



Prevent Leave Policy 2023

Policy Promotion and Engagement

All staff working for eVolve your future Ltd are required to read our policy documents and sign to confirm that they have done so.

EYF policies are reviewed annually unless there is a legislative or ethical reason for change to policy during the year. All colleagues are provided with an update document detailing any changes that have occurred following the last review. Each review is dated and version controlled. These changes are discussed in Team meetings with all staff and the understanding of these updates is also confirmed by a signature sheet.

Policies are in place to ensure that the company and it's staff are compliant with statutory legislation, partner regulations and the company specific requirements.

All relevant Policies can be accessed from the eVolve your future website, found at:

www.evolveyourfuture.co.uk

Learners are made aware of the availability of these policies when they are signed up to our courses.

Policies are available to partners on request.

1. The aim of this policy.

- Ensure an awareness of Prevent within the Company.
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism.
- Embed British Values into the curriculum and ways of working → Recognise current practice which contributes to the Prevent agenda → Identify areas for improvement

1.1 Who does this policy apply to?

The Prevent Policy applies to everyone working at or taking courses with eVolve your future Ltd.

2. Policy Statement

eVolve your future recognises its legal responsibility to fulfil the prevent duty statement by having due regard to the need to prevent people from being drawn into terrorism. Aligned to this, the aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, apprentices, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and apprentices. We further recognise that if we fail to challenge extremist views, we are failing to protect our learners and apprentices from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern. The Company has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- Stifle legitimate discussions, debate or learner engagement activities in the local community.
- Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

3. The purpose of the policy

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

The purpose of this policy is to:

- Ensure an awareness of Prevent within the Company.
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism.
- Embed British Values into the curriculum and ways of working.
- Recognise current practice which contributes to the Prevent agenda.
- Identify areas for improvement.

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation. The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Adult Education Providers, and seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
- Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health. The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future.

Our Prevent Policy has five key objectives:

1. To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner voice.
2. Breakdown segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all learners and apprentices in playing a full and active role in wider engagement in society.
3. To ensure learner safety and that the Company is free from bullying, harassment and discrimination.
4. To provide support for learners and apprentices who may be at risk of radicalisation, and appropriate sources of advice and guidance.
5. To ensure that learners, apprentices and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

4. Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An **ideology** is a set of beliefs.

- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs. 1 British Values are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

5. Aims of the policy

To create and maintain a Company ethos that upholds core values of shared responsibility and wellbeing for all learners, apprentices, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity.
- Building staff understanding of the issues and confidence to deal with them through mandatory staff training.
- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.

6. Staff responsibilities

All staff working at the Company have a responsibility to:

- Create and support an ethos that upholds the Company's vision and values including British Values, to create an environment of respect, equality and diversity and inclusion.
- Attend Prevent training to ensure that staff have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns.
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels.
- Support the development of staff, learner and apprentice understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and lessons.

7. Excerpts from Safeguarding Policy

Prevent - Anti-terrorism, Preventing Radicalisation and Extremism

The Prevent strategy, published by the Government in 2011, is part of the overall counter-terrorism strategy, CONTEST. 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 2011 Prevent strategy has three specific strategic objectives:

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

As part of our policy, we provide training and support to protect apprentices and employees from radicalising influences - including through building apprentice and employee resilience to extreme narratives during delivery of training provision. This includes through facilitating and informing debate on controversial topics in a controlled environment, giving our tutors the chance to understand apprentice beliefs. We develop apprentice resilience to radicalisation and promote values such as democracy and tolerance, enabling our apprentices to challenge extremist values. Any serious or sustained concerns are reported by the designated Safeguarding Officer to our Local Authority Prevent Support Officer and/or the police depending on severity, through the recognise mechanism of the CHANNEL multi-agency guidance.

All employees must follow the Safeguarding flow chart process below if they have a cause for concern for anyone that they come into contact with through undertaking their duties (including apprentices/learners or employees), which will be assessed and progressed by the Designated Safeguarding Officer.

Anyone with concerns about someone who may be radicalised, is vulnerable to radicalisation or displays worrying changes in behaviours should contact the local Prevent team at Northamptonshire Police, who will provide assistance and support.

The main contact is Prevent Engagement Officers at Northamptonshire Police.

Tel: 10134116

Email: Prevent@northants.pnn.police.uk

Policy Review

This policy is reviewed at least annually by eVolve your future's Managing Director, Kay Brockall.

Date of latest review: December 2022

Signed:



This policy is next due for review July 2023

Safeguarding Process Flow Chart

This flow chart is not intended to provide an exhaustive list of options but sets out our basic process for raising, recording and investigating concerns.

