

Prevent Policy

This Prevent policy includes all members of staff and learners.

The Prevent duty is **the duty in the Counterterrorism and Security Act 2015** on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.

Functional Skills UK (FSUK) takes our duty of care to all staff and learners very seriously and our aim is to educate, build awareness around Prevent and support anyone with any concerns.

We must strive to:

- Make sure all staff and learners understand awareness and understanding around this policy is everyone's responsibility
- Provide a safe environment for people to learn in and understand exactly who to contact in the event of a concern
- Provide regular reminders of who to contact and ensure that information is accessible
- Identify people who are vulnerable
- Takes appropriate action to see that such people are kept safe, both at home and whilst attending our courses.
- Keep Safeguarding and Prevent on the agenda for all meetings – (Team, Standardisation, Senior Management)
- Report immediately to our partners - BHCC/WSCC/Gravesham Council any concerns we have regarding any of their learners.

In pursuit of these aims, FSUK will approve and review policies and procedures with the aim of:

- Raising awareness of issues relating to the welfare of people and the promotion of a safe environment for people learning with our organisation.
- Aiding the identification of people at risk of radicalisation or extremism, and providing procedures for reporting concerns

- Establishing procedures for reporting and dealing with concerns and ensuring staff are trained at induction on Safeguarding reporting processes.
- The safe recruitment of staff
- FSUK will refer concerns that a person might be at risk to social services and the police where relevant.
- We promote our policy by directing all learners during inductions to our website – Learner Welfare section. Policies are held here alongside additional support and signposting.
- All staff induction training includes Prevent awareness and signposting. Staff complete the [Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training \(support-people-susceptible-to-radicalisation.service.gov.uk\)](https://support-people-susceptible-to-radicalisation.service.gov.uk).

We then use ACT Awareness E-Learning module for refresher training - [NaCTSO - Counter Terrorism Awareness - Powered By Frog \(protectuk.police.uk\)](https://protectuk.police.uk)

Prevent Duty policy will be implemented and achieved by the following measures:

- **Training** - All staff to complete Prevent training as supplied via WSCC training portal. This is to be completed on a rolling annual basis, unless change in government policy or other incident warrants other training or the annual update to be brought forward.
- **Staff and learner safety via secure building** - All staff aware of Invacuating Policy/ Entry is monitored and challenged via video intercom system and all staff have a fob.
- **Students know how to keep themselves safe in modern Britain** – All students made aware of Prevent Duty and British Values at point of induction and topics are also revisited in class on regular basis. Prevent updates from partner local authorities are cascaded to tutors and any new concerns/issues are flagged so that tutors can add to class content. Students can contact several appropriate staff members with any concerns or for more information on request, with any concerns or requests logged and responded to. Prevent and BV posters present and regularly updates in all classrooms.
- **Anonymised version of Prevent Log** - Showing what the case was, how it was dealt with, and what the outcomes are, plus how that situation is being monitored, to be discussed at senior management meetings – as/if and when appropriate.

Responsibility for all the above will come under the designated Safeguarding Officers. (See Safeguarding Policy).

Information

There isn't a single profile of someone who may be at risk of being drawn into terrorism. People who are vulnerable to becoming involved in terrorism can be any age, from any group, faith, ethnicity, or background. If you read the information below and believe you, or someone you know is at risk of being drawn into extremism or radicalised then please follow the reporting channels within this policy. FSUK staff have had training and can help.

There are many factors associated with a person who becomes or could become vulnerable to being drawn into terrorism. Examples of such factors:

- Peer pressure
- Influence from other people
- The Internet
- Bullying
- Crime and Anti-social behaviour
- Family tensions
- Race or hate crime victim
- Lack of self-esteem or identity
- Personal or political grievances
- Personal hardships – poverty, disadvantage, and social exclusion
- Traumatic events, global, national, or personal

There are many signs that a person is being drawn into terrorism, this is not an exhaustive list:

- Withdrawn
- Visual changes in appearance
- Learning/speaking a different language
- Avoiding eye contact
- Defensive body language
- Attitude
- Decline in attendance

Definition of extremism

[New definition of extremism \(2024\) - GOV.UK](#)

Examples of extremism:

- White supremacists
- Anti-Semitism
- Holocaust denial
- Race and religion hatred
- Homophobia

Definition of radicalisation

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice. For example, radicalism can originate from a broad social consensus against progressive changes in society. Radicalisation can be both violent and nonviolent, although most academic literature focuses on radicalisation into violent extremism. There are multiple pathways that constitute the process of radicalisation, which can be independent but are usually mutually reinforcing.

What are British Values?

British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs"; institutions are expected to encourage students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

Adult learners are presented with British Values at Induction with FSUK and throughout their training programme, embedded in learning, and reminders on our E-Assessor platform.

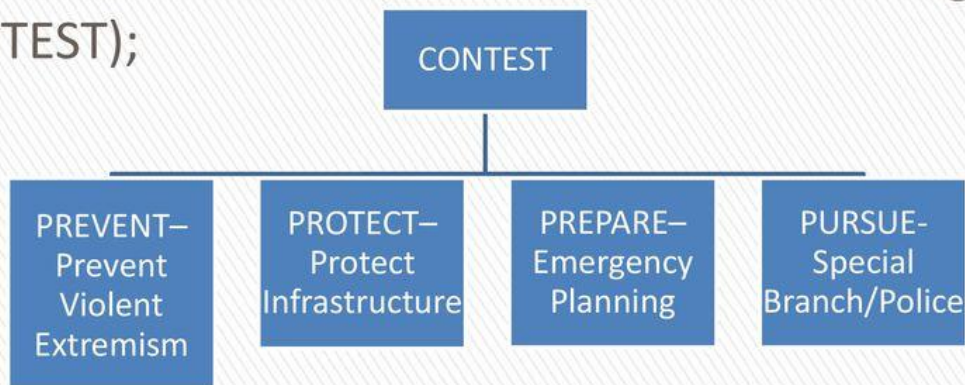
Prevent and British Values training is embedded within staff induction. FSUK expect Staff to exemplify British Values through their personal behaviour and in interaction with students and colleagues.

Government Strategy

The Government's strategy for countering international terrorism is called CONTEST.

CONTEST

» PREVENT is one of the four strands of the Government's national counterterrorism strategy (CONTEST);



Prevent

Prevent strategy is one of the 4 strategies – Their aim of *Prevent* is to stop people becoming or supporting terrorists, by challenging the spread of terrorist ideology, supporting vulnerable individuals, and working in key sectors and institutions. This is a proactive strategy to mitigate risk.

Channel is a key element of the *Prevent* strategy, it is a multi-agency approach to protect people at risk from radicalisation. *Channel* is about Safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs. Channel assess vulnerability separately around three dimensions:

- Engagement with a group, cause or ideology
- Intent to cause harm; and
- Capability to cause harm

Referral – when a person is identified a referral is made to Channel police practitioner

Preliminary assessment – Vulnerability assessment

Multi-Agency Panel – Safeguarding and promoting the welfare and vulnerable children and adults is the responsibility of all statutory partners

Support – If the person is suitable for help through the channel process support packages and interventions will be put in place.

The remaining three strategies are:

Pursue: Aims to disrupt and stop terrorist attacks, wherever possible by prosecuting those who have engaged in terrorist related activity. Active Investigation stage and intel-gathering.

Protect: Aims to strengthen our protection against a terrorist attack in the UK or against our interests overseas and reduce our vulnerability.

Prepare: Aims to mitigate the impact of a terrorist attack where that attack cannot be stopped.

(ref: <http://www.preventforfeandtraining.org.uk/get-training>)

At FSUK, we are committed to keeping our staff and tutors aware so they can safeguard our learners. As part of staff induction all staff and tutors are asked to complete prevent training (Education & Training Foundation, online module). Tutors will be asked to complete the Practitioners module and staff will be asked to complete the Support Staff module. Welfare officers and managers will be asked to complete the Leaders and manager's module. This serves as an introduction to Prevent, as part of staff induction, staff without a Safeguarding Qualification are asked to complete the NCFE Level 2 Safeguarding and Prevent qualification.

We have Cyber Essentials in place to safeguard our staff and software.

All external speakers or visitors are DBS checked

Safeguarding concern

We must use our professional judgement to decide what a safeguarding concern is. When referring an individual. Two things that will always be a Safeguarding concern and should be reported are:

- Evidence of sharing extremism websites
- Evidence of homophobia/ religious prejudice

Who to report to:

Staff and all learners (including apprentices) are expected to report any concerns to the designated Safeguarding/Prevent officer (Luke Hardy and Charlie Dew).

luke@functionalskillsuk.com – 07799 023650

charlie@functionalskillsuk.com – 07764 969286

01273 526996 – option 2

Apprentices should understand that they have our support if they have concerns regarding their workplace and should follow the same reporting procedures.

As with Safeguarding concerns an incident report form will be completed by the member of staff/learner who has reported the concern.

Incidents are logged on a spreadsheet on a password protected spreadsheet. Only Safeguarding and Welfare Officers have access to this spreadsheet.

FSUK designated Safeguarding/Prevents officer will then investigate and, if necessary, consult the relevant agency.

Individuals do not need to give their consent for referral to the prevent team or co-ordinator.

- If the local prevent team/co-ordinator decide the individual is vulnerable, then they will refer them to Channel.
- A Channel panel will then decide if a referral is necessary. If it is then a tailored programme of support will be organised.
- Individuals (or parents if the individual is under 19) must give consent to engaging in the channel programme.
- Not every Prevent referral is a Channel referral.
- Channel process will not be highlighted through the DBS.

At the point of referral to an external agency or closing the incident the spreadsheet is updated and a date of sign off agreed. Any evidence from the incident is kept in a secured file.

Further information:

<http://homeoffice.gov.uk/publications/counter-terrorism/prevent/prevent-strategy/>

<http://www.homeoffice.gov.uk/publications/counter-terrorism/counter-terrorism-strategy/>

<http://www.preventforfeandtraining.org.uk/> There are lots of useful resources on this website


<https://actearly.uk>

www.functionalskillsuk.com -Learner Welfare

See also: FSUK Safeguarding policy.

This policy applies to staff employed by Functional Skills UK Ltd, Gym UK and Pavilion training, Brighton Swimming Centre Ltd and Brighton Swimming Centre Ltd t/a Brighton Swimming School, Pool to Pier and any other brands adopted by either company.

Signed:

A handwritten signature in black ink, appearing to read 'Paul Smith', written in a cursive style.

Name of employee: Paul Smith MD

Date: December 2024

Review Date: December 2025