




apprentify

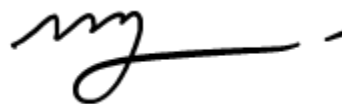
PREVENT POLICY 2023-2024

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Board Signatures



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Purpose

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen at Apprentify and ensure that we work alongside other professional bodies and agencies to ensure that our learners and staff are safe from harm.

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic, or social conditions, institutions, or habits of the mind. Extremism is defined as the holding of extreme political or religious views. At Apprentify, we are fully committed to safeguarding and promoting the welfare of all learners and staff. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

At Apprentify, all employees and learners are expected to uphold and promote the fundamental principles of British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The principle objectives of this policy are that all staff will understand what radicalisation and extremism are, and why we need to be vigilant. All learners and staff will know that Apprentify has policies in place to keep them safe from harm and that Apprentify regularly reviews its systems to ensure they are appropriate and effective.

Apprentify's curriculum promotes respect, tolerance, and diversity. Learners and staff 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.

It is recognised that those with low aspirations are more vulnerable to radicalisation and, therefore, we strive to equip our learners and staff with confidence, self-belief, respect, and tolerance as well as setting high standards and expectations for themselves.

Learners and staff are briefed during their Induction phase (1st month) about how to stay safe when using the Internet and are encouraged to recognise that people are not

always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet.

Apprentify staff, contractors, associates, and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

Through various training opportunities within Apprentify, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

PREVENT

One aspect of safeguarding is the PREVENT duty, which requires the Education sector to have "due regard to the need to PREVENT people from being drawn into terrorism", supporting terrorism, or being drawn into non-violent extremism.

The Counter-Terrorism and Security Act 2015 places a duty on certain bodies (specified authorities – listed in Schedule 6) regarding the above.

Keeping Children Safe in Education (2023) details the importance of education around RSHE, Educate Against Hate and developing knowledge and understanding of British Values. This, alongside the Human Rights Act (1998) and Equality Act (2010) have informed our Prevent Policy.

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.

Purpose of PREVENT

- PREVENT aims to safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities.
- It also aims to support institutions, such as schools, colleges, and universities where this may happen.
- All frontline staff have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Designated Safeguarding Team (DST).

Responsibilities

All provider staff have a legal responsibility under the PREVENT Duty to make sure that:

- They have undertaken training in the PREVENT Duty as identified by their management.
- They are aware of when it is appropriate to refer concerns about Learners to the 'PREVENT officer' otherwise known as the provider's Designated Safeguarding Team.
- They promote British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice.

Embedding PREVENT Awareness

PREVENT links to the Apprentify Safeguarding Policy, where all staff at Apprentify have a responsibility to promote awareness and understanding of the PREVENT duty. At Apprentify, we will:

- Ensure that British Values underpin everything that we do.
- Explicitly cover British Values during Induction, where learners complete a module around those and how we embed.
- Link British Values in sessions and discuss these with our learners.
- DST will distribute PREVENT newsletters, as well as arrange active training as part of employee CPD hour.
- Link Safeguarding Scenarios to real and relevant PREVENT scenarios and discuss these with Learners to embed them.
- Educate links through our underpinning RSHE curriculum.

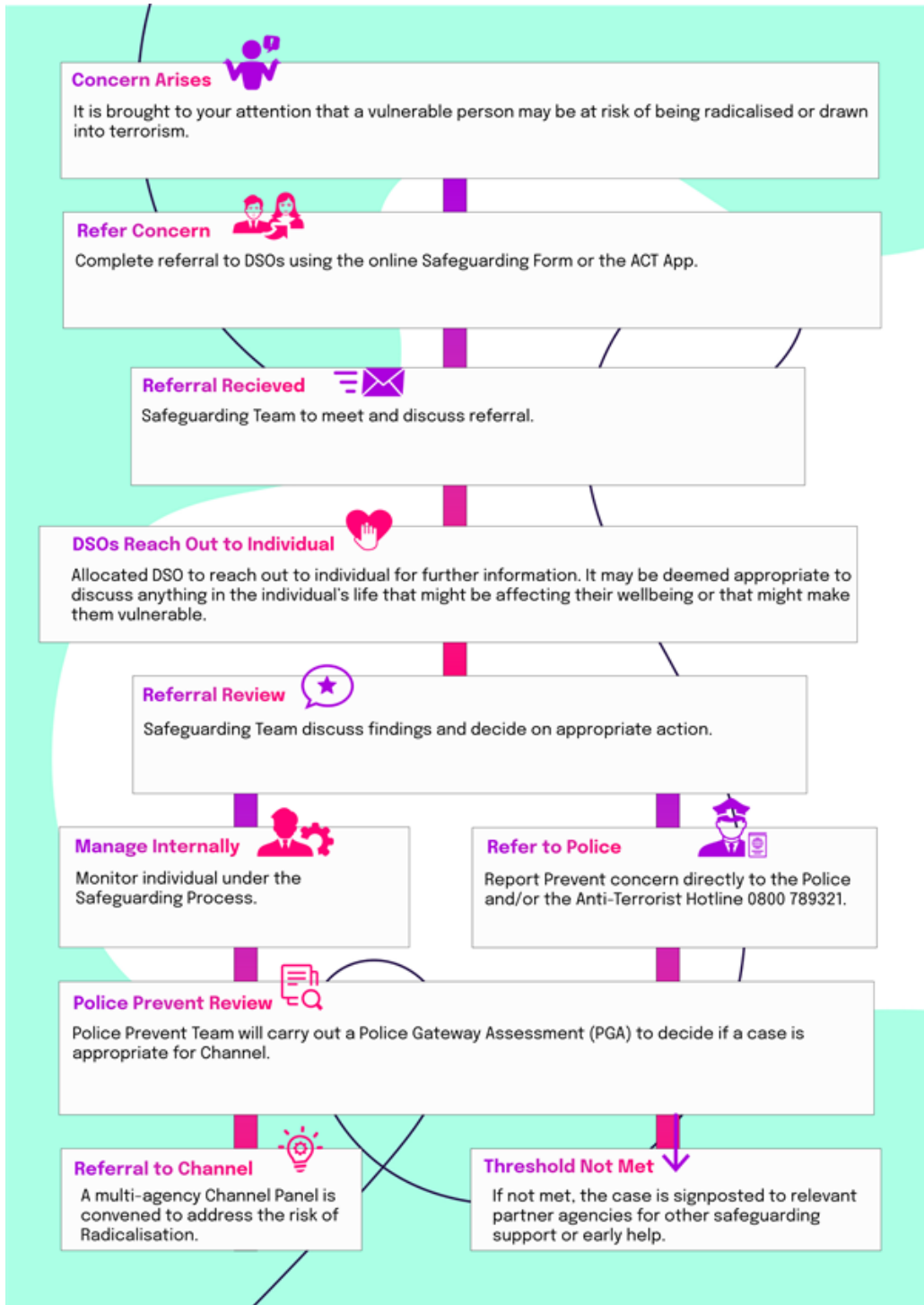
- Develop understanding and education of human rights and equality and diversity.

The PREVENT Strategy will specifically:

- 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 and work with sectors and institutions where there are risks of radicalisation which we need to address.

Reporting a Concern

The Prevent process works as a multi-agency response to offer support in safeguarding vulnerable adults or children at risk or radicalisation; this includes support of, or participation in, terrorist activity. Prevent is considered a “non-criminal space”, so that those referred are not criminalised. The Apprentify Prevent Referral Process is as follows:



All staff will adhere to the following guidelines:

- Inform our Designated Safeguarding Team as soon as possible. The most efficient way to do this is to report it via the [relevant online form](#) on our website or to use the Act App, which can be downloaded here: <https://www.gov.uk/government/news/new-act-app-launched>
- Maintain confidentiality and do not discuss with others.
- Stay calm.

Definitions

What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, refreshed in 2018. The aim of the strategy is 'to reduce the risk to the UK and its citizens and interests overseas from terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism.
- **PURSUE** - to stop terrorist attacks through disruption, investigation, and detection.
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact.
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places.

Contest has recognised the evolving nature of terrorist attacks, being more dynamic requiring us to be more agile in our response. It acknowledges that technology is our biggest threat, suggesting an increase in self-initiative terrorists using wider online influences is leading to less fixed ideology and direction. And an increasing risk from radicalising voices operating below the threshold for terrorism is creating a gateway for others to inspire violence. Importantly, the new strategy outlines the need for CT

investigations to use a range of expert advice and use non-law enforcement interventions to tackle the threat.

This is relevant as there has been an increase in minors arrested for Terrorism offences, with over half of U18s convicted over the last 5 years having been charged with non-violent offences (collection and dissemination of terrorist publications) and bringing into close focus our role in intervening early.

‘Martyn’s Law’ - ProtectUK

On Monday 19 December, the Government announced details for the Protect Duty, now to be known as ‘Martyn’s Law’ in tribute of Martyn Hett, who was killed alongside 21 others in the Manchester Arena terrorist attack in 2017. The Homeland Security Group has provided a factsheet for organisations to socialise what the law will do, what the tier system is and how the law will be managed. The legislation will apply across England, Wales, Scotland and Northern Ireland, as national security is a reserved matter for the UK Government.

Martyn’s Law will keep people safe, enhancing our national security and reducing the risk to the public from terrorism by the protection of public venues.

It will place a requirement on those responsible for certain locations to consider the threat from terrorism and implement appropriate and proportionate mitigation measures.

The legislation will ensure parties are prepared, ready to respond and know what to do in the event of an attack. Better protection will be delivered through enhanced security systems, staff training, and clearer processes.

Premises will fall within the scope of the duty where “qualifying activities” take place. This will include locations for purposes such as entertainment and leisure, retail, food and drink, museums and galleries, sports grounds, public areas of local and central government buildings (e.g., town halls), visitor attractions, temporary events, places of worship, health, and education.

It is proposed that the duty will apply to eligible premises which are either: a building (including collections of buildings used for the same purposes, e.g. a campus); or a location/event (including a temporary event) that has a defined boundary, allowing capacity to be known. Eligible locations whose maximum occupancy meets the above specified thresholds will then be drawn into the relevant tier.

Therefore, premises will be drawn into the scope of the duty if they meet the following three tests:

- That the premises is an eligible one – i.e., building or event with a defined boundary.
- That a qualifying activity takes place at the location; and
- That the maximum occupancy of the premises meets a specified threshold – either 100+ or 800+

The Bill will impose a duty on the owners and operators of certain locations to increase their preparedness for and protection from a terrorist attack by requiring them to take proportionate steps, depending on the size and nature of the activities that take place there.

Proportionality is a fundamental consideration for this legislation. It will therefore establish a tiered model, linked to the activity that takes place at a location and its capacity:

- A **standard tier** will drive good preparedness outcomes. Duty holders will be required to undertake simple yet effective activities to improve protective security and preparedness. This will apply to qualifying locations with a maximum capacity of over 100. This could include larger retail stores, bars, or restaurants.
- An **enhanced tier** will see additional requirements placed on high-capacity locations in recognition of the potential catastrophic consequences of a successful attack. This will apply to locations with a capacity of over 800 people at any time. This could include live music venues, theatres, and department stores.

There will be some limited exclusions and exemptions from the duty. This includes locations where transport security regulations already apply; and those that are vacant over a reasonable period or are permanently closed. **Those with a large floor space and low occupancy in practice (e.g., warehouses and storage facilities) as well as offices and private residential locations, will not be in scope.**

Standard Tier:

Standard duty holders will need to undertake easy and simple activities to meet their obligations. **This will include completion of free training, awareness raising and cascading of information to staff and completion of a preparedness plan.**

The aim is to ensure staff are better prepared to respond quickly to evolving situations, aware of what processes they should follow, able to make rapid decisions and carry out actions that will save lives. This could be as simple as locking doors to delay attackers progress and access whilst guiding staff and customers to alternative exits. It could also enable lifesaving treatment to be administered by staff whilst awaiting the arrival of emergency services.

An inspection capability will be established to seek to educate, advise, and ensure compliance with the duty. Where necessary, the inspectorate will use a range of sanctions to ensure that breaches are dealt with effectively.

Dedicated guidance and support will be provided for Martyr's Law, to ensure that those in scope have the required information on what to do and how best to do it. As part of this approach, we will expand the support available to those responsible for delivering security in public places.

A new online platform has been developed by the National Counter Terrorism Security Office (NaCTSO), Home Office and Pool Reinsurance to support all those seeking to enhance their protective security. [ProtectUK](#) is a central, consolidated hub for trusted guidance, advice, learning and engagement with experts in security and Counter Terrorism. It will serve as the 'go to' resource for free, 24/7 access to the latest information on protective security and will be regularly updated with new engaging content and increased functionality.

What is Extremism?

The Government has defined extremism as "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.

What is Terrorism?

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 advancing a political, religious, or ideological cause.

What is radicalisation?

People can be drawn into violence, or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of several factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice, as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

The Government has defined extremism as "vocal or active opposition to fundamental British Values", which include:

- Individual liberty
- Rule of law
- Democracy
- Mutual respect and tolerance of different faiths and beliefs.

This includes not discriminating against those with protected characteristics (Equality Act 2010), namely:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Channel

What is Channel?

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

Who does Channel work with?

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal

vulnerabilities.

How does Channel work?

Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals. If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support.

What does Channel support look like?

Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment, or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their circumstances.

How will the person be involved in this process?

A person will always be informed first if it's felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

Who can make a referral?

Anyone can make a referral. Referrals come from a wide range of partners including education, health, youth offending teams, police, and social services.

What happens with the referral?

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary. Raising a concern If you believe that someone is vulnerable to being exploited or radicalised, please use the established safeguarding or duty of care procedures within your organisation to escalate your concerns to the appropriate Officers, who can raise concerns to Channel if appropriate.

Review

This Policy will be reviewed annually or sooner if required.