



PREVENT Policy

Learning Programmes



Introduction

What is the Prevent Duty?

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on providers of education and training to have "due regard to the need to prevent people from being drawn into terrorism". Extremism and the expression of extremist views are often pre-cursors to potential acts of terrorism.

The government has defined extremism in the Prevent strategy as: "vocal or active opposition to fundamental British values, including calls for the death of members of the British armed forces."

British values are defined as:

- Democracy
- The rule of law
- Individual liberty
- The mutual respect and tolerance for those with different faiths and beliefs

RHG Consult Ltd (RHG) understands its responsibilities under the Counter Terrorism & Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below.

Responsibility for implementing the PREVENT policy

Lee Patterson, RHG's Managing Director has overall responsibility for ensuring the Prevent duty is met. Responsibility for the Prevent risk assessment and action plan and the day to day implementation of our Prevent policy lies with Kym Moore, the Safeguarding Manager. Kym's duties are to ensure delivery of an effective risk assessment/ action plan and policy as outlined here.

Overview

A risk assessment and action plan has been produced as part of RHG's Business Strategy showing what is already in place and what actions needs to be done; it will be reviewed and updated at least annually. RHG recognises the importance of working with local partners and will:

- Make and maintain contact with the local police/ local authority Prevent coordinator to understand their role and the support available, (e.g. via the Channel process)
- Make contact with local authority to ascertain other useful local agencies
- Develop local area Prevent links with other similar organisations
- Share information with all local organisations as appropriate
- Understanding terminology

Radicalisation and Extremism

Radicalisation

Act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of mind

Extremism*

Holding extreme political or religious views which may deny right to any group or individual. Can be expressed in vocal or active opposition to core British values.

***NB:** extremism can refer to a range of views, e.g. racism, homophobia, right-wing ideology, as well as any religious extremism.

Understanding risk of extremism

Staff, associates, subcontractors and learners may arrive at RHG already holding extremist views. Or, whilst in the employment or care of RHG, they may be influenced by a range of factors: global events, peer pressure, media, family views, extremist materials (hardcopy or online), inspirational speakers, friends or relatives being harmed, social networks etc.

People who are vulnerable are more likely to be influenced as their vulnerability could stem from a range of causes, including: loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, victim of hate crime or discrimination, and bereavement.

Implementation of PREVENT policy

Ways that RHG will counteract risks:

- Promote a safe and supportive environment via clear expectations of accepted behaviours and those, including radicalisation and extremism that will not be tolerated
- Promote core British values through documents given to students, notices around the offices and training rooms, promotion of British culture and traditions during induction and embedded in the curriculum
- Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material
- Challenge radical or extremist views in any context (formal or informal) via stated procedures
- Be ready to react when world or local events (e.g. Paris attacks) cause upset and the likelihood of conflicting feelings being expressed. PREVENT lead to take initiative in these situations
- Strong filters on IT equipment and clear rules on accessing extremist/ terrorist websites/ uses of social networks to exchange extremist/ terrorist views
- Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers/ presenters



- Staff getting to know the learners, their home circumstances and friendship groups, making it easier to spot changes in behaviour.
- Staff to be observant and vigilant in noticing any signs of radical or extremist behaviour.
- All staff work hard supporting any students identified as vulnerable.

Ways in which RHG will implement PREVENT training strategies:

- Using documents and face-to-face training ensure staff, associates, subcontractors and learners understand this policy and how it is implemented
- RHG staff being exemplars of British values
- RHG actively encourages students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.
- Understanding terminology and recognising a) Importance of maintaining a supportive and tolerant society b) What core British values are and why they are considered important c) Rules of using IT systems d) How they must report concerns/ incidents and understand the procedure to do so All staff, associates and subcontractors are to recognise the following signs that may cause concern.

RHG is committed to supporting learners and identifying any learner(s) who we feel is susceptible to radicalisation and extremism. In particular we ask all staff to be aware of:

- Learners talking about exposure to extremist materials or views outside of their workplace or learning environment
- Changes in behaviour, e.g. becoming isolated
- Fall in standard of work, poor attendance, disengagement
- Changes in attitude, e.g. intolerant of differences/ having closed mind
- Asking questions about certain topics (e.g. connected to extremism)
- Offering opinions that appear to have come from extremist ideologies
- Attempts to impose own views/ beliefs on others
- Use of extremist vocabulary to exclude others or incite violence
- Accessing extremist material online or via social network sites
- Overt new religious practices
- Drawings or posters showing extremist ideology/ views/ symbols
- Learners voicing concerns about anyone

NB: Any concerns relating to a person under 18 are safeguarding issues and should be reported to Kym Moore, the nominated Safeguarding and Prevent Manager.



Reporting Prevent issues

In the first instance Kym Moore the nominated Safeguarding and Prevent Manager is to be contacted and informed of the issues of concern

- Confidentiality is assured for the person reporting a concern
- Everyone is asked to report any concern or incident, however small
- Reassurance will be given that we will deal with all issues sensitively and carefully