

PREVENT
Prevention of Extremism and Radicalisation Policy



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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". This is known as the Prevent Duty

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."

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 as set out in our PREVENT policy.

This policy should be read in conjunction with RHG's:

- Safeguarding and Safer Recruitment Policy
- Online Safety Policy
- Whistleblowing and Confidential Reporting Policy

This policy will be reviewed annually or when any significant changes in legislation necessitate a review.

The term '**staff**' refers to all full time and part time employees, and associates.

The term '**learner**' refers to any person undertaking a learning programme, qualification or apprenticeship with RHG with particular reference to:

- Children and young people up to the age of 18
- Vulnerable adults (as defined in section 59 of the Safeguarding Vulnerable Groups Act 2006 and/or those persons aged 18 and over who by reason of mental or any other disability, age or illness are or may be unable to look after themselves or are or maybe unable to protect themselves against harm or exploitation)

RHG is fully committed to safeguarding and promoting the welfare of all staff and learners. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

The principal objectives of this policy are that:

- All staff will understand what radicalisation and extremism are and why we need to be vigilant.
- All learners and staff will understand that RHG has policies in place to keep them safe from harm and that RHG regularly reviews its systems to ensure they are appropriate and effective.

- RHG staff will promote respect, tolerance, and diversity for all. Learners and staff are encouraged to share their views and recognise that they are entitled to have their own diverse beliefs which should not be used to influence others.

Promotion of the Policy

This policy will be promoted by:

- Our Prevent Duty statement and link to the policy being visible on our website
- Staff required to read and sign as having read understood the policy
- Staff completing mandatory Prevent training at least annually
- Prevent and British Values thematic training during quarterly standardisation and staff meetings
- Reference made to the policy and aspects of it explained in the staff handbook
- Promoting the policy to apprentices and their employers during their induction and onboarding process
- Promoting the policy in our day-to-day activities by adhering to its principles
- Embedding Prevent and British values in our learning activities and discussing the impact of Prevent during apprentices' progress reviews

Gaining commitment to the policy

RHG will gain commitment to this policy by:

- The Directors showcasing and adhering to the policy; displaying a senior level 'buy-in'
- Making clear the benefits of adhering to the policy and the consequences of non-adherence
- Providing Prevent and British Values training to our staff and apprentices
- Staff required to read and sign as having read understood the policy
- Providing a named Director with overall responsibility for this policy
- Staff completing Prevent and British Values training as part of their CPD

Explanation of Terms

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.' CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism.
- **PURSUE** - to stop terrorist attacks through disruption, investigation and detection.
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact.
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places.

Extremism

The Government has defined extremism as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs". This includes calls for the death of members of the British armed forces. Extremism can be expressed as holding political or religious views which may discriminate against or deny rights to any group or individual and can refer to a range of views, such as racism, homophobia, right-wing ideology, as well as any religious extremism.

This includes not discriminating against those with protected characteristics (Equality Act 2010), namely:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

British Values

The four British Values are those values underpinning 'Britishness' and guiding people on what makes a good citizen of Britain by respecting:

- Individual liberty
- The rule of law
- Democracy
- Mutual respect and tolerance of different faiths and beliefs.

Terrorism

An action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Radicalisation

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

The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language.
- Possession of violent extremist literature.
- Behavioural changes.
- The expression of extremist views.
- Advocating violent actions and means.
- Association with known extremists.
- Seeking to recruit others to an extremist ideology

Channel

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people. Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologies. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

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 day to day implementation of our Prevent policy lies with Kelly Jackson, RHG's Designated Safeguarding Lead. Kelly's duties are to ensure delivery of an effective action plan and policy as outlined below.

Implementation of RHG's PREVENT duty

General principles

At RHG, all staff are expected to uphold and promote the fundamental principles of British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs, including the absence of faith or belief.

It is recognised that some staff or learners may be more vulnerable to radicalisation; therefore, we strive to equip our staff and learners with confidence, self-belief, respect, and tolerance as well as setting high standards and expectations for themselves.

Learners may enrol on a learning programme with RHG already holding extremist views, or whilst in the care of RHG may be influenced by a range of factors such as global events, peer pressure, media, family views, extremist materials, inspirational speakers, friends or relatives or social networks, which may cause learners to develop extremist views.

Vulnerable learners are more likely to be influenced as their vulnerability could stem from a range of causes, including a 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.

Ways that RHG will counteract the risks:

- Promote a safe and supportive environment making clear our expectations of accepted behaviours and those, including radicalisation and extremism will not be tolerated
- Promote the 4 British Values to learners during induction and embed them in the curriculum

- Develop a critical awareness in learners to counter accepting extremism without question, especially of online material
- Challenge radical or extremist views in any context (formal or informal)
- Be ready to react when world or local events (e.g London Bridge attack, Manchester bombing) cause upset and the likelihood of conflicting feelings being expressed
- Set clear rules on accessing extremist/ terrorist websites/uses of social networks to exchange extremist/ terrorist views
- Ensure that all external speakers/presenters are thoroughly vetted and where possible observed while delivering talks/presentations
- Encourage staff get to know their learners, their home circumstances and friendship groups, making it easier to spot changes in behaviour
- Train our staff to be observant and vigilant in noticing any signs of radical or extremist behaviour in learners and other staff members
- Encourage our staff to be exemplars of British values
- To actively encourage learners to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010 and the four core British Values
- Put procedures in place for identifying and reporting concerns
- Ensure all learners complete an induction session prior to their programme of learning, which includes Safeguarding, British Values and PREVENT

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, for example becoming isolated
- Fall in their standard of work, poor attendance or disengagement in lessons
- Changes in attitude, for example intolerant of differences/having a closed mind
- Asking questions about certain topics, for example terrorism
- 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

Dealing with a Prevent Issue

- Listen to the concern and record it on the Safeguarding incident report Form.
- Forward the completed form within 6 hours to the DSL
- If necessary, complete the form in discussion with the DSL
- The DSL's to discuss confidentially as a Prevent concern. Record findings on the Safeguarding tracker, so monitoring and updates can be made.
- The DSL will contact the HR department or apprenticeship co-ordinator of the concerned person if they are not already aware
- If appropriate the DSL should contact the Counter-Extremism Helpline on 02073407264 for

- advice about the concern.
- A Channel referral may be made to offer education and guidance to the person at risk of radicalisation.
 - If immediate danger is suspected, call Police on 999.
 - Contact non-emergency police on 101 for advice about how to report a concern in the locality of where the learner lives.

Staff Training

All RHG staff will receive Safeguarding and Prevent Duty training during their induction. RHG will provide annual Safeguarding and Prevent training which will be recorded as part of staff CPD. RHG will keep a central record of staff Safeguarding and Prevent CPD, DBS certificate numbers, certificate date and date of renewal.

Updates to and further training regarding Safeguarding, Prevent and British Values will be completed during standardisation meetings and staff meetings and promulgated through staff newsletters and learner progress meetings.

The DSL 's will promulgate emails and provide support forums when it has been identified that new concerns or legislation with regards to Prevent requires additional training or updated information.

All staff will be encouraged to attend local Prevent training for example provided by Local Authorities or CPD organisations.

Safeguarding, Prevent and British Values e-learning modules are available on our OneFile LMS and website for staff to refresh their knowledge and understanding.

Reporting Safeguarding and Prevent Concerns

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Signed:



Name:

Lee Patterson

Position:

Managing Director

Date:

13/10/23

Date of next review:

12/10/24