

## Prevent Policy and Procedures

### Our commitment

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments Channel counter terrorism strategy, the aim of the process is:

- To support and protect people who might be susceptible to radicalisation at a very early stage so that they are not drawn into criminal activity which may affect their prospects in later life.
- To ensure that individuals and communities have the resilience to resist all forms of violent extremism whether that be from an international threat, extreme right wing/left wing or domestically related for example environmental extremism.
- Channel is not about prosecuting or stigmatising individuals who have been referred

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. The most significant of these threats is currently from terrorist organisations in Syria and Iraq and Al Qaida associated groups, however recent focus has been given to the rise of extreme right extremism within the UK population as a whole who now may pose a threat to our safety and security. There has been an increase in lone acts of terror opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

### Objectives

The Business Portfolio (UK) Ltd, as a training provider, has a responsibility to ensure:

- We have undertaken training in the Prevent Duty as identified by our leaders and managers
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer
- We have assessed the risk of individual radicalization in our learners
- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice.

### Scope

This policy relates to all staff and learners including those of our sub contracted provision.

## Key contacts

Lead Designated Prevent Officer  
David Otter – Commercial Director  
[dave@thebusinessportfolio.com](mailto:dave@thebusinessportfolio.com)  
07900 971263

Merseyside Police  
[msoc.prevent@merseyside.police.uk](mailto:msoc.prevent@merseyside.police.uk)  
0151 777 8311

Deputy Designated Officer  
Kerry Bannon – Strategic Director  
[kerry@thebusinessportfolio.com](mailto:kerry@thebusinessportfolio.com)  
07711 778 848

Liverpool City Council  
Mrs. Jan Hooker  
[jan.hooker@liverpool.gov.uk](mailto:jan.hooker@liverpool.gov.uk)  
0151-225 2122

## Definitions

- 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.
- Terrorism – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.
- Extremism - an ideology that is far outside the mainstream attitudes of society, including 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. This also includes calls for the death of members of the British armed forces.

Additional information can be found on the following links:

<https://www.gov.uk/government/publications/prevent-duty-guidance>

<https://www.gov.uk/government/publications/channel-guidance>

## Leadership & Governance

Prevent forms part of the safeguarding agenda which is featured as part of Quality Board meetings. The Business Portfolio (UK) Ltd has a nominated Director leading the Prevent initiative, and the Team is actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the Prevent Strategy 2011 and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent duty is also embedded within our Safeguarding policy.

## Staff Training

All staff are trained on the Prevent process and how the duty engages with requirements of their role, via face to face, distance and certificated learning. Identification of vulnerabilities and indicators training is provided via an e-learning package with a follow-up 121 discussion with the Designated Prevent Officer (or deputy). Identifying risk at an early stage allows for early intervention, and is crucial to the Prevent duty and Channel process being successful.

## **Engagement with External Partners**

All employers will be made aware of The Business Portfolio (UK) Ltd Prevent policy and their duty within it and too their employees. The Business Portfolio (UK) Ltd will work with our partners to assist with meeting our combined Prevent Duty and to establish avenues for raising concerns in an appropriate and timely fashion..

## **Learner Safety, Engagement & Curriculum**

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Challenging discrimination
- Individual liberty

Opportunities to promote all of the above values are currently facilitated within the Apprenticeship, initially through e-learning and then through 121 and group discussion which is built into session plans and the curriculum as a whole.

## **Referral Pathways**

If a learner has concerns about themselves, or anyone associated with our company have concerns about a learner being at risk of radicalisation, they should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns. Appendix 1 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

NB – should anyone feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding team has been informed they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The designated safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. See Appendix 3 for the referral pathways. It should be noted that referral to the channel process is not a criminal intervention.

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation. In all instances that concern you, you should report to the Designated Safeguarding Officer.

## **Safeguarding Staff Members as a Result of Referral**

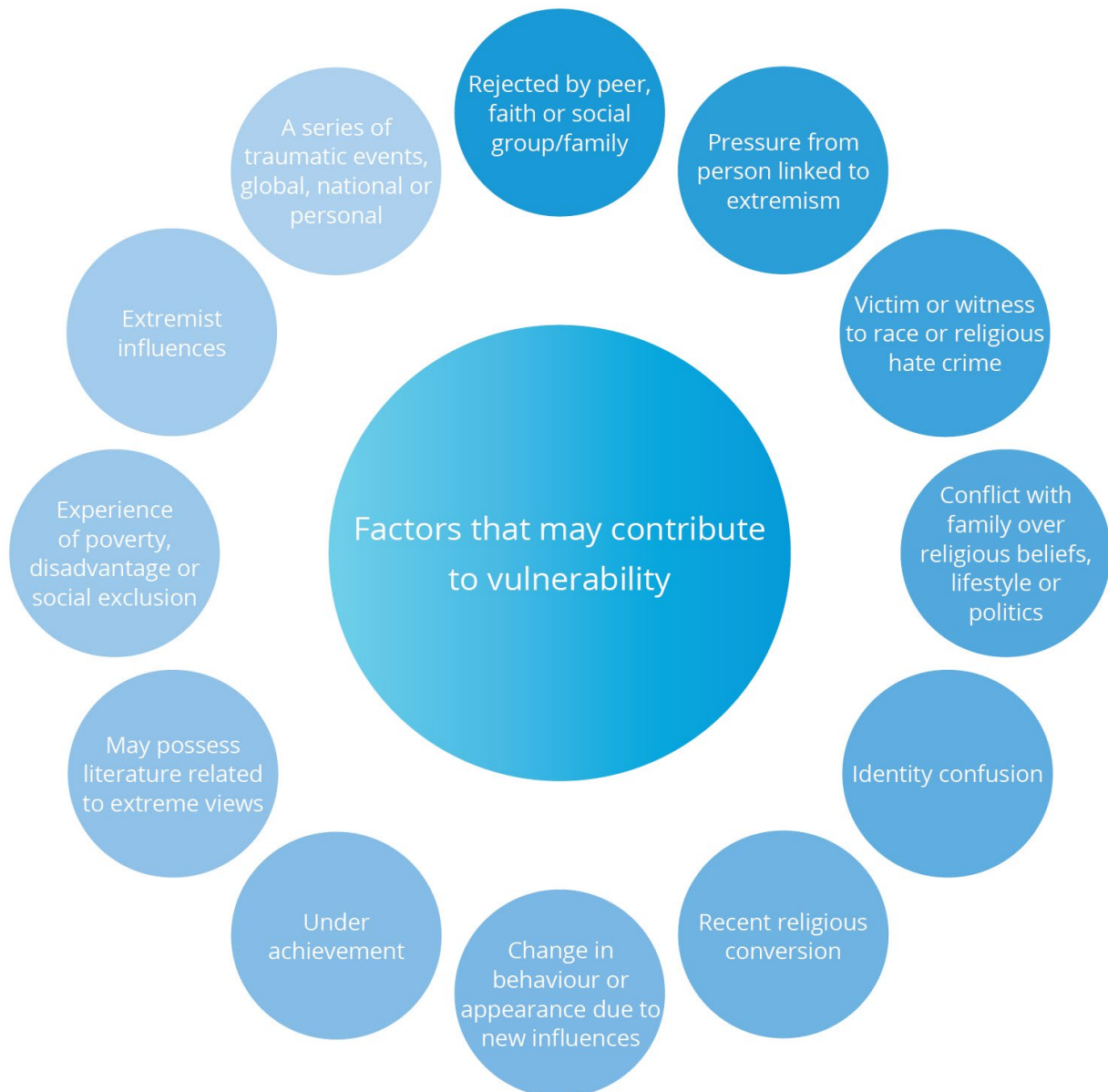
While it is unlikely that the referrer would then be targeted. If someone received a threat or police felt someone was under threat without them knowing, there are risk assessment, warning and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc, such as marker's on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

## Appendix 1

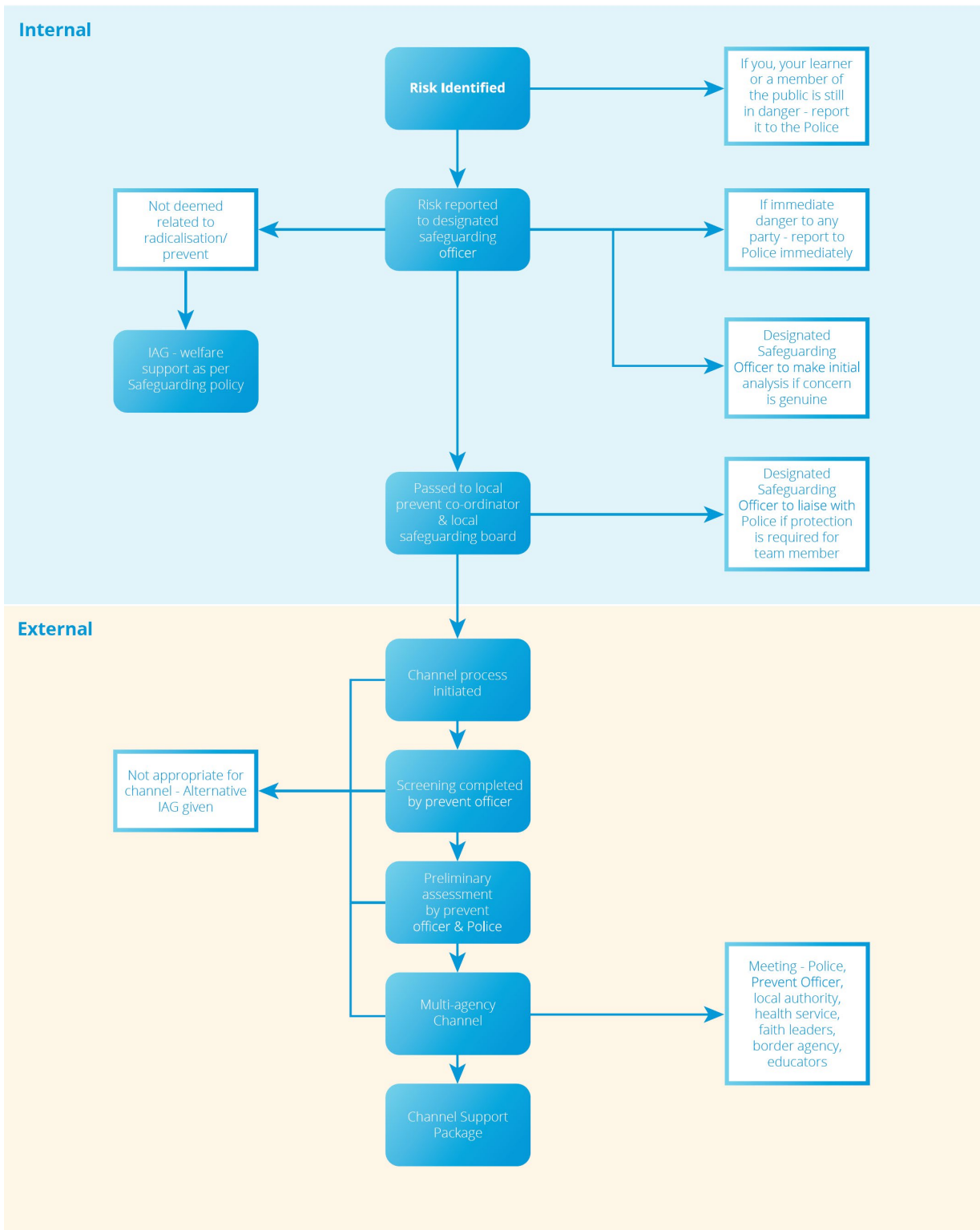
### *Vulnerabilities & Indicators of Radicalisation*

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/ fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching
Isolation and social exclusion	Change in appearance - dress/ body art
Bullied	Change in behaviour within work and learning environment
Media influence	Change in social circles
Seeking purpose of focus for life	Change in behaviour within work and learning environment
Seeking revenge	Change in behaviour within work and learning environment
Seeking acceptance / social standing	Change in behaviour within work and learning environment

## Appendix 2 Factors and Vulnerabilities



## Appendix 3 Prevent Referral Process



## Appendix 4

### Prevent Referral Form

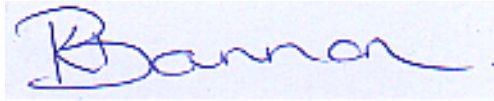
<b>Learner Name</b>		
<b>Location</b>		
<b>DOB</b>		
<b>TBP Staff Name</b>	<b>Name</b>	<b>Signature</b>
<b>Date of Disclosure</b>		
<b>TBP Prevent Officer</b>	<b>Name</b>	<b>Signature</b>

#### Details of Concern

#### Action Taken (For Designated Staff only)

Has a record been made in the TBP Safeguarding register? YES NO

Signed:

A handwritten signature in blue ink that reads "Banner". The signature is written in a cursive style with a large initial 'B'. The text is set against a light blue rectangular background.

Date: 01.03.19