



## Prevent Policy

Approved: 24 September 2021

Review Date: 26 September 2022 by SMT

**This policy sits within the Safe Guarding policy**

### **Commitment:**

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. There has been an increase in far-right inspired terror attacks and lone acts of terror as opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

3. Work with sectors and institutions where there are risks of radicalisation that we need to address.

**Objectives:**

AccXel, as a training provider have a responsibility to ensure:

- Our staff undertake Prevent training and to source appropriate training.
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer
- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice.
- We will source advice from our delivery partners to ensure compliance and best practice.

**Scope:**

This policy relates to all staff and learners, including those of our sub contracted provision. AccXel will apply the same process for all learners regardless of geographical location, age, ethnicity, or course of study.

**Key contacts:**

Lead Designated Safeguarding Officer

Andy Moule - 07971271367

[Andy.moule@accxel.co.uk](mailto:Andy.moule@accxel.co.uk)

Police

HOTLINE NUMBER: 0800 789321

EMERGENCY: 999

NON EMERGENCY NUMBER: 101

Local Authority

Eugene Okane

EMAIL: [Eugene.okane@gloucestershire.gov.uk](mailto:Eugene.okane@gloucestershire.gov.uk)

Department for Education

NON EMERGENCY NUMBER: 020 7340 7264

EMAIL: [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk)

**Definitions:**

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

Terrorism – an act of terror/violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including 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.

### **Leadership & Governance**

Prevent forms part of the safeguarding agenda which is featured as part of Senior Management Team ('SMT') meetings. AccXel has a nominated Director leading the Prevent initiative, and the SMT are actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the Prevent Strategy 2011 and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent Duty is also embedded within IT, Social Media, Social Learning platform and Safeguarding policies.

### **Staff Training:**

All staff are trained on the Vulnerabilities and Indicators of radicalisation, the Channel process and how the duty engages with requirements of their role. Identifying risk at an early stage allows early intervention and is crucial to the Prevent Duty and Channel process being successful. We will work with our partner organisations to access training to extend our knowledge, challenge extremism and ideas to support the promotion of British values. This form a significant part of the staff CPD training programme.

### **Engagement with External Partners:**

All employers will be made aware of AccXel's and their own duty by means of Employer Liaison Manager communication. The employer guide contains detail in relation to employer responsibility to learners and AccXel. Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established.

### **Learner Safety, Engagement & Curriculum:**

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Challenging discrimination
- Individual liberty

Opportunities to promote the above values are currently facilitated within all of AccXel's programmes. Knowledge, skills and behaviour monitoring tools, alongside surveys are used to measure the impact of such materials.

### **Referral Pathways:**

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns. Appendix 1 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

NB – should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding team has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The Designated Safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. See Appendix 3 for the referral pathways. It should be noted that referral to the Channel process is not a criminal intervention.

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation, but a cause for concern should be raised within the team and the learner in questioned monitored. In all instances that concern you, you should report to the Designated Safeguarding Officer. The process for referral to a prevent coordinator involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding officer will discuss with a local FE Prevent coordinator.

### **Safeguarding Staff Members as a Result of Referral:**

While it is unlikely that the referrer would then be targeted, if someone received a threat or the police felt someone was under threat without them knowing, then there are risk assessments, warnings and safeguarding processes local police departments will apply as a matter of routine. The

outcome might involve an investigation and arrests being made etc., such as markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

This policy has been agreed by the AccXel senior management team and agreed. It will be reviewed every two years or after significant changes to the centre's business or staff.

Signed: 

Date: 13/12/2021

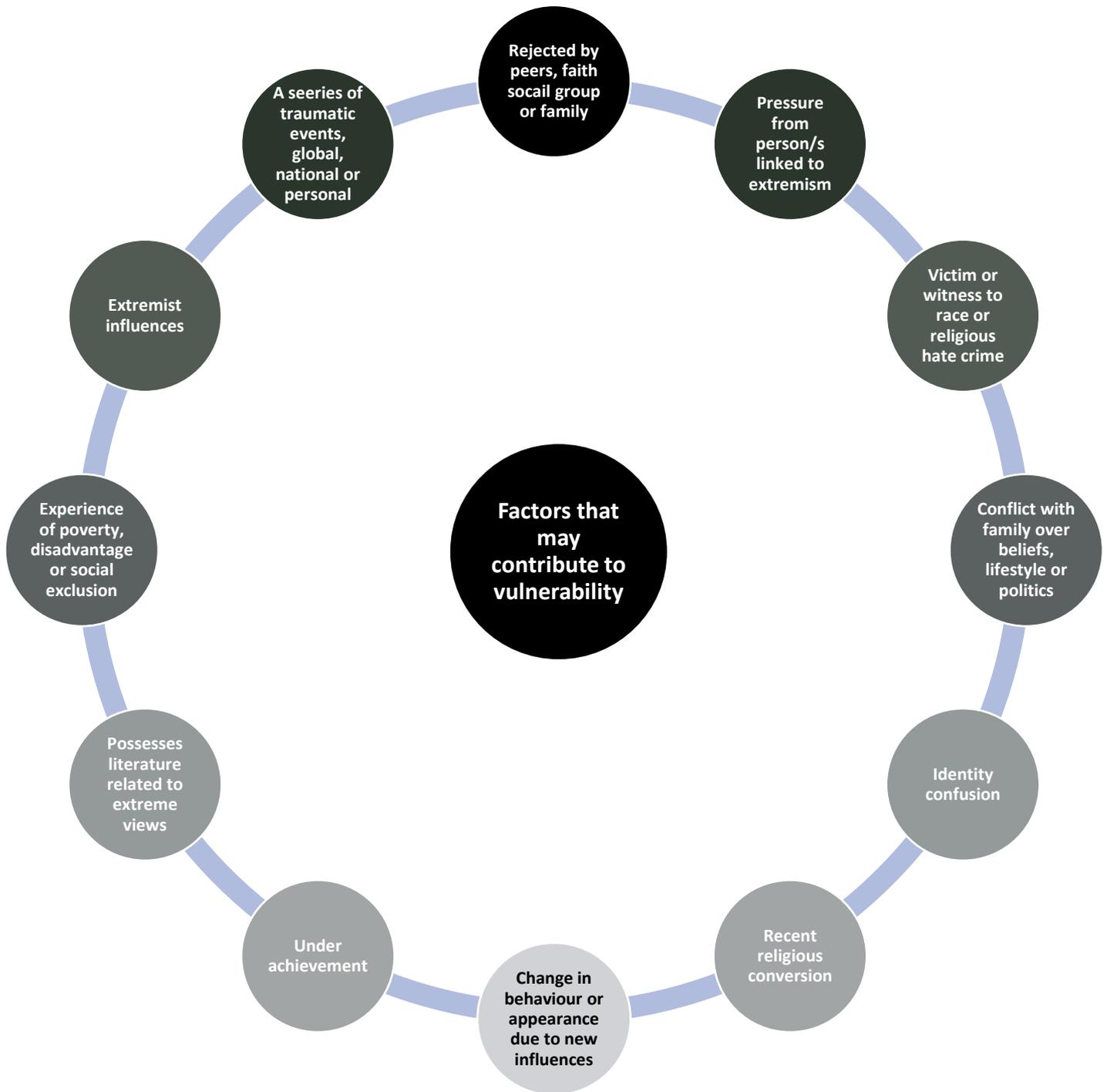
## APPENDIX 1

### Vulnerabilities & Indicators of Radicalisation

| <b>Vulnerabilities</b>             | <b>Indicators</b>  |
|------------------------------------|--|
| Peer pressure                      | Withdrawn  |
| Unsettled family life              | Change in engagement levels                                |
| Need to belong/fit in              | Using extremist language, passionate about extremist views |
| Accessing extremist material       | Preaching  |
| Isolation and social exclusion     | Change in appearance - dress/body art                      |
| Bullied                            | Change in behaviour within work and learning environment   |
| Media influence                    | Change in social circles                                   |
| Seeking revenge                    |  |
| Seeking purpose of focus for life  |  |
| Seeking acceptance/social standing |  |

## APPENDIX 2

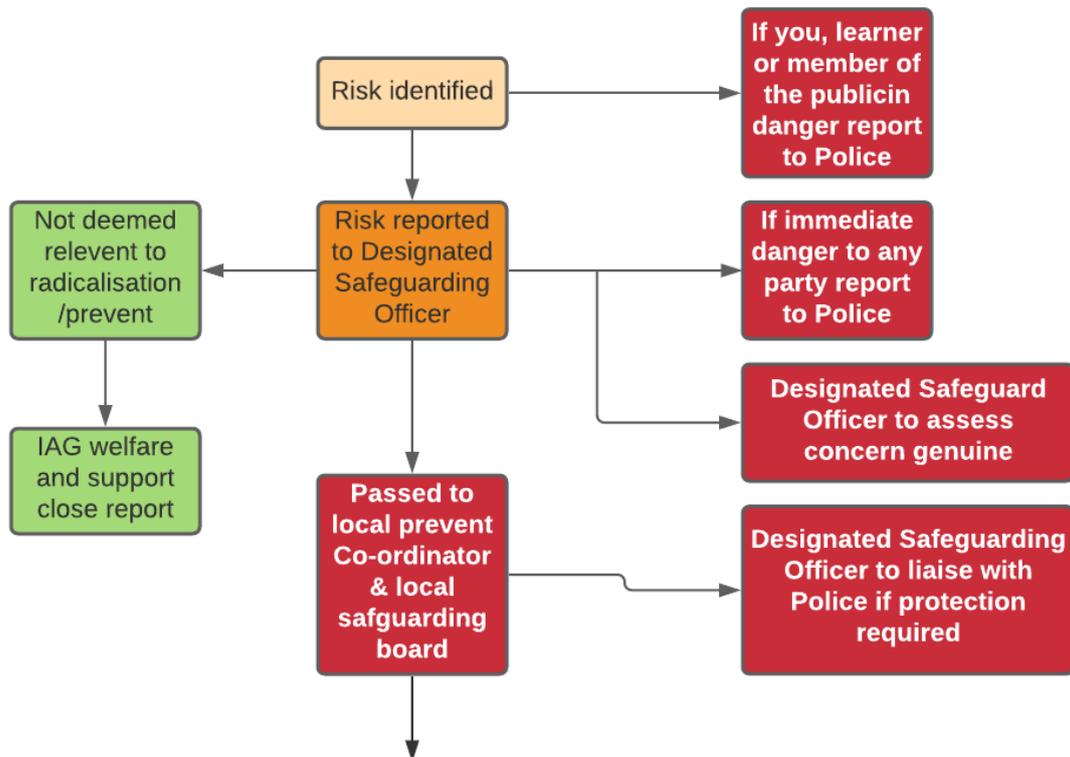
### Factors of Vulnerabilities



## APPENDIX 3

### Referral process

#### Prevent Duty - Reporting Procedure



## APPENDIX 4

# Disclosure Recording Form

For office use only  
Case No

Learner Name

Location/Name of Site

DOB

AccXel Staff Name

Date of Disclosure

Details of the concern

Action taken

Safeguarding Officer signature