

Prevent Policy

1. Introduction

Datalaw recognises its responsibility to provide a safe and secure environment for everyone who works and trains with us. Staff, managers and directors know that whatever their role is, safeguarding is everyone's responsibility.

The Counter Terrorism and Security Act 2015 places a duty on our organisation to have 'due regard to the need to prevent people from being drawn into terrorism'. Preventing extremism and radicalisation is one element within our wider safeguarding arrangements, detailed in a separate policy.

This policy has been developed to reflect the Prevent Agenda and have regard for Prevent Duty Guidance for FE (England & Wales), DfE Guidance 'Keeping Children Safe in Education 2020' and 'Working Together to Safeguard Children 2018'

This policy applies to all staff, including senior managers and directors, paid staff, consultancy staff, agency staff, volunteers or anyone working on behalf of Datalaw.

2. Principles of Prevent

The Prevent Strategy contains three objectives:

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

3. Policy Statement

To support this strategy, Datalaw and its staff will always:

- Promote British Values, ensuring that they are embedded into the curriculum and part of the Datalaw ethos.
- Support young people and vulnerable adults who may be vulnerable to extremist influences by providing a safe place for them to talk and where appropriate seek guidance from external organisations.
- Work with our employers to ensure that they understand the Prevent Duty and their responsibility to promote British Values and report concerns.
- Recognise and respond to disclosures about exposure to extremist actions, views or materials of others whether within our outside of the centre.

- Stay informed about local risks that may impact on or influence our apprentices,
- Report anyone voicing opinions drawn from extremist ideologies and narratives, using extremist or 'hate' terms to exclude others or incite violence, or attempting to impose extremist views or practices on others.
- Recognise and challenge intolerance of difference, whether secular or religious, or in a wider sense in line with our Equality and Diversity Policy.
- Report anyone accessing extremist material online, including through social networking sites.
- Ensure that any prejudice, discrimination or extremist views, including derogatory language, displayed by apprentices, staff or employers is always challenged and where appropriate dealt with in accordance with our Disciplinary Policies.

4. Definitions

The following is the accepted Government definition of extremism:

'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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

Datalaw has adopted this definition in relation to this policy

5. Prevent and Apprentices

Datalaw staff understand that extremists (of all types) seek to develop destructive relationships between different communities and groups through division, fear and mistrust of others based on ignorance or prejudice.

We aim to create a safe environment for apprentices to explore controversial issues, supported by apprenticeship trainers/assessors.

Within our learning environments we equip young people with the knowledge, skills and critical thinking, to challenge the views of others, in particular those of extremism. We also recognise that if we fail to challenge extremist views, we are failing to protect both our staff and apprentices.

Every apprentice enrolled with Datalaw will take part in learning activities both at induction and throughout their course which will help them understand and become tolerant of difference and diversity, ensuring that Individuals feel valued and minorities or minority views are not marginalised.

Datalaw will ensure that all apprentices and staff are aware of the *Run, Hide, Tell* technique used for public security in the event of a firearms or weapons based attack.

Run, Hide Tell

If you are caught up in a firearms or weapons attack, we urge you to follow the Run, Hide, Tell advice. If you come under attack:

RUN, if you can

HIDE, if you can't run

TELL the police what's happening when you can.

6. External Support and Guidance

Datalaw apprentices may be located across a wide geographical area and therefore exposed to different levels and types of risk. We will maintain close contact with our regional Department for Education Prevent Co-Ordinator and keep up to date with both local and national risks.

The Department for Education Prevent Co-Ordinator for the North West is;

Nigel Lund.

nigel.lund@education.gov.uk

Tel: 07384 452146

7. Staff Training

All staff will undertake 'PREVENT' training to help them understand the factors that may contribute to a person becoming radicalised and how to spot the signs. This training will be updated every three years with regular updates via e-mails and bulletins.

Employers will be asked to complete the Home Office training on Prevent which will give them a better understanding of their responsibilities.

<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>

8. Process for Dealing with Concerns

As a general rule, the procedure for reporting and referring safeguarding concerns applies unless the threat is immediate and life. Where anyone has concerns about extremism or radicalisation, the DSL is the first point of call and acts as the Single Point of Contact (SPOC.) The DSL will liaise with the Regional Prevent Co-Ordinator for further advice. In the event of immediate danger, the police will be called.

All PREVENT referrals will be made using the agreed PREVENT Referral Form (Attached)

REFERRAL PROCESS	
<p>By sending this form you consent for it to arrive with both your dedicated Local Authority safeguarding team & Prevent policing team for a joint assessment. Wherever possible we aim to give you feedback on your referral, please be aware, however, that this is not always possible due to data-protection & other case sensitivities.</p> <p>Once you have completed this form, please email it to: *USE YOUR AGREED PREVENT REFERRAL PATHWAY*</p> <p>If you have any questions whilst filling in the form, please call: 01865 555618</p>	
INDIVIDUAL'S BIOGRAPHICAL & CONTACT DETAILS	
Forename(s):	First Name(s)
Surname:	Last Name
Date of Birth (DD/MM/YYYY):	D.O.B.
Approx. Age (if DoB unknown):	Please Enter
Gender:	Please Describe
Known Address(es):	Identify which address is the Individual's current residence
Nationality / Citizenship:	Stated nationality / citizenship documentation (if any)
Immigration / Asylum Status:	Immigration status? Refugee status? Asylum claimant? Please describe.
Primary Language:	Does the Individual speak / understand English? What is the Individual's first language?
Contact Number(s):	Telephone Number(s)
Email Address(es):	Email Address(es)
Any Other Family Details:	Family makeup? Who lives with the Individual? Anything relevant.
DESCRIBE CONCERNS	In as much detail as possible, please describe the specific concern(s) relevant to Prevent.
Please Describe	
<p>FOR EXAMPLE:</p> <ul style="list-style-type: none"> • How / why did the Individual come to your organisation's notice in this instance? • Does it involve a specific event? What happened? Is it a combination of factors? Describe them. • Has the Individual discussed personal travel plans to a warzone or countries with similar concerns? Where? When? How? • Does the Individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact? • Is there something about the Individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information? • Has the Individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly? • Has the Individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider <i>any</i> extremist ideology, group or cause, as well as support for "school-shooters" or public-massacres, or murders of public figures. • Please describe any other concerns you may have that are not mentioned here. 	
COMPLEX NEEDS	Is there anything in the Individual's life that you think might be affecting their wellbeing or that might be making them vulnerable in any sense?
Please Describe	
<p>FOR EXAMPLE:</p> <ul style="list-style-type: none"> • Victim of crime, abuse or bullying. • Work, financial or housing problems. • Citizenship, asylum or immigration issues. • Personal problems, emotional difficulties, relationship problems, family issues, ongoing court proceedings. • On probation; any erratic, violent, self-destructive or risky behaviours, or alcohol / drug misuse or dependency. • Expressed feelings of injustice or grievance involving any racial, religious or political issue, or even conspiracy theories. • Educational issues, developmental or behavioural difficulties, mental ill health (see Safeguarding Considerations below). • Please describe any other need or potential vulnerability you think may be present but which is not mentioned here. 	
OTHER INFORMATION	Please provide any further information you think may be relevant, e.g. social media details, military service number, other agencies or professionals working with the Individual, etc..
Please Describe	