

PREVENT DUTY POLICY

1.0 Introduction

GLP is committed to providing a secure and tolerant environment for all learners receiving education and training. Our policy applies to all staff, working for GLP.

2.0 Context and ethos of the policy

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on Further Education Colleges and other specified authorities (which GLP comes under) to, '*have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism*'. Statutory guidance has been published under the Act to assist the specified authorities (HM Government Prevent Duty Guidance: for England and Wales, 2015).

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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

There is no place for extremist views at GLP, whether from internal sources – staff, learners or external sources. GLP has a duty to ensure that our learners see the GLP as a safe place where they can explore controversial issues and where trainers encourage and facilitate this.

GLP recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern. GLP also recognise that if GLP fails to challenge extremist views they are failing to protect the learners. Education is seen as a powerful weapon against extremism; equipping young people with the knowledge, skills and critical thinking to challenge and debate in an informed way.

GLP is committed to offering a broad and balanced curriculum, delivered by skilled professionals, so that the learners are enriched, understand and become tolerant of difference and diversity, and ensure that they thrive, feel valued and not marginalised. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line with the Disciplinary Policies. Where misconduct is by a member of staff the matter will be referred to the Disciplinary Procedure.

GLP Training Ltd has developed this Policy to combat extremism to meet the requirements of Government legislation on counter terrorism, as explained through the *Prevent* Duty Guidance while also protecting all the elements of democratic freedom. Through this policy it will address *Prevent's* three strategic objectives:

1. ***Respond to the ideological challenge of terrorism and the threat that we face from those who promote it*** - through the curriculum, ethos of the centre and through our engagement activities with our learners.
2. ***Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support*** – through our curriculum, ethos of respect for the views of others, policy, our welfare provision, and through reporting requirements.

3. ***Work with sectors and institutions where there are risks of radicalisation that we need to address*** – through our activities with other organisations, with our learners and employers and through other engagements with wider society.

GLP Training Ltd will act cohesively to identify and address any threat of extremism within its academic community by providing training, information and a clear procedure for reporting concerns in a confidential and effective manner to all staff and learners. It will work with a range of external agencies in support of its policy.

3.0 Arrangements

3.1 Risk indicators and approaches

In addition to wider safeguarding responsibilities GLP staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside as in their homes or community groups, especially where learners have not actively sought these out;
- Graffiti, writing or artwork promoting extremist messages or images;
- Learners accessing extremist material online, including through social media;
- Parental reports of change in behaviour, friendship or actions and requests for assistance;
- Learners voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- Intolerance of difference, whether secular or religious;
- Attempts to impose extremist views or practices on others;
- Local authority services or police reports of issues affecting learners in other schools or Colleges or another educational provider;
- Anti-western or anti-British views.

GLP closely follow any locally agreed procedure as set out by the Local Authority and/or Safeguarding Children's Board and their agreed processes for safeguarding individuals vulnerable to extremism or radicalisation.

GLP aims to develop British values through our curriculum and wider learner experience. GLP have accepted British values to be:

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

We aim to embed these by:

- Planning, engaging tutorial programme with core ethical values and beliefs;
- Training trainers to deliver a curriculum where these values are a core part not only of lessons but the wider ethos in learning environment;
- Having a clearly communicated and consistently applied Behaviour Policy and Procedures so that learners understand what is expected of them and the consequences of both meeting and failing to meet expectations;
- Providing a learner contract which is regularly referred to and reiterates that GLP expects and demonstrates mutual respect and understanding;
- Adopting restorative approaches, where possible, to resolve any difficulties between members of the community;

- Having a rigorous commitment to learner safety.

GLP will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches that young people may experience elsewhere may make it harder for them to challenge or question these radical influences. GLP will ensure that our teaching approaches give learners a positive sense of identity through the development of critical thinking skills. GLP will ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

It is a fundamental duty of GLP to keep the learners safe and prepare them for progression into a modern multi-cultural Britain and globally.

3.2 Whistleblowing

Where there are concerns about extremism or radicalisation, learners and staff will be encouraged to make use of GLP's Whistleblowing Procedure to raise any issue in confidence.

3.3 Safeguarding

Prevent sits firmly within safeguarding at GLP and referrals should follow the safeguarding process. The Safeguarding Policy is well-established and understood by staff.

4.0 Responsibility for the policy

The Head of Quality, and Human Resources Manager, is lead of the Safeguarding and Prevent is responsible for the policy.

5.0 Reporting of concerns:

Staff and learners will be provided with a confidential and safe mechanism for reporting to the Safeguarding Officer (Melanie Powell-Jones), Harvey Parsons, or senior management member any matters of concern in relation to extremism. Should an individual raise concerns with another individual (e.g. a personal trainer or another colleague or learner), that person shall make a report as above. Appendix's A and B detail the Prevent/Channel referral process, which will always be adhered to.

6.0 Information Technology

The IT Service staff will undertake an urgent review of their procedures to ensure that they can identify and report anyone exploring or using material considered to support extremist views and actions.

7.0 Information and training

GLP will ensure that all staff and learners have access to education and training on issues relating to the *Prevent Duty* and its requirements. This will, be undertaken by internal staff and external organisations. All staff and learners will be provided with information of expectations and personal and professional development available to learners will include a consideration of extremism and how to address it. Information will be provided on the centre website and in the apprenticeship handbook.

8.0 Partnership

The document can be found at <https://www.gov.uk/government/publications/prevent-duty-guidance>
GLP Training Ltd will continue to work effectively with a range of external organisations. In relation to this policy these will include, but not be limited to:

HEFCE

QAA

Prevent Policy revised May 2019 MPJ

Local authorities
BIS
The Police and security services
Training providers
Specialist external advisers

Online training resources for the Prevent Duty and CHANNEL can be found by following the links below to the Education and Training Foundation and CHANNEL awareness site.

<http://www.et-foundation.co.uk/news/further-support-available-to-help-providers-meet-their-prevent-duties/>

http://course.ncalt.com/Channel_General_Awareness/01/index.html

APPENDIX A

Prevent

What do I do if I have concerns about an individual in relation to extremism or radicalisation?

If you have concern about an individual in relation to extremism or radicalisation, you can refer to the Prevent Team. They will be able to offer appropriate advice and guidance and will refer into the Channel process, if required.

Prevent Co-ordinator

Tel: 01386 591835

Email: philip.colley@westmercia.pnn.police.uk

Prevent Team

Tel: 01386 591825 or 01386 591815

Email: prevent@warwickshireandwestmercia.pnn.police.uk

What is Channel?

Channel is a key element of the Prevent Strategy. It is a multi-agency approach to protect people at risk of radicalisation. Channel uses existing collaboration between local authorities, statutory partners, 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 for the individuals concerned.

More information about Channel and the Prevent Duty can be found at:

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

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

What happens once I have raised a concern about an individual with the Prevent Team?

Prevent Team Officers would liaise with you to discuss your concerns. They would complete a vulnerability assessment for the individual (either by engaging directly with them or based on information given by the referrer, depending on the circumstances).

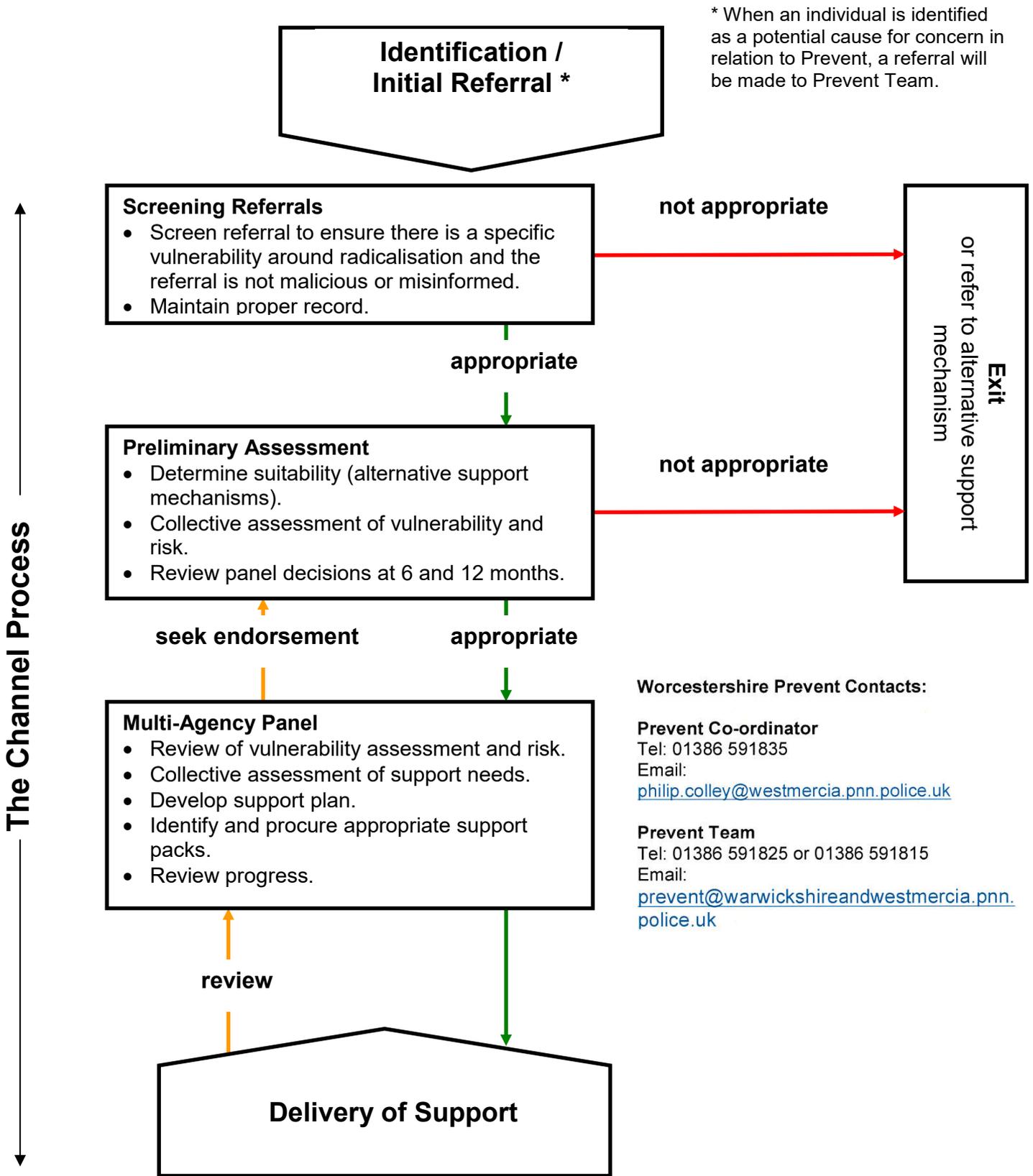
The information would then be used to make a decision as to whether the case needed to be discussed at the next Channel meeting, where the assessment is discussed and agencies are invited to contribute any shared knowledge about the individual from their own area of business. The vulnerability assessment scoring is also discussed and a decision made about how to ensure the most suitable outcomes for the individual are achieved. If the case is not accepted into the Channel process at this stage, it will be referred back to the Case Management process, where appropriate alternative support and engagement for the individual will be identified.

If an individual who has been referred to Channel is the subject of an existing statutory process (for example, child protection processes) the Prevent Team would endeavour to contribute to the statutory process along with the other key partners who were working together to achieve the best outcomes for the individual concerned.

The person making the referral will be kept informed and, in many cases, would be involved in decision-making going forward.

Channel Process

The diagram shows the different stages within the Channel process:



* When an individual is identified as a potential cause for concern in relation to Prevent, a referral will be made to Prevent Team.

Source: 'Channel: Protecting vulnerable people from being drawn into terrorism - A guide for local partnerships'. HM Government, October 2012