

# Prevent – Counter Terrorism Policy

## Introduction

Best Practice Training and Development offers consultancy, skills training and professional certification to meet a wide variety of business and learner needs.

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people, including children and young people.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding concerns for those learners who may be vulnerable to the messages of extremism. This policy applies to all staff members and all learners.

## PREVENT

PREVENT is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation. The Counter Terrorism and Security Act (2015) places a duty on a range of organisations to have due regard to the need to prevent people being drawn into terrorism.

The Prevent Objectives are:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it. This means using teaching and learning to help students and staff to develop the knowledge and skills to challenge extremist narratives.
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support. This means identifying how to prevent harm to learners by individuals, groups or others who promote terrorism and violent extremism.
- Provide programmes to support students who are vulnerable.
- Supporting sectors and institutions where there are risks of radicalisation.

This means increasing the resilience of training provider communities by encouraging engagement with management, staff and learners through training and awareness raising. Encourage staff training and use curriculum opportunities for learners which allow grievances to be aired and dealt with. Ensure that our resources are not used by extremist groups.

## Definitions

### Radicalisation

This is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

### Extremism

This is 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 (HM Government Prevent Strategy, 2011).

### Terrorism

The current UK definition of terrorism is given in the Terrorism Act 2000 (TACT 2000). This legislation defines terrorism as "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 or 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”.

### **Vulnerability**

Within Prevent, this term describes factors and characteristics which may make an individual more susceptible to radicalisation (Home Office, 2011).

### **Safeguarding**

The process of protecting vulnerable people of all ages from crime, other forms of abuse or (in the context of this policy) from the risk of being drawn in or supporting terrorism.

### **Ideology**

An ideology is a set of beliefs. In the context of Prevent, there are a wide range of organisations and groups who may share a common ideology which motivates people associated with the group to become involved in or support terrorist related activity. Ideologies may be underpinned by beliefs about animal rights, environmentalist issues, politics, religion or conceptions of power and status, which are all relevant to the Prevent agenda.

### **Equality, Diversity and Community Cohesion**

Best Practice Training & Development Ltd aims to guide our learners to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action.

We take extremely seriously our key role in preparing all our learners for life in modern Britain.

We aim to encourage working towards a society with a common vision and sense of belonging by all; a society in which the diversity of people’s backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

### **Duties and Responsibilities**

All staff have a legal responsibility under the Prevent Duty to make sure that:

- They have undertaken training in the Prevent Duty as identified by their leaders and managers and refresh every three years.
- They are aware of when it is appropriate to refer concerns about learners or colleagues to the Prevent Lead/Quality Manager.
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice.

Members of staff and learners may identify possible Prevent concerns through their course involvement; this could come from written reports, conversations, complaints, incidents or direct observation and could include concerns identified relating to colleagues, other learners and members of staff within their own or partner organisations. Any concerns should be escalated as soon as possible to the Managing Director/Operations Manager in line with the organisation’s safeguarding processes in relation to Prevent.

### **Managing Director**

The Managing Director has overall responsibility for ensuring the implementation of effective safeguarding procedures and has overarching responsibility to ensure that arrangements are in place so that staff are trained to recognise and respond to Prevent concerns and that they are fully aware of their individual and corporate responsibilities for safeguarding adults, children and all learners.

## Managing Director/Operations Manager (Prevent Leads)

Both the Operations Manager and the Managing Director act as Safeguarding Leads and hold day-to-day responsibility for ensuring that Best Practice is operating within the procedures set out in this document. Both will act as the professional interface between agencies, e.g. Police, and will act as the point of referral and ongoing management of any PREVENT concerns. They will also support members of staff and learners who are involved in any issues or concerns related to Prevent.

### All Staff

Our tutors, assessors and support staff can support aspects of Prevent through the following actions:

- Raise awareness by making information available to learners such as Run, Hide and Tell video clips.
- Cover aspects of Prevent within relevant training contexts (e.g. internet safety could include reporting concerns about suspicious internet sites, chat rooms or other web-based forums via [www.gov.uk/terrorism-national-emergency/reporting-suspected-terrorism](http://www.gov.uk/terrorism-national-emergency/reporting-suspected-terrorism))
- Review planning and resources and adapt them to include aspects of Prevent if appropriate.
- Be inclusive and enable learners to make a positive contribution.
- Support learners to develop critical personal thinking skills through teaching opportunities such as group work.
- Explore and promote diversity and shared values within your groups and use restorative approaches to repair harm caused by terrorist activities.
- Recognise those at risk of being isolated and signpost them to appropriate support.
- Challenge prejudice, hate and prejudice-based bullying.

### Our Learners

Should a learner identify possible Prevent concerns to themselves, another learner or staff member, they should discuss their concerns with the course tutor as soon as possible. They should not delay in passing on this information. In the event of immediate risk, they should follow the advice for Reporting Concerns below.

### Supporting Learners

We will educate and inform our learners of the Prevent duty to ensure they can recognise risks and signs of radicalisation and extremism; and know what actions to take if they directly encounter such situations or risks. This will include:

- Providing information on contact points for reporting Prevent concerns
- Recognising risks and vulnerability factors that may lead to radicalisation and extremism
- Provide a safe environment where extremism is unable to operate
- Ensure the organisation fulfils its obligations to learners and their families to work effectively to prevent harm, abuse, and neglect, and to act positively to protect adults and children where there are concerns that the person may have been or is at risk of radicalisation.

### Training

Prevent training is a core component of induction of all new staff members and part of Best Practice's mandatory training. Training will be updated every three years or sooner in line with legislative requirements.

## **Reporting Concerns.**

### **Immediate Risks:**

If a staff member or learner has concerns that an individual is presenting an immediate terrorist related risk to themselves, others or property they must contact:

The National Counter Terrorism Hotline on 0800 789 321 OR The Police on 999.

They should also give any non-urgent information that may assist police investigations by calling the Police on 101.

Tutors/Assessors/Staff with concerns or suspicions should discuss them with our 'Prevent Leads', Nina Griggs/David Allenstein, on 01923 225225.

Learners with concerns about other learners or suspicions of a general nature should discuss them with their course tutor or contact our 'Prevent Leads', Nina Griggs/David Allenstein, on 01923 225225.

## **References**

Home Office (2015) Counter Terrorism and Security Act 2015, London: TSO.

Home Office (2011) Prevent Strategy, London: TSO.

Home Office (2000) Terrorism Act 2000, London: TSO.

Date of Policy - 10.01.2019

Review date - 10.01.2020