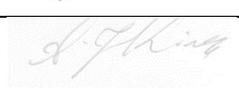




Prevent Policy

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July 2018	Claire Burton	September 2022

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29/07/20	Annual Review	Alison Hughes, HR Manager		29/07/20
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Policy Overview

System Group is committed to providing a secure environment for all our learners and staff.

The current threat from terrorism extremism in the United Kingdom can involve the exploitation of vulnerable people, including children, young people and vulnerable adults to involve them in terrorism or activity in support of terrorism.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of extremism and terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. System Group is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Since 2015 there has been a specific statutory duty (The Prevent Duty) on FE Skills funded providers & a range of public sector bodies to ensure that they protect people, in this case our learners & staff, from being drawn into supporting terrorism or extremism. The guidance contained in the "Channel Guidance, 2015 DfE Guidance "Sections 36 to 41 of the [Counter-Terrorism and Security Act 2015](#) set out the duty on local authorities and partners of local panels to provide support for people vulnerable to being drawn into any form of terrorism. This guidance has been issued under sections 36(7) and 38(6) of the act to support panel members and partners of local panels.

It is imperative that our learners can discuss and explore controversial issues safely and in an unbiased way and that our Skills Coaches encourage and facilitate this.

As a training provider we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our learners. We also recognise that if we fail to challenge extremist views we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this, equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, at System Group we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understanding and tolerant of difference and diversity and also ensure that they thrive, feel valued and not marginalised.

We are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners, staff, visitors or freelancers will always be challenged and where appropriate dealt with.

Responsibilities

As part of wider safeguarding responsibilities System Group staff will be alert to:

- Provide and undertake training in the Prevent Duty as identified by leaders and managers
- Ensure all are aware of when it is appropriate to refer concerns to our Designated Safeguarding Lead
- Promote and demonstrate British values of 'democracy, rule of law, individual liberty and mutual respect and tolerance
- Disclosures by apprentices or adult learners of their exposure to the extremist actions, views or materials of others, such as in their homes or community groups, especially where learners have not actively sought these out
- Changes in apprentice or adult learner behaviour which might give rise to concern under prevent or wider safeguarding responsibilities
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Apprentices or adult learners accessing extremist material online, including through social networking sites
- Local Authority services, and police reports of issues affecting learners in other training providers and college
- Apprentices or adult 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 or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others Anti-Western or Anti-British views
- Prevent viewing, downloading, sharing or otherwise using material that is extremist in nature, supports or endorses terrorism or the views of terrorist groups or causes or is intended or useful for the radicalisation of individuals in support of extremist & terrorist causes

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.

Governance

Prevent forms part of the safeguarding agenda which is featured as part of our quarterly Quality Board meetings. System Group has a nominated Designated Safeguarding Lead who promotes our Prevent initiative, and the Quality Director is 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.

A risk assessment is produced annually and reviewed periodically, in order to ensure System Group has highlighted any risk areas and are meeting our statutory Prevent duty.

Team Training

All team members are trained on the Vulnerabilities and Indicators of radicalisation, the Channel process and how the duty engages with requirements of their role, via certificated learning. We train our team to highlight white extremism as a risk, as well as all other forms of extremism, and we encourage our teams to challenge any views that purport any extreme ideologies. We encourage our teams to identify risk at an early stage which allows early intervention and is crucial to the Prevent Duty and Channel process being successful. Within the Information Hub on Canvas a dedicated area is available for the Prevent Duty, containing all legislative documents, policies, training materials, and additional resources to extend knowledge, challenge extremism and ideas to support promotion of British values.

Teaching Approaches

We will ensure that all our teaching approaches help our learners build resilience to extremism and give pupils a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, to address specific matters to become even more relevant to the current issues of extremism and radicalisation.

This approach will be embedded within the ethos of our company so that learners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation.

We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences.

Additionally, in such instances we will seek external support from local Police and/or local partnership structures working to prevent extremism, including our Regional Prevent Coordinator, Sam Slack.

Referrals related to radicalisation & extremism, Prevent referrals, may relate to apprentices, adult learners, or staff, in any area of the country. To facilitate prompt & appropriate support in line with national best practice System-Group will utilise the Dept for Education Regional HE/FE Prevent Coordinator network to access advice, support & referrals nationally. This network provides a swift & effective gateway to Prevent support nationally.

We will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to apprentices or adult learners support fundamental British Values, are consistent with the ethos of System Group and do not marginalize any communities, groups or individuals
- Any messages communicated to apprentices or adult learners do not seek to glorify criminal activity, violent extremism or seek to radicalize learners through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication
- Activities are matched to the needs of apprentices and adult learners

Risk reduction

The Lead Designated Safeguarding Officer will assess the level of risk and put actions in place to reduce that risk. Risk assessment may include consideration of System Group's curriculum, safety policy, use of other training centres and premises by external agencies, anti-bullying policy. The risk is reviewed quarterly in our governance meetings and as and when the need arises.

Response and Referral

System Group is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism. The responsibilities of the SPOC are described in Appendix 2. The SPOC at System Group will be Karen Barham, IQA.

Staff at System Group will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue, there may be some instances where a learner may be at direct risk of harm or neglect. For example, this could be due to a learner displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with, (These examples are for illustration and are not definitive or exhaustive)

Therefore, all adults working in System Group (including freelancers) are required to report instances where they believe a learner may be at risk of harm or neglect or if they have concerns that a learner may be at risk of radicalisation or involvement in terrorism. They should speak with the SPOC, Karen Barham, IQA. She will ask that they complete a referral form as per our Safeguarding policy and send to safeguarding@system-group.com.

See also:

- External Speaker Policy
- Safeguarding Policy
- Prevent Risk Assessment

Appendix 1 Indicators of vulnerability to radicalisation

Indicators of vulnerability to radicalisation

Radicalisation – the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. There is no single way of identifying whether a person is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family & friends may contribute to their vulnerability. Similarly, radicalisation can occur through many different methods & settings, such as the internet, social media & face to face

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

3. Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which encourage, justify or glorify terrorist violence in furtherance of particular beliefs
Seek to provoke others to terrorist acts

- Encourage other serious criminal activity or seek to provoke others to serious criminal acts
- Foster hatred which might lead to inter-community violence in the UK

4. There is no such thing as a “typical extremist”, those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Learners may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that System Group staff are able to recognise those vulnerabilities

6. Indicators of vulnerability include:

- Identity Crisis – the learner is distanced from their cultural / religious heritage and experiences discomfort about their place in society
- Personal Crisis – the learner may be experiencing family tensions; a sense of isolation; low self-esteem; they may have dissociated from their existing friendship group and

become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging

- Personal Circumstances – migration; local community tensions; and events affecting the learner’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
- Unmet Aspirations – the learner may have perceptions of injustice; a feeling of failure; rejection of civic life
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration
- Special Educational Need – learners may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others

7. However, this list is not exhaustive, nor does it mean that all learners experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- Being in contact with extremist recruiters
- Accessing violent extremist websites, especially those with a social networking element
- Possessing or accessing violent extremist literature
- Using extremist narratives and a global ideology to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining or seeking to join extremist organisations
- Significant changes to appearance and / or behaviour
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis

Appendix 2 Preventing violent extremism

Roles and responsibilities of the single point of contact (SPOC)

The SPOC for System Group is the PREVENT Channel lead Karen Barham, who is responsible for:

- Ensuring that staff of System Group are aware that you are the SPOC in relation to protecting learners from radicalisation and involvement in terrorism
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing learners from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism
- Raising awareness about the role and responsibilities of System Group in relation to protecting learners from radicalisation and involvement in terrorism
- Raising awareness within System Group about the safeguarding processes relating to protecting learners from radicalisation and involvement in terrorism
- Acting as the first point of contact within System Group for case discussions relating to learners who may be at risk of radicalisation or involved in terrorism
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and provide early intervention to protect and divert people away from the risks they face and reduce vulnerability

What System Group will do

- Work closely with the local Police force
- Educate staff and learners via internal and external services
- Consult staff and learners
- Review process/protocol yearly
- Promote British values

Foster a culture of openness and tolerance for all faiths, religions and ethnicity

Appendix 3 Key contacts

Who	Contact Number	Email
Karen Barham, Designated Safeguarding Lead	07880030306	safeguarding@system-group.com
East Midlands Regional Prevent Coordinator	07384452156	Sam.slack@education.gov.uk
North West Regional Prevent Coordinator	07834452146	n.lund@manchester.gov.uk
West Midlands Regional Prevent Coordinator	07551136132	hifsa.iqbal@birmingham.gov.uk
London Regional Prevent Coordinator	07880469588	Jennie.fisher@education.gov.uk
South West Regional Prevent Coordinator	07824083307	salam.katbi@avonandsomerset.pnn.police.uk
South East Regional Prevent Coordinator	07468714372	alamgir.sheriyar@education.gov.uk
East of England Regional Prevent Coordinator	07384452 155	david.layton-scott@education.gov.uk
North East Regional Prevent Coordinator	07384452155	chris.sybenga@education.gov.uk

Appendix 4 The Channel Process

