



Prevent Policy

1- Introduction.

This document sets out the Prevent policy of MBKB. MBKB promote this policy at all times by encouraging safe working practices and raising awareness of Prevent and Fundamental British Values amongst all team members, employers, apprentices and third parties. MBKB are committed to ensuring our Prevent policies and procedures are compliant with current guidance.

At staff induction they are trained on, and introduced to this policy, they are also issued with a team handbook and copy of all our policies. At every team meeting we update the team on changes in practice, legislation and any new/ further guidance.

All employers are required to complete the MBKB ONAPA (Organisational Needs and Policy Analysis) within this we question their understanding of and commitment to Prevent and FBV. Each employer must also commit to comply with our Prevent policy, as detailed in our Apprenticeship Services agreement.

Within our Onboarding phase we issue and explain our Prevent policy as part of a detailed induction, to both the Apprentice and Employer; a copy of our policy is also stored in the e-portfolio system we use.

Periodically throughout the program we discuss Prevent and Fundamental British Values giving examples relevant to that topic and questioning apprentice and employers understanding. Embedded within every apprenticeship we deliver we carry out the Side by Side ETPs, Prevent and British Values modules.

Prevent Knowledge and awareness is further checked by our Quality Assurance Team when they carry out observations and also by our customer surveys, the results of both these feed into our 360 degree monitoring.

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 young people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process (see below). This policy has been written with regard to The Prevent Duty 2015. Prevent is part of safeguarding learners and MBKB have a duty to safeguard our learners from all aspects of abuse, exploitation and radicalisation.



Radicalisation 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 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).

To view the UK's current threat level for terrorism click on the link
<https://www.gov.uk/terrorism-national-emergency>

2. Management Responsibilities

- To actively engage with partners, including the police & Prevent coordinators
- Undertake appropriate training in regard to The Prevent Duty, and ensure all team members do this also. This is to be refreshed annually
- Promote Fundamental British Values in their conduct and attitudes.
- Comply with the requirements of the Equalities Act 2010, ensuring that MBKB challenge discrimination and support learners to comply with this legislation also
- Ensure that management and all team members challenge extremist views, tackle prejudice-based bullying, harassment and intimidation as part of our commitment to promote Fundamental British Values
- Responsible for ensuring that the Prevent Duty and its requirements are communicated to all levels of the organisation – management, tutors, support staff, volunteers and learners
- Clear, visible policies and procedures for managing whistleblowing & complaints
- Policies are in place for learners using IT equipment safely, legally and securely
- A risk assessment is carried out to address MBKB's implementation of Prevent
- Appropriate training of all team members in Prevent
- Team members promote Fundamental British Values in their management, teaching and through general behaviours in the organisation
- That opportunities within curriculum are used to promote British Values to learners
- Robust procedures for sharing information internally and externally about vulnerable individuals
- Have clear Prevent referral process with single point of contacts which are known to all team members and learners
- Support and guidance are available to all learners who are vulnerable or being exploited



3- Equality, Diversity and Community Cohesion

MBKB Training aims to guide our students 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 young people for life in modern Britain.

We aim to encourage working towards a society in with a common vision and sense of belonging by all. Communities; 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.

MBKB team members have received training on challenging extremist views and we actively encourage open debates and discussions around sensitive issues, embedding teaching of Fundamental British Values.

4- National Guidance and Strategies

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 PREVENT strategy objectives are:

Ideology:	respond to the ideological challenge of terrorism and the threat we face from those who promote it.
Individuals:	prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
Institutions:	work with sectors and institutions where there are risks of radicalisation which we need to address.

All staff have an awareness of the PREVENT agenda and the various forms of radicalisation it takes in being able to recognise signs and indicators or concern and respond appropriately.



5- Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism. There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person or their family may be vulnerable or involved with extremism:

Vulnerability

Identity crisis:	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal crisis:	Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
Personal circumstances:	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
Unmet aspirations:	Perceptions of injustice; feeling of failure; rejection of civic life.
Criminality:	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

Access to extremist influences

- Reason to believe that the young person associates with those known to be involved in extremism
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity



Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour

6) Training and Awareness

All MBKB Team members complete government Prevent training annually. MBKB team members also complete Education and Training Foundation modules based on radicalisation and extremism, staying safe online, what to trust and British values. Further training is regularly carried out within team meetings and training sessions.

Learners complete Education and Training Foundation modules based on radicalisation and extremism, staying safe online, what to trust and British values. Discussions are recorded to consolidate learning and understanding is regularly refreshed during reviews with Tutors. Learners' resilience to radicalisation is built through debate, decision-making, and the development of critical thinking skills within sessions with tutors. Tutors are encouraged to challenge extremist views and narratives within sessions through discussion of Fundamental British Values. E-safety, staying safe online and learning what to trust online are topics that are embedded within sessions and advice, guidance and support are given to learners where needed.



7. Referral and Intervention Process

Any identified concerns regarding learners or MBKB team members as the result of observed behaviour or reports of conversations to suggest that the person supports terrorism and/or extremism, must be reported to the named designated safeguarding professional immediately and no later than the end of the working day. MBKB's designated safeguarding lead (Katie Biggs) and deputy designated safeguarding leads (Julie Fellows and Danni Northall) can be contacted via email welfare@mbkbgroup.com or using the phone numbers below.

Katie Biggs (DSL) - 07940 353947

Julie Fellows (DDSL) – 07432315672

Danni Northall (DDSL) – 07957220374

The designated safeguarding professional will gather more information where possible and identify what further action is required. If there is an immediate risk then the DSL/ DDSL are to phone 999. If there is no immediate risk then the DSL/ DDSL is to contact the Government Anti Terrorist Hotline on 0800 789 321 to gain further advice.

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out (even though parental consent may be withheld), a referral to Children's Social Care should be made in line with the MBKB's Safeguarding Policy. However, it should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process). As part of the referral process, the designated professional will also raise an electronic referral to Channel.

Channel referral process

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations. West Midlands Police will carry out an initial assessment and, if appropriate, set up a multi-agency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the young person.

Name – Mark Bremner

A handwritten signature in black ink, appearing to read 'Mark Bremner'.

Date...25.4.19