

Prevent Policy

The purpose of this policy is to:

- Ensure an awareness of Prevent within Century Training Academy
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
- Embed British Values into the curriculum and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement

Who does this policy apply to?

The Prevent Policy applies to everyone working or learning through Century Training Academy. It confers responsibilities on all Directors, staff, learners, visitors and those working under self-employed arrangements.

Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such, the Prevent agenda will be addressed as a safeguarding concern.

Century Training Academy has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- (a) Stifle legitimate discussions, debate or learner engagement activities in the local communities we serve; or
- (b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Why do we need this policy?

Background information

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.

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty places mandatory duties and responsibilities on a range of public organisations, including Independent Training Providers, and 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 violent extremism 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 education, criminal justice, faith, the internet and health

The Government operates a system of threat levels which represent the likelihood of a terrorist attack in the UK.

Our Prevent Policy has five key objectives:

1. To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen to and support the learner voice
2. To break down segregation among different learner communities, including through supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners in playing a full and active role in society
3. To ensure learner safety and that Century Training Academy is free from bullying, harassment and discrimination
4. To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance
5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism

Definitions

The following definitions are used within the Prevent agenda:

- **Ideology** – a set of beliefs
- **Radicalisation** – the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism
- **Safeguarding** – the process of protecting vulnerable people from abuse, neglect, exploitation or being drawn into terrorism-related activity

- **Terrorism** – an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or intimidate the public for political, religious or ideological purposes
- **Vulnerability** – factors and characteristics associated with being susceptible to radicalisation
- **Extremism** – 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

Aims

Leadership and Values

To create and maintain an ethos that upholds shared responsibility and wellbeing for all learners, staff and visitors, whilst promoting respect, equality, diversity and inclusion.

This will be achieved through:

- Promoting British Values, equality, diversity and learner voice
- Building staff and learner confidence through mandatory Prevent training and awareness activity
- Deepening engagement with local communities

Teaching and Learning

To provide a curriculum that promotes British Values, critical thinking and resilience to extremist ideology.

This will be achieved through:

- Embedding British Values across the curriculum
- Encouraging respectful discussion and critical analysis of controversial issues
- Using external speakers and resources that align with Century Training Academy values
- Encouraging active citizenship and learner participation

Learner Support

To ensure staff take preventative and responsive steps through:

- Strong learner support systems
- Effective anti-bullying and equality practices
- Early identification of vulnerability and risk factors
- Clear internal and external referral pathways
- Collaborative working across on-site and off-site provision

Roles and Responsibilities

This policy operates alongside and as part of Century Training Academy's Safeguarding Policy.

Senior Management Team

The SMT must ensure:

- Compliance with the Prevent Duty
- All staff receive appropriate Prevent training
- Clear referral pathways are understood and followed
- British Values are actively promoted

Prevent Lead

The Training Manager is the Prevent Lead and Designated Safeguarding Lead and is responsible for implementation, monitoring and referral to external agencies where required.

All Staff

All staff are responsible for:

- Promoting British Values
- Attending Prevent training
- Reporting concerns through safeguarding procedures
- Challenging extremist views appropriately
- Supporting learner resilience

Managing Risks and Responding to Events

Century Training Academy will manage Prevent risks by:

- Monitoring local, national and international events
- Managing external influences and speakers
- Maintaining appropriate ICT filtering and monitoring
- Ensuring incident response procedures are in place

Training and Awareness

Prevent training is mandatory for:

- Learners (via induction and tutorials)
- Senior Management Team
- Managers
- Teaching and support staff
- Agency staff, volunteers and contractors

Policy Summary

P – Promotion of equality, diversity and positive relationships

R – Referral of concerns via safeguarding procedures

E – Embedding British Values

V – Vetting speakers and materials

E – Environment that is safe and secure

N – News and local risk monitoring

T – Training for staff and learners

Key Guidance and Web Links

Prevent Duty Guidance (Education):

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

Channel Duty Guidance:

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

How to make a Prevent referral:

<https://www.gov.uk/guidance/making-a-referral-to-prevent>