

P75 Prevent Policy

1 SCOPE OF POLICY

TCHC recognises that everyone working for TCHC has a role to play in preventing violent and non-violent extremism and radicalisation. This policy focuses on raising awareness and is designed to provide a basic procedure which should be followed.

Whilst this is a stand-alone policy, it is integral to our Safeguarding Policy and must be applied as an extension to TCHC's current and established safeguarding procedures.

The aims of this policy are to:

- Raise an awareness of "Prevent" within TCHC
- Provide a basic clear procedure to follow in response to potential radicalisation, including a supportive referral process for anyone that may be susceptible to the messages of extremism.
- To give a framework to embed British Values into our curriculum and ways of working
- Review current practice which contributes to the Prevent agenda and identifies areas for improvement

Definitions

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 CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped

The Government defines extremism as 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. Extremism also includes calls for death of members of the armed forces. (Revised Prevent Duty Guidance for England and Wales (originally issued on 12th March 2015 and revised on 16th July 2015, paragraph 7).

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. (Revised Prevent Duty Guidance for England and Wales, issued on 12th March 2015 and revised on 16th July 2015, definition).

Terrorism is defined as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes with 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 political, religious or ideological cause (Section 1 of the Terrorism Act 2000).

[Please refer to the Revised Prevent Duty Guidance for England and Wales by clicking this link](#)

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2 POLICY STATEMENT

This policy applies to all staff employed by TCHC including temporary and hourly paid, associate staff.

All staff must make sure they familiarise themselves with this Prevent policy and the procedures that go with it.

All have a legal responsibility to take seriously any concerns about extremism or radicalisation that come to their attention and to follow the procedures set out below.

Learners who have concerns about other learners or the behaviour of adults towards them can use this policy to ensure they are taken seriously.

We have a duty to act if there is a cause for concern and to notify the appropriate agencies, so that they can investigate and take any necessary action. Any suspicion, allegation or incident of extremism or radicalisation must be reported as soon as possible and in any event within 2 hours to the Safeguarding Team who have responsibility for safeguarding.

The Managing Director is responsible for ensuring:

- That, based on a risk assessment, there is a sufficient number of trained and competent staff with designated responsibility for safeguarding (the “Safeguarding Team”)
- A Matrix to include a training programme, is drawn up and implemented
- That relevant information and material is effectively communicated to all staff.

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3 SIGNS AND INDICATORS OF EXTREMISM AND RADICALISATION

There is no single pathway to radicalisation. However, there are behavioural traits that could indicate that someone has been exposed to radicalising influences.

Online behaviour:

- Changing online identity
- Having more than one online identity
- Spending a lot of time online or on the phone
- Accessing extremist online content
- Joining or trying to join an extremist organisation

Observable behaviour:

- Becoming increasingly argumentative
- Refusing to listen to different points of view
- Unwilling to engage with children who are different
- Becoming abusive to children who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- Distancing themselves from old friends
- No longer doing things they used to enjoy
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and groups

4 SPECIFIC SAFEGUARDING ISSUES

All staff must have an awareness of safeguarding issues, one key issue is listed below. Staff should be aware that behaviours can be linked to extremism and radicalisation which put's people in danger.

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5 INDUCTION AND TRAINING

TCHC will ensure that all staff members receive appropriate Prevent and Safeguarding training which is regularly updated and in line with statutory guidance.

All new staff members will take part in Prevent and Safeguarding training at induction. This will include training on the TCHC's Prevent Policy and the role of the designated safeguarding officers. A copy of this policy and procedures will be provided to new staff at induction, each new staff member signs this off on their induction training checklist. All new staff members will also complete LSCB (or LSCB-approved) child/vulnerable adult protection training within three months of appointment.

All staff members undergo refresher training on Prevent and Safeguarding throughout their employment with TCHC, at least annually, to keep them up to date with current knowledge to safeguard children (for example, via e-learning).

The Safeguarding Team and teaching, assessment and quality assurance staff will undergo WRAP, (Workshop to Raise Awareness of Prevent), training as part of continued professional development.

6 PROCEDURES

General

TCHC takes seriously its duty of care and will be proactive in seeking to prevent people from being drawn into terrorism. It will do this in a number of ways:

- Through the creation of an open culture which respects all individual rights and discourages bullying and discrimination of all kinds
- By informing people of their rights to be free from harm and encouraging them to talk to TCHC staff if they have any concerns
- Through the IAG and Mentoring programmes and an ongoing programme of support, at an appropriate level, to promote self-esteem, social inclusion and address the issue of extremism and radicalisation in the wider context.
- We ask learners throughout their programme if they have any safeguarding concerns. For example, through Induction, IAG, Learner Reviews, Work Placement and Teaching, Learning and Assessment Plans.

Risk Assessment

The Prevent Duty 2015 states that:

‘The statutory guidance makes clear that schools and childcare providers are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.’

[Department for Education Departmental Advice](#)

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It is important when working with children, young people and vulnerable adults that you are in possession of case history and as much background information as you can collect about them. This information will provide you with evidence of whether a formal Risk Assessment is carried out before engaging with that person.

When a Risk Assessment is carried out it must be recorded on the TCHC Risk Assessment Form. It must then follow the procedures outlined in the Risk Assessment to ensure the information is shared with the Safeguarding Team, so appropriate measures can be put in place before any engagement activity takes place.

IT procedures

TCHC ensure that our staff and learners are safe from terrorist and extremist material when accessing the internet, our company provided laptops have filters to prevent certain materials being accessed.

If any staff spot any words, sentences or terms are searchable on our devices that should be filtered, or have any issues with any documents, or images saved on the device, please report to the safeguarding team and alert I.T to ensure the device is activated for future use.

All teaching and assessment staff are equipped with TCHC posters which include 'How to Stay Safe Online' which they display for all classroom lessons. This document provides top tips for how to keep someone safer when they go online.

Teaching and Learning

Curriculum is defined as intent, implementation and impact.

Fundamental British Values are:

- Democracy
- Rule of Law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs

All teaching and assessment staff must deliver a curriculum that promotes British Values, knowledge, skills and understanding that builds the resilience of learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding British Values, Equality & Diversity, Inclusion and Wellbeing into the curriculum
- Promotion of social and emotional aspects of learning
- Exploration of teaching, learning and assessment strategies that explore controversial issues which promotes critical analysis
- Encouraging the learner to have a voice and promote active citizenship

Reporting Procedures

If you have a Prevent concern, then you must follow our normal safeguarding reporting procedure which is outlined below.

It is important to remember the following steps when a **disclosure is made to you**.

When working through the process it is recommended that you:

- Remain calm and reassure the person that they have done the right thing by speaking up
- Listen carefully and give the person time to speak

- Explain that only the professionals who need to know will be informed, never promise confidentiality if the learner is at risk of harm or danger
- Act immediately, and do not try to address the issue yourself
- Write a statement, giving as much detail as possible: date & time, names of others present, name of the complainant and description of any injuries/incidents observed using TCHC's safeguarding incident report form
- Report to the safeguarding team. It is the duty of anyone working with children to report disclosure or harm. This should aim to be within at least 2 hours of the disclosure.
- Remember that it is not for you to decide whether a suspicion or claim is true; all instances must be taken seriously

You must contact the safeguarding team within 2 hours.

All safeguarding incident report forms should be emailed to the safeguarding team at safeguarding@tchc.net and must be encrypted to comply with GDPR.

One of the safeguarding team will get back to you as soon as possible to give advice and support you. The safeguarding officer will then update our safeguarding records and inform the Managing Director within 24 hours.

Please note – should you feel your learner, yourself or any members of the public are in immediate danger, report to the police immediately and then contact our internal Safeguarding Team.

Document History

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