therefore no information should be passed on to those who have raised the concern without consent.

### **10.3 If a learner has a concern/allegation about a member of staff:**

All learners/apprentices are informed that if they have a concern over their own personal welfare and wellbeing that they do not feel comfortable talking to their trainer/assessor, they are to contact the DSL

### **10.4 Observing a safeguarding issue taking place within the employer's setting**

Take action to stop the activity immediately, and inform the individual of the concern, ask them to remove themselves from the area and report to the designated manager. Take any actions to secure the safety of the person at risk. Be mindful of differences between poor practice and a safeguarding issue and apply your action appropriately. Guidance should be sourced with the DSL if who will then decide the appropriate course of action.

### **10.5 If a learner reports unsafe practices or safeguarding issues within their working/learning environment.**

Advise the learner/apprentice to follow employer in-house reporting or whistle blowing procedures. If it is related to a 8point8 Training learner/apprentice activity session, follow 8point8 Training's safeguarding reporting procedures. You may support the learner/apprentice in speaking to the appropriate senior team members if appropriate. Report the incident to your designated safeguarding officer who will offer additional guidance and signposting for the learner/apprentice and will monitor.

## **11. Channel**

Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It is a multi-agency approach to protect people at risk from radicalisation using collaboration between local authorities, statutory partners, the police and local community to:

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- Identify individuals at risk of being drawn into terrorism.
  - Assess the nature and extent of that risk.
  - Develop the most appropriate support plan for the individual concerned.

The support provided by a Channel panel can help to address an individual's educational, vocational, mental health and other needs, and address any ideological drivers behind radicalisation.

## **12. Records**

8point8 Training will keep clear, comprehensive records of any disclosures and/or allegations of abuse. The company will comply with the requirements of the Data Protection Act 1998, which allows for disclosure of personal data where this is necessary to protect the interests of a learner, it is therefore important that employees record precisely what has been alleged, using the words of the complainant. Records should use accurate quotation. It should also, if felt appropriate, include factual observations about the observable physical and emotional state of the individual sharing their concerns. Information should be accessible only to those who need to access it as part of further investigation and action taken to resolve a complaint or allegation.

## **13. Confidentiality**

All matters relating to welfare and safeguarding issues are highly confidential. We will only disclose any information internally or to an external organisation on a 'need to know' basis only. All records and referral letters will be electronic and kept on a secure server accessible only by the Designated Safeguarding Team. There must not be any record printed or stored on a hard drive or memory stick. All communication (verbal or written) must be classified as Confidential.

## **14. Whistleblowing**




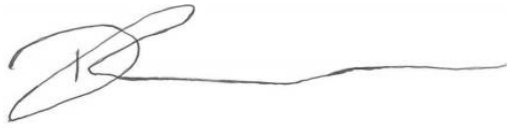
Everyone has the right and the responsibility to raise concerns, about the behaviour of staff, volunteers, apprentice/learners, which may be harmful to those in their care and will receive appropriate support when doing so. Staff, volunteers, and vulnerable persons alike are encouraged to share any concerns they may have so that problems can be identified, dealt with, and resolved quickly without prejudice to their own position. Further information on Whistleblowing can be found in the Whistleblowing Policy.

## 15. Changes to this Policy

8point8 Training will review this policy at regular intervals and we reserve the right to update or amend it at any time and from time to time. We will circulate any modified policies.

## 16. Review of this Document

This document will be reviewed by Jenny Atkinson (Training Manager) 12 months from the date of implementation and then every 12 months thereafter, unless minor adjustments are required in the interim.

Version	Release Date	Release Notes	Author	Signed
1.0	01/09/2020	Initial Release	Jenny Atkinson	
2.0	01/09/2021	Updated full document	Jenny Atkinson	
2.1	06/05/2022	Updated related files and documents, Added additional useful links	Jenny Atkinson	
2.2	24/7/2023	Review conducted no changes identified	David Ravensdale	

### Annex 1

#### Useful links:

Doncaster council - Rachael Long, Crime and Community Safety Theme Manager, **01302 737469** or email **Rachael.Long@doncaster.gcsx.gov.uk**

Department for Education - Christopher Sybenga, NE Regional Prevent Co-ordinator,

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**07384456640** or email **Christopher.SYBENGA@education.gov.uk**

South Yorkshire Police Prevent Team – Ring 101

South Yorkshire Police - 101

Anti-Terrorist Hotline - 0800 789 321

Crime Stoppers - 0800 555 111

West Yorkshire - Prevent | West Yorkshire Police

Yorkshire & Humber - PREVENT: Yorkshire & Humber Regional Organised Crime Unit  
(yhrocu.org.uk)

London - Prevent | City of London Police

Newcastle - Prevent in Newcastle | Newcastle City Council

Liverpool - Prevent - Liverpool City Council

East Riding - Preventing terrorism (eastriding.gov.uk)

Counter-terrorism and Security Act 2015

Equality Act 2010 and guidance on its implementation

Guidance to the Prevent Duty

DfE Guidance on the Prevent duty; July 2015

Ofsted FE and Skills Education Inspection Framework in England

Inspecting safeguarding in early years, education and skills settings