

ABM10: Prevent Policy and Practice

Preventing violent and non-violent extremism and radicalisation at ABM Training in line with the Government Prevent Strategy.

The purpose of this policy is to:

Ensure awareness of Prevent with the organisation.

Provide a clear framework to structure and inform our response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism;

Provide a framework to embed British values into the qualifications and ways of working;

Recognise current practices which contributes to the prevent agenda and identify areas for improvement.

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.

Who does this policy apply to?

The prevent policy applies to everyone working at or attending ABM Training. It places responsibilities on all managers, staff, learners, contractors, visitors and those working under self-employed arrangements. We must ensure everyone is fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that they work alongside other professional bodies and agencies to ensure that everyone using our service is safe from harm.

Statement:

ABM Training has adopted the Prevent Duty in accordance with legislative requirements.

The aim of the Prevent policy contributes to maintaining a safe, healthy and supportive learning and working environment for all our learners, staff and visitors. 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 and dealt with in accordance with guidance from the National Office of Counter-Terrorism.

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

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The National Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Further Education colleges, 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 these risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

Definitions:

The following are commonly agreed definitions within the Prevent Duty:

Ideology is a set of beliefs;

Radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism;

Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism related activities;

Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological agenda;

Vulnerability describes factors and characteristics associated with being susceptible to radicalisation; and

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs.

Aims:

To create and maintain ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

Promoting core values of respect, equality and diversity, and participation;

Building staff and learner understanding of these issues and confidence to deal with them through mandatory staff training, tutorials and awareness campaigns etc.;

Actively working with the representatives from the community, external partners and public services.

ABM Training realise that we must remain fully informed about the issues which affect the local area, city and society in which we support learners/employers, and that we have a duty to safeguarding the well-being of the people who use our services as well as the staff supporting them.

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Teaching and Learning:

To provide a curriculum that promotes British values, equality, diversity and inclusion, wellbeing.
Promoting wider skills development such as social and emotional aspects of learning;
Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis;

Roles and Responsibilities:

Whilst this is a stand-alone policy, it is integral to our safeguarding policy and should be applied as an extension to ABM Training current and established safeguarding procedures.

ABM Training recognises that radicalisation is not a one-off event that happens to individuals. It is a series of contacts and episodes that can result in potential terrorist acts. It is, therefore, essential that ABM Training staff work with individuals who display behaviours or comment upon potential incidents of concern, understand the responsibilities in relation to 'Prevent' and how that works within a safeguarding context.

We understand that it is unlikely that the ongoing protection of that individual and the resolution of the concerns will be the sole responsibility of one organisation. As such, it is essential that a robust network is developed to ensure effective multi-agency working and ABM Training will ensure it works in partnership with other agencies to promote the well-being of any individuals and meets Prevent duty obligations.

Prevent lead for ABM Training:

We have two staff members, Gilly McDonald Smith and Moira Haines who have responsibility for ensuring that our prevent policy is implemented across the organisation and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism. Ensuring that all new members of staff receive prevent training as part of the induction programme.

All staff

All staff at ABM Training has a responsibility to;

Create and support an ethos that upholds ABM Training's mission, vision and values including British values, to create an environment of respect, equality and diversity and inclusion;

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Attend prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;

Report any concerns around extremism or radicalisation via the safeguarding reporting channels;

Support the development of staff and learner understanding of the issues around extremism and radicalisation;

Participate in engagement with external organisations as appropriate.

Managing Risks and Responding to Events

ABM Training will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understand the nature of the threat from violent extremism and how this may impact directly and indirectly on ABM Training;
- Identifying and managing potential risks from external influences;
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities;
- Ensuring measures are in place to respond appropriately to a threat or incident within ABM Training; and continuously developing effective ICT security.

All concerns should be reported to the Safeguarding Lead, they will then provide support in making the decision as to whether a referral to the Channel Panel is needed and if this is the appropriate route. Referrals should be made without delay where there are concerns about significant harm, or directly to the Police on 999 if there is an imminent risk of harm.

Factors Triggering Radicalisation

Evidence suggests that there is no obvious profile for one person who is likely to become involved in a terrorist-related activity nor a single indicator for when a person might move to support extremism. However, the increasing body of information indicates that factors thought to relate to the personal experiences of vulnerable individuals affect the way in which they relate to their personal environment and may make them susceptible to exploitation or supporting terrorist activities. ABM Training will ensure that staff are aware of the factors that may trigger radicalisation which include, but are not limited to, peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family

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tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances.

Indicators of Concern

Indicators that staff may observe or identify regarding individuals' behaviour or actions may include the following;

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to accord with the group
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group of cause
- Loss of interest in other friends and activities not associated with the extremist ideology
- Possession of materials or symbols associated with and extremist cause
- Attempts to recruit others to the group/cause
- Communications with others that suggest identification with a group, cause or ideology
- Using insulting or derogatory names for another group
- Increase in prejudice-related incidents committed by the person

ABM Training will;

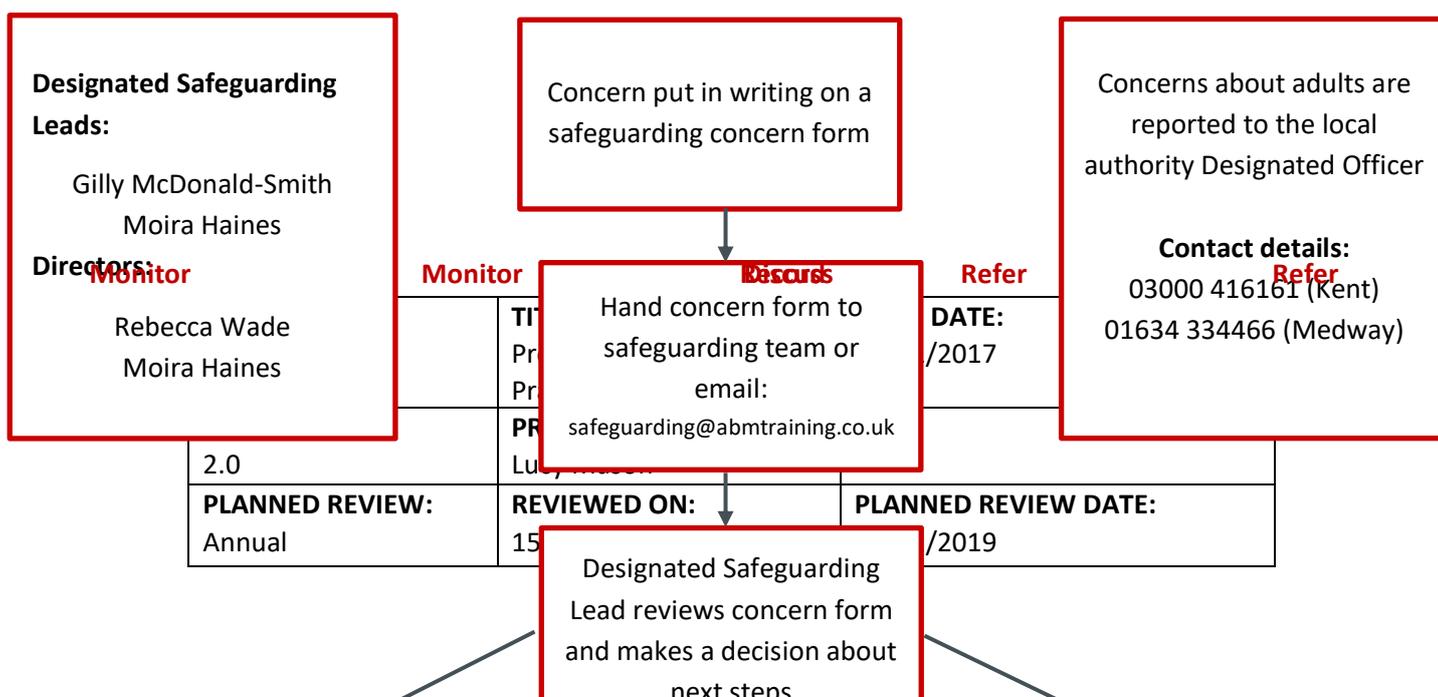
Notify all staff of changes to policy, encourage sharing the policy, discuss at team meetings and encourage staff training and development in relation to this policy.

Policy Review

The effectiveness of this policy will be kept under continuous review in the light of experience and best practice. This will involve consultation with staff, managers, learners when appropriate and the Safeguarding Officers.

The Policy will be subject to annual approval by the Safeguarding Officers or as required should substantive changes be proposed in-year.

Reporting a Concern Flow Chart



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Safeguarding & Prevent Duty Links, Guidance & Additional Support

Kent Police 0800 789 321 / 101 / 999

Hotline number 0800789321

Prevent/Channel Referrals - Reporting Channel@kent.pnn.police.uk

IAG www.kent.police.uk/advice/terrorism/

www.gov.uk/ACT for information on the government's Action Counters Terrorism campaign.

Prevent Lead Kent County Council- Nick Wilkinson - 03000 41 41 41

Kent Safeguarding Children's Board - <https://www.kscb.org.uk/guidance/extremism-and-radicalisation2>

Access to E-learning and Home Office Prevent Duty Catalogue, Legislative updates

Kent County Council Social Care Referrals – 03000 411111 Social.services@kent.gov.uk

03000 419191 (Kent & Medway Out of Hours)

Prevent KCC - <https://www.kent.gov.uk/about-the-council/strategies-and-policies/community-safety-and-crime-policies/contest/prevent>

Local Authority Designated Officer (LADO)

If you have concerns about a member of staff and need to contact the Local Authority Designated Officer (LADO) you can do so using the following contact number 03000 41 08 88. The LADO may also be contacted by using the following email address kentchildrenslado@kent.gov.uk.

Current practice guidelines for Kent are available here: [Managing Allegations Against Staff Practice Guidance](#)

Kent LADO Referral Forms are available here:

- [Kent LADO Referral Form for Professionals](#)
- [Kent LADO Referral Form for Parents and Carers](#)

For further guidance please use the links below:

- [Keeping Children Safe in Education 2015 \(PDF, 662.1 KB\)](#)
- [Disqualification Guidance 2015 \(PDF, 731.1 KB\)](#)
- [Fostering \(KCC\)- Allegations & Complaints Against Foster Carers \(PDF, 128.9 KB\)](#)
- [AMA Wider Workforce Guidance on Safe Working Practice \(PDF, 326.6 KB\)](#)

KATO - for Support and Training and Information. Courses offered by Certified Providers and endorsed by KATO, Information to support on measures that should be in place, updates on legislation.

<https://www.kato-training.org/safeguarding-prevent/> 01795 432606

AELP Association of Employment and Learning Providers

<https://www.aelp.org.uk/search?term=prevent> 0117 986 5389

Access to training, advice and guidance surrounding Training and Documentation needed for Prevent/Safeguarding

Government Links to Guidance for FE Providers

www.gov.uk/government/publications/the-prevent-duty-in-further-education-and-skills-providers

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

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Education & Training Foundation – Guidance information & Training support 020 3740 8280 regular speakers at KATO

www.preventforfeandtraining.org.uk/home/practitioners/guidance-materials/

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