

Quality System



Policy Number

SAF002

Policy Title

Prevent Policy

1. Introduction

This policy relates to NC Groups position in relation to the Prevent Duty and the requirements placed upon further education organisations to ensure it safeguards learners from being radicalised and drawn into extremism and terrorism.

This policy is to be read in conjunction with the Group's Safeguarding Policy which articulates the full safeguarding responsibilities of the Group and the implementation of the Prevent Duty across the Group.

The Group's Designated Safeguarding Lead also has responsibility for the Prevent Duty within the Group.

2. Aims of Policy

To establish a clear framework of principles and procedures which will maximise the prevention of harm, or further harm, to children and adults at risk.

That through the communication and operation of this policy, all possible steps are taken to safeguard young people and vulnerable adults at risk from terrorism and extremism, to promote the welfare of all who are connected with NC and to respond effectively when situations of PREVENT concerns arise.

3. Implementation

The overall responsibility for the implementation of this policy lies with the Directors of NC group. Commitment to this policy is firmly supported by NC's Management team who will be responsible for monitoring its implementation.

Leadership

NC Group expects that all those in leadership positions:

- establish or use existing mechanisms for understanding the risk of radicalisation
- ensure staff understand the risk and build the capabilities to deal with it
- communicate and promote the importance of the duty; and
- ensure staff implement the duty effectively.

All staff and volunteers are expected to embrace the policy and comply with associated procedures.

NC's Designated Safeguarding Officer is Liam Noble.

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4. Who it applies to:

This policy and associated procedures are applicable to all children and adults, including staff members, who may be at risk of being drawn into terrorism, regardless of gender, ethnicity, disability, sexuality, or religion. Furthermore, we recognise that adults who are not technically 'at risk' may at times be vulnerable and we are committed to treating all with respect and dignity.

4.1 A Vulnerable Adult is defined as a person:

"Who is or may be in need of community care services by reason of disability, age or illness; and is or may be unable to take care of themselves and/or unable to protect him or herself against significant harm or exploitation".

4.2 An adult at risk is defined as.

When a young person reaches the age of 18 the responsibility for their wellbeing may transfer to adult service providers. Although they cease to be subject of the Safeguarding Children Procedures, some adults may continue to be vulnerable.

4.3 A child is defined as.

In England, Northern Ireland and Wales, a child is someone who has not yet reached their 18th birthday. Once they turn 18, they are legally an adult. In most situations in Scotland, a child is defined as someone who is under 18. But in some contexts, for example in some parts of the child protection system, a child is defined as a person under 16 years of age.

5. Inclusions

All children and vulnerable adults who undertake employment, work placement, training, or education directly or indirectly with NC are covered by the Safeguarding and Protecting Children and Vulnerable Adults Policy.

6. Exclusions

There are no exclusions to this policy.

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7. Policy Statement

The Counterterrorism and Security Act 2015 places a duty on certain bodies in the exercise of their duties to have 'due regard to the need to prevent people from radicalisation, extremist influences and being drawn into terrorism. The Counter Terrorism Strategy - CONTEST- has four elements Pursue – Protect – Prepare – Prevent.

The Prevent Strategy, part of the governments overall Counter-terrorism strategy is to reduce the threat to the UK from terrorism and places a duty on institutions including further education to ensure robust procedures are in place to safeguard learners from being radicalised and drawn into terrorism.

The key theme of the Prevent is to NOTICE-CHECK-SHARE, remaining observant and vigilant to ensure concerns are reported early to facilitate intervention.

8. Principles of the Policy

Organisations need to be aware of these risks to protect vulnerable individuals from being radicalised and drawn into terrorism by extremist groups.

NC Group will:

- Engage with external partners including but not limited to the Police and BIS (Business Innovation and Skills) Prevent Co-ordinator.
- Provide representation at local police inter agency and Silver Contest meetings.
- Provide training to all staff including governors on Counter Terrorism, The Prevent Duty and British Values and ensure that any Group sub-contractors understand the Group's Safeguarding/Child Protection Policy and prevent duty.
- Risk Assess the Group's management of internal policies and procedures in relation to the Group's buildings and access arrangements.
- Have in place relevant internal task groups which have been established to take forward the Group's duties under the Counterterrorism and Security Act.
- Have in place a student whistle blowing policy, alongside the staff policy.
- Seek the views of learners on implementing the Prevent Duty within the Group.
- Ensure learners understand terrorism, radicalisation, and the Groups Prevent Duty to safeguard against being drawn into terrorism.
- Ensure learners understand British Values and Equality and Diversity and actively encourage respect with particular regard to the protected characteristics set out in the Equality Act 2010.
- Provide additional opportunities within the Group's curriculum to educate and challenge learners and to exemplify British values.

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- Ensure transparent policies are in place for access to multi faith prayer rooms and other faith related facilities
- Ensure a Freedom of Expression Policy is in place to clarify the Group’s responsibilities to promote freedom of expression

8.1 Preventing radicalisation & Fundamental British Values

Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk is part of the Group’s safeguarding approach. Extremism is the vocal or active opposition to our Fundamental British Values (FBV). These are Democracy, The Rule of Law, Individual Liberty and The Mutual Respect and Tolerance of Different Faiths and Beliefs. This also includes calling for the death of members of the armed forces. NC Group recognises its responsibility to promote FBV within its courses and with its learners, and will do so by embedding the promotion of FBV throughout its teaching curriculum. Radicalisation refers to 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 child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child’s vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet). However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised.

As with other safeguarding risks, staff should be alert to changes in learner’s behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying learners who might be at risk of radicalisation and act proportionately but where required, refer to the Duty Safeguarding Officer. This may include making a referral to the Channel programme.

The Group are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty. The Prevent duty should be seen as part of the Group’s wider safeguarding obligations.

The Designated Safeguarding Lead and other staff with safeguarding responsibilities will familiarise themselves with the revised Prevent duty guidance: for England and Wales

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8.2 Channel

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for educational establishments to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual’s engagement with the programme is entirely voluntary at all stages.

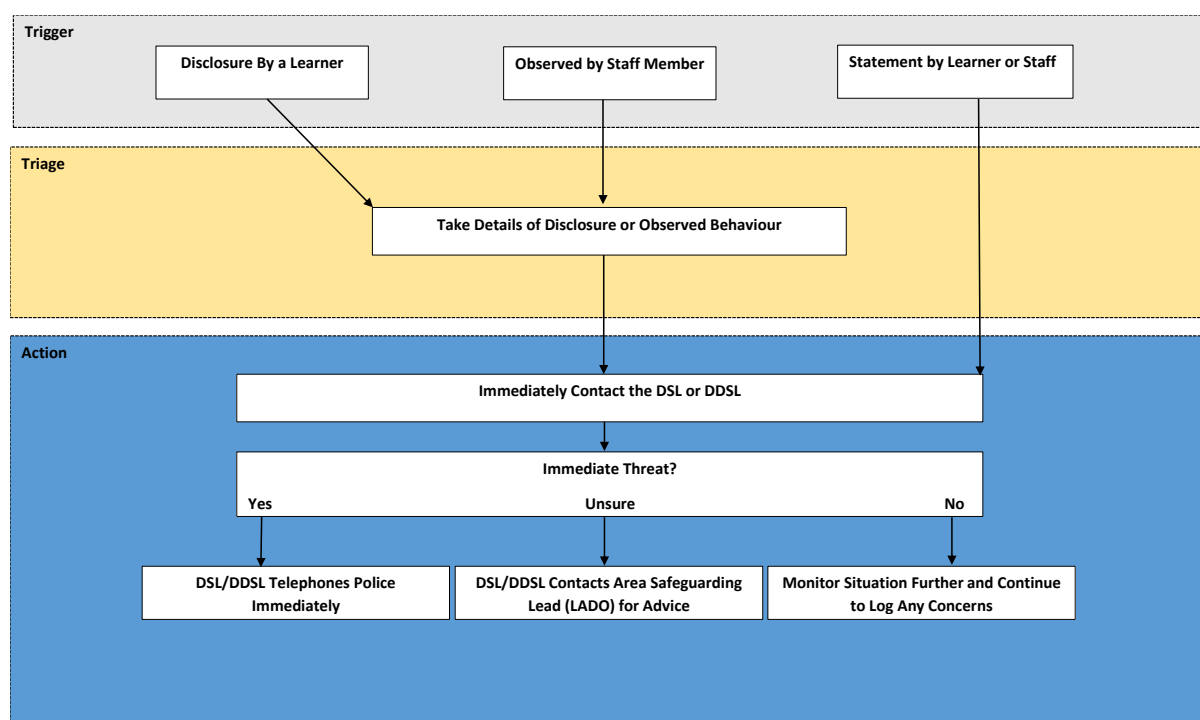
The Designated Safeguarding Lead and those with responsibilities for safeguarding will be aware of local procedures for making a Channel referral. As a Channel partner, the Group may be asked to attend a Channel panel to discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required.

9. Reporting Concerns

9.1 Learners/apprentices

If a learner is displaying signs of behaviour that raises a concern that they are being radicalised, or if the learner is voicing extreme views and/or exerting influences over other learners a safeguarding concern will need to be raised.

The Duty Safeguarding Officer will be contacted without delay and the relevant documentation completed. Where appropriate a referral will be made to the police and subsequently the Channel programme, after liaison and advice from the police. See process below.



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9.2 Venues/Employers/external speakers

All venues of delivery including employer's premises for the purpose of work based learning activity, will be subject to thorough vetting that will include any potential risks/links with regards to radicalisation and/or terrorism. This is to ensure the safety of staff, learners, and apprentices at all times, and make certain no venue is used should any risks be highlighted during the vetting process. This includes the vetting of any external speakers that maybe asked to present/speak at an event or session where students are present. Vetting is carried out on all venues and external speakers on an annual basis as a minimum.

9.3 Staff

If a member of staff is verbalising views that are considered extremist views that have the potential to influence learners and other staff or is displaying behaviour associated with radicalisation, a safeguarding concern will be raised without delay in and reported to the Duty Safeguarding Officer who will contact the Managing Director who will handle the report in line with the Group's policy.

9.4 Process

If you are approached by a child, young person, or vulnerable adult, with a disclosure that s/he is being, or has been harmed or abused, or you are informed of such a disclosure by a staff member, student or member of the public:

Things to do:

- Stay calm.
- Provide a listening ear and an open mind.
- Be reassuring, particularly that the individual is doing the right thing by telling you
- Record the information you are provided with and report as quickly as possible (must be within 48 hours) to your line manager or Designated Officer who will decide what further action will need to be taken. This information is likely to be passed to the Designated Officer and/or an external agency and should include a record of the time, date and persons present.

DSL Contact Details: Liam Noble, liam.noble@ncgrouppltd.co.uk, 07590 486843

10. Promoting the Policy

This policy will be promoted continually by NC group through the below mechanisms:

- Safeguarding, Prevent and Channel posters are to be displayed in all work areas and classrooms

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- Prevent is included in all NC Group induction presentations.
- The policy will be referenced in all NC Group's internal CPD activities
- All staff are required to undertake annual internal CPD on Safeguarding and Prevent and NC Groups policies and procedures.

10.1 Training

All staff employed by NC, who come into contact with learners, must complete mandatory annual Prevent for practitioners training with Gov.co.uk

Annual CPD refreshers will be delivered during NC Group CPD days and via teaching and learning conferences at Partner colleges. All staff are required to attend these training sessions relating to Safeguarding & Prevent.

10.2 Recruitment

All NC Group vacancies are advertised as requiring training and/or a qualification in Prevent.

NC Group use their recruitment and selection process to challenge the current knowledge and understanding of Prevent and Channel policies and practices.

Those applicants who do not currently possess a suitable qualification, or without suitable levels of knowledge of Prevent practice will be required to undertake mandatory CPD and training within the first month of their employment.

11. Infringement

NC will take appropriate disciplinary action against individuals who do not adhere to this policy.

12. Review Process

This policy will be reviewed on a regular basis and as and when incidents or new legislation requires policy updating. It will be reviewed on an annual basis as a minimum.

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13 Record of Policy Changes / Amendments

Section	Note of changes	Revision Date	Person Responsible
10	Prevent is included in all NC Group induction presentations.	29/10/2020	L. Noble
3	Changed DSL to Liam Noble	13.12.2021	L. Noble
9.1	Changed DSL details to Liam Noble	13.12.2021	L. Noble
3	Update to leadership responsibilities	21/11/2022	L. Noble
9	Flow Process Added	03/03/2023	L. Noble
10.1	Online training platform updated to Gov.co.uk	18/07/2023	L. Noble
9.2	Vetting of external speakers added	16/05/2024	L. Noble

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