

POLICY TO SUPPORT THE PREVENTION OF EXTREMISM AND RADICALISATION (PREVENT)

Purpose of this Policy

Intelligencia Training are fully committed in meeting statutory obligation of safeguarding and protecting vulnerable adults who may be at risk of being radicalised and drawn onto the world of terrorism.

Aim of this Policy

The overall aim of the policy is to implement a set of procedures to report and act upon a child or adult being drawn into terrorism and to comply with the government policies outlined below.

Scope of this Policy

This policy applies to all learners and staff/associates involved in training programmes with Intelligencia Training Limited.

Access to this Policy

This policy can be accessed electronically. Copies of the PREVENT policy are available to staff, associates, and learners during induction.

Related Documents and Procedures

This policy should be read in conjunction with the following documents and guidance: -

- Safeguarding Policy & Procedures
- Equality and Diversity Policy
- Health & Safety Policy
- Data Protection Policy (GDPR)

External Documentation (last reviewed Jan 2023)

- Revised Prevent duty guidance <https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>
- Prevent Strategy Review- June 2011
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf
- Keeping Children Safe in Education – September 2022
[Keeping children safe in education 2022 \(publishing.service.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/106521/keeping-children-safe-in-education-2022.pdf)
- Counter Terrorism and Border Security Act 2019
<https://www.gov.uk/government/collections/counter-terrorism-and-border-security-bill-2018>

Government Policy

The United Kingdom currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack in the near future.

The current government threat level from international terrorism in the UK is 'severe' (January 2022) which means that a terrorist attack is a strong possibility.

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have "due regard to the need to prevent people from being drawn into terrorism". The Government's Prevent Strategy forms part of an overall Counter Terrorism Strategy known as CONTEST.

The Contest Strategy has four elements which are detailed below: -

- Pursue
- Protect
- Prepare
- Prevent

Prevent is the key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of 'Prevent' in diverting people away from being drawn into terrorist activity as 'Prevent' happens before any criminal activity takes place. It is about recognising, supporting, and protecting individuals who might be susceptible to radicalisation.

The 2011 Prevent Strategy objectives are as follows: -

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it.
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support.
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

The Government's Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism by exploiting their ideas and views.

Responsibilities

This policy is the responsibility of the Managing Director of Intelligencia Training Limited who will be assisted by the Designated Safeguarding Lead (DSL) and Designated Safeguarding Officer (DSO) to implement this policy at operational level in order to minimise the risk of learners becoming involved with terrorism.

To ensure that Intelligencia Training effectively manage risks and are able to deal appropriately with issues around radicalisation and extremism senior managers will: -

- Establish or use existing mechanisms for understanding the risk of radicalisation. This may involve engaging with local communities, schools, and external organisations as appropriate.
- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the company.
- Understand and manage potential risks within the organisation and from external influences including the display of extremist materials and the hiring of external premises.
- Respond rapidly and appropriately to events in local, national, or international news that may impact on the organisation
- Ensure measures are in place to minimise the potential for acts of extremism within the organisation.
- Ensure plans are in place to respond appropriately to a threat or incident within the organisation.
- Communicate and promote the importance of the duty and ensure all staff implement this effectively.
- Ensure that all team members undergo consistent training from reputable training organisations, including the use of technical experts in this field, and they hold the relevant qualifications in both Safeguarding and Prevent. This may include online training courses in order to keep their knowledge up to date.
- Adopt effective IT security and promote this to all staff and learners.
- Effectively raise awareness of Prevent through course material and learner/ employer guidance.
- A focus on closing the achievement gaps, if any, across different cohorts and regions.

Staff and associates will:

- Provide an ethos which upholds the organisation's mission, vision and values and promote respect, equality, and diversity and inclusion.
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels.
- Report and remove any literature displayed around the organisation that could cause offense or promote extremist views.
- Raise learners' awareness and understanding of the issues around extremism and radicalisation and participate in training when requested.
- Effectively promote the British values through training materials and learning activities. Please see below.

Teaching and Learning.

Intelligencia Training Limited is committed to providing a curriculum which promotes knowledge, skills and understanding in order to build the resilience of all learners, by undermining extremist ideology and supporting the learner voice.

This will be achieved through: -

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion.
- Promoting wider skill development such as social emotional wellbeing.
- Developing a curriculum which recognises local needs, challenges extremism, and promotes universal rights.
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity, and inclusion.
- Use of external organisations to support learning and promote fundamental British values.

Learners' Safety and Support

To ensure all learners remain safe the following support will be in place: -

- Listen and actively respond to learner/ employer feedback in relation to Safeguarding and Prevent issues in order to provide additional advice, guidance and support. This may require working alongside referral agencies.
- Literature is written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology.
- Clear channels of communication to listen to the voice of the local community and understand local tensions. This will include updates on county line issues which will be raised through training materials and tripartite reviews.
- Provide additional support for those learners classed as 'at risk' through safeguarding monitoring processes.
- Continuous monitoring and escalation of learners' attendance and progress, swiftly reporting and acting on non-attendance through effective employment engagement. This may include a change in behaviour and attitude to towards their learning programme.
- Have a clear reporting process for learners to escalate concerns as they arise. In these incidents, the safeguarding procedures must be followed, with the DSL/ DSO being notified as soon as reasonably practicable.

Training and Development

- Training on Prevent will be delivered as and when there is a necessity to ensure that all staff and associates have up to date information on legislative requirements.
- Complete a record of training and professional development undertaken (CPD)
- All new staff/associates to the organisation will receive Prevent training as part of their induction, with certificates stored electronically in their HR file.
- All staff and associates will be trained and undertake as a minimum the L2 Award in Understanding the Prevent and Safeguarding Strategies.

Access & Monitoring of IT Systems

In order to safeguard individuals from accessing extremist materials while using company equipment, Intelligencia Training will ensure:

- There is the ability to log and retain records of all electronic communication (web browsing, email exchanges, etc.) by users on the organisation network
- Only organisation approved software will be supported by the organisation and allowed to be used
- All unauthorised software that breaches organisation policy or presents a risk to staff/ associates or learner safety will be removed and appropriate action taken
- All unusual or suspicious events, and any breaches of security are reported via the safeguarding reporting channels for further investigation

Equality, Diversity and Community Cohesion

Intelligencia Training Limited aims to guide our Learners to understand others, to promote common values and diversity. To promote awareness of human rights and the responsibility to uphold and defend them, by developing participation and responsible action. Our key role is preparing all our young people for life in modern Britain. We aim to encourage working towards a society in which there is a common vision and sense of belonging by all.

Vulnerability and Risk Indicators

The following list is not exhaustive and all or none may be present in individual cases of concern. Also, it does not mean that any young person/vulnerable adult experiencing these factors is automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism. There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person, or their family may be vulnerable or involved with extremism: -

- **Vulnerability identity crisis** - Distance from cultural/religious heritage and uncomfortable with their place in the society around them
- **Personal crisis** - Family tensions, sense of isolation, adolescence, low self-esteem, disassociating from existing friendship group and becoming involved with a new and different group of friends, searching for answers to questions about identity, faith and belonging
- **Personal circumstances** - Migration, local community tensions, events affecting country or region of origin, alienation from UK values, having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
- **Unmet aspirations** - Perceptions of injustice, feeling of failure, rejection of civil life
- **Criminality** - Experiences of imprisonment, poor resettlement or reintegration, previous involvement with criminal groups
- **Access to extremist influences:**
 - Reason to believe that the young person associates with those known to be involved in extremism
 - Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
 - Use of closed network groups via electronic media for the purpose of extremist activity
 - Experience of peer, social, family or faith group rejection
 - International events in areas of conflict and civil unrest have a personal impact on the young person resulting in a noticeable change in behaviour
 - Verbal or written support of terrorist attacks
 - First-hand experience of racial or religious hate crime
 - Extended periods of travel to international locations known to be associated with extremism

- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination, or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status
- **More critical risk factors include:** -
 - Being in contact with extremist recruiters
 - Articulating support for extremist causes or leaders
 - Accessing extremist websites, especially those with a social networking element
 - Possessing extremist literature
 - Justifying the use of violence to solve societal issues
 - Joining extremist organisations
 - Significant changes to appearance/behaviour

Referral, Intervention and Information Sharing Process

Any identified concerns, as the result of observed behaviour or reports of conversations to suggest that the young person or vulnerable adult supports terrorism and/or extremism, must be reported to the DSL or DSO verbally and in writing on the same day that the concerns were raised.

Where a young person or vulnerable adult is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out, a referral to Children's Social Care should be made in line with the Safeguarding Policy and Procedure. However, it should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process). Intelligencia Training will share the relevant information with 3rd parties following GDPR regulations.

Incidents in relation to extremism are expected to be very rare but immediate action will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession by a learner or a community member. In this situation, a 999 call will be made, and the DSL/ DSO for Intelligencia Training Limited will be informed as soon as practicably possible.

Contact Details

As part of the referral process the DSL/ DSO will contact the regional Channel organisations directly:

(last updated 05.01.23)

North west - GMP Counter Terrorism Unit - 0800 789 321

Midlands - West Midlands Counter Terrorism Unit- 0800 789 321 or report online <https://west-midlands.police.uk/your-options/radicalisation>

London - National Counter Terrorism Security Office- 0800 789 321

Additionally, a referral may need to be highlighted to a **Prevent Regional Coordinator** whose contacts are as follows:

coHead of FE/HE Regional Delivery Network (Prevent and Counter Terrorism)

Chris rowell / chris.rowell@EDUCATION.GOV.UK / 07384 872518

North east and Yorkshire:

Chris Sybenga / chris.sybenga@education.gov.uk / 07384 456640

North west:

Nigel Lund / nigel.lund@education.gov.uk / 07384 452146

West Midlands:

Hifsa Haroon Iqbal / Hifsa.haroon-iqbal@education.gov.uk / 07785 654148

East midlands:

Sam Slack / sam.slack@education.gov.uk / 07384 452156

Eastern England

Dave Layton-Scott (East) - david.layton-scott@education.gov.uk / 07384 452155

South west

Currently recruiting for this role. HEFEPrevent.COORDINATORS@education.gov.uk

SOUTH EAST:

Alamgir Sheriyar / alamgir.sheriyar@education.gov.uk / 07468 714372

London

Jennie fisher / jennie.fisher@education.gov.uk / 07880 469588

Position in Organisation:

Director Signed:

A handwritten signature in black ink that reads 'B Searle'.