

PREVENT POLICY

NB: if you have a concern about the welfare of a student, please speak to David Morley (Designated Lead for Safeguarding), Jennifer Mayne (Coach and Deputy Designated Lead for Safeguarding), or Jonathan Bourne (Chief Executive Officer) immediately – contact details inside.

Policy Owner: Designated Safeguarding Lead

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1. Policy Context

The threat to the UK (England, Wales, Scotland and Northern Ireland) from international terrorism is constantly under review. There are five levels, ranging from low, 'an attack is highly unlikely' to critical, 'an attack is highly likely in the near future'. The current threat level can be found here https://www.gov.uk/terrorism-national-emergency

In October 2010, the Government published a new National Security Strategy which identified terrorism as one of the 4 highest risks we face in the UK.

As Damar provides learning within a work-based learning environment (apprenticeships) we are subject to the provisions of the Counterterrorism and Security Act (CTSA) 2015.

Skills Providers within the Further Education sector are classed as 'Specified Authorities' and the act imposes a statutory duty (most commonly referred to as the Prevent Duty) on us:

- "To have due regard to the need to prevent people from being drawn into terrorism"

Here is a further and extremely relevant extract from the act:

- "There is an important role for further education institutions, including sixth form colleges and independent training providers, in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. It is a condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners."

'Prevent' is one of the four elements of CONTEST, the Government's counter-terrorism strategy, which aims to stop people becoming terrorists or supporting terrorism.

There are a range of measures in place to challenge extremism in the UK. Our role is to recognise and support people who are at risk of being drawn into terrorist activity, with the help of the Channel Process. This process involves several agencies working together to access services such as health and education, specialist mentoring and diversionary activities.

We are fully committed to safeguarding our students and Prevent forms part of this commitment.

The influence of extremist narratives and propaganda and the risk of radicalisation must not be underestimated, and this policy sets out how we aim to comply with the Prevent Duty.

The key aim of the duty is to:

- "Safeguard vulnerable people to stop them becoming terrorists or supporting terrorism"

Prevent applies to all extremism and extremist groups. It seeks to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism

- Safeguard and support those most at risk of radicalisation through early intervention, identifying them and offering support
- Enable those who have already engaged in terrorism to disengage and rehabilitate.

The Prevent duty sits quite firmly under our Safeguarding banner.

This policy sets out, amongst other things, how Damar:

- promotes the policy
- gains commitment to the policy
- trains employees in implementing the policy
- has a legal responsibility to fulfil the prevent duty statement
- protects apprentices and employees from radicalising influences
- ensures apprentices and employees are resilient to extreme narratives
- identifies changes in behaviour of apprentices and employees
- deals with any issues raised by apprentices or employees
- reviews the policy and how often (including the last review date)

2. Organisational responsibilities

Our directors accept overall responsibility for Safeguarding and Prevent and for promoting the welfare of our students. They delegate specific responsibilities to individual members of staff as appropriate.

All staff with delegated responsibilities receive information, training and support as is necessary to carry out their roles.

3. Individuals with specific responsibilities

Chief Executive Officer and Equality and Diversity lead – Jonathan Bourne (tel: 07768 056712)

Designated Lead for Safeguarding – David Morley (tel: 07960 888149)

Coach and Deputy Designated Lead for Safeguarding: Jennifer Mayne (tel: 07891 154701)

Safer Recruitment and Staff inductions planning: Chief People Officer: Diane Flynn

Management of the Single Central Record: David Morley & Steven Logan (Administrator)

Safeguarding Quality Assurance: Rebecca Blackwood, Quality Manager

Raising student awareness and initial reporting: all staff, specific emphasis on the Delivery team

4. Our Objectives

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations. Our aim is to interrupt this process through early recognition and by following the Channel process. We will achieve this by ensuring that that all staff, be they full-time, part-time, sub-contractors or temporary staff:

- are given training to ensure that they have an understanding of the process of radicalisation, the impact of extremism and the reasons for vigilance
- are diligent in their recognition of signs that an individual(s) may be the subject of radicalisation and/or be allied to extremist views/activity
- know exactly who to speak to within Damar regarding any concerns
- have a thorough knowledge and understanding of our Prevent policy and are fully aware of the process for raising concerns internally through our Safeguarding '5 Rs' process (please refer to our Policy for Safeguarding and Promoting Student Welfare)
- are familiar with the Channel process
- are fully conversant with British Values and their importance within our teams and throughout the student's journey
- are able to safely challenge the ideologies that are part of the radicalisation process, which may lead to extremism

5. Strategy for Prevent

Extremism can be defined as 'vocal or active opposition to fundamental British Values' which include democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and for those without faith.

The Prevent Duty applies to all extremism/extremist groups, including, but not limited to those from the far right and far left extreme animal rights activists and those involved in Northern Irish related terrorism.

Damar supports the Prevent duty and reduces the risk of radicalisation of our students:

- by exemplifying and promoting British Values within the organisation and throughout the students' journey and by exploring and embedding their importance. This is achieved in a variety of ways, including through the personal development curriculum.
- by challenging the ideologies and use of language that can lead to radicalisation, extremism and terrorism
- by being vigilant in our recognition of signs that individuals are being drawn into radicalisation, extremism and terrorism
- through timely referral of any concerns through the Channel process
- by educating our students regarding the variety of ways radicalisers seek to target vulnerable individuals. These may range from a direct approach, indirectly, through virtual forums, the internet, social networking and other forms of media. Most commonly, it is likely to occur through a combination of approaches/methods, and we alert our students to these risks
- through risk assessment of our IT systems. Damar's training is delivered using an online/remote model. Students largely use employer/personal devices. In the unlikely event that a student does need to use a Damar device, our IT, Internet and E-mail usage policies help us to manage the risks, including access to malicious material, relating to our staff and students and our access to specialist technical support enables us to monitor and review usage where there are concerns.
- by listening to and observing our students and being mindful of changes

6. Identifying those who are at risk of radicalisation

Vulnerability is very often at the centre of safeguarding concerns. This is also a significant factor in the process of radicalisation. Personal and social issues may contribute towards an individual being more susceptible to exploitation. It must be emphasised, however, that no factor should be looked at in isolation, but together with the wider circumstances of an individual and a range of signs/indicators.

It should not be assumed that radicalisation only exists within specific groups. Whilst observing our Prevent Duty, we remain committed to equality and diversity and to mutual respect, tolerance and inclusion.

There is no typical profile for those who are at risk and we must always use our professional judgment. However, the following list shows some of the factors that may contribute to a greater risk of radicalisation:

- personal circumstances (perhaps through migration), feelings of alienation or detachment from mainstream society
- unemployment and a perception that aspirations are undermined or restricted
- personal crisis, feeling isolated from family and friends
- identity crisis, sensing a lack of belonging
- criminality, displays behaviours that are contrary to law
- a distrust of Parliament and a perceived conflict between being British and personal/cultural identity
- fascination with weapons and violence
- having experienced a traumatic event
- feeling subjected to racism or discrimination
- difficulty in interacting socially and lacking empathy
- low self-esteem
- changes in the transition from teenage years to adulthood where individuals can become angry and begin to mistrust authority

8. Recognising Concerns

Damar staff are trained to recognise potential signs of the radicalisation process. These may include, but are not limited to:

- appearing to become increasingly isolated from family and friends
- speaking as if from a script
- awkwardness around discussing views
- an uncharacteristic and, maybe, sudden disrespectful attitude towards others
- becoming increasingly argumentative
- refusing to listen to the views of others
- reluctance to engage with students who they perceive are different and becoming abusive towards them
- increased levels of anger
- becoming more secretive
- a change in appearance/dress/behaviours
- low self-esteem

- unexplained absence from the workplace or disengagement with training
- converting to a new religion
- being secretive about where they are spending time
- demonstrating sympathy to extremist ideologies and groups
- appearing to lose interest in things they used to enjoy
- having more than one online identity
- accessing extremist online material
- affiliation with extremist groups

Damar knows its students well and is well positioned to recognise if they behave in an uncharacteristic way. It is essential that we trust our professional judgment and raise concerns with our Designated Lead(s) for Safeguarding if we sense that something is wrong.

However, we appreciate that these signs are not always indicative of radicalisation, they might suggest the presence of a separate safeguarding issue. In view of this, we must always adopt a sensible, considered and proportionate approach.

9. Concerns regarding staff

We aim, through our safer recruitment process, to ensure that all Damar staff meet our security standards and that they share our commitment to British Values and Equality and Diversity.

We aim to create a culture in which every individual is treated fairly, respectfully and with dignity. Our Staff Handbook, our Professional Standards Guide and our IT Policy clearly set out our expectations regarding appropriate and professional behaviour, and anything less will not be tolerated.

However, radicalisation can happen to anyone, and it is crucial that we do not make assumptions about who is at risk. If we sense, through signs and indicators, that a Damar colleague is the subject of radicalisation and/or is allied to any extremist ideology or group, this must be raised immediately with the Designated Lead(s) for Safeguarding.

The concern will then be investigated by the Designated Lead(s) for Safeguarding and the Directors. A decision will then be made regarding next steps, which may include referral to the local area Prevent Lead and the Channel Panel.

Staff are referred to our Whistleblowing Policy for further guidance on this point.

10. The 5 Rs, Recognition, Response, Reporting, Recording and Referral

Where a Damar colleague senses a risk of radicalisation, relevant information will be shared with the Designated Lead(s) for Safeguarding, who will then investigate the concerns and refer as appropriate.

As Prevent sits firmly under our Safeguarding banner, our internal process for the recognition and reporting of other safeguarding concerns applies in the case of any concerns arising in respect of radicalisation and extremism. All staff must use the 5 Rs:

- Recognise
- Respond
- Report

- Record
- Refer

Once a concern has been raised with the Designated Lead(s) for Safeguarding, we will aim to clarify all details relating to the concern, following which a decision will be made regarding next steps. This may result in a referral being made to the local area Channel Panel. A referral to the local area Channel Panel is made in the following way:

- by email to the Channel Panel, where the Head of Safeguarding and Learning or the Senior Advisor for Safeguarding in Education will respond
- by completing a channel referral form and returning by e-mail
- by contacting the appropriate local Police Channel Team
- by phoning a designated number specified by the Panel, if an issue arises outside of office hours

In an emergency situation, where a staff member has concerns that an individual is presenting an immediate terrorist related risk to themselves, others, or property, they must contact the Police in the usual way via 999, or The Anti-Terror Hotline number which is 0800 789 321.

However, for non-emergencies, 101 should be used.

ONLY the Designated Lead(s) or the Directors can make a decision to refer a complaint or allegation (save for in the event of information regarding imminent danger), having first gathered and examined all relevant information.

NO ONE other than the Designated Lead(s) or the Directors will be expected to carry out investigations into suspicions, allegations or complaints.

Prevent referrals must be robust, informed and with good intention.

11. Documents Supporting the Policy

Damar has a number of policies and documents which support this policy:

- Self-assessment report
- Employee Handbook
- Health and Safety Policy
- Equality and Diversity Policy
- Safeguarding Policy
- Whistleblowing Policy
- Professional Standards Guide
- Prevent Duty Risk Assessment and Action Plan
- Information Technology Policy
- Internet and Email use Policy
- Online Safety and Remote Learning Policy