

## Prevent Policy

This policy provides a framework for dealing with concerns of vulnerability and exposure to radicalisation and extreme views and ideologies which are provocative and against the Tolley ethos.

### Background

In 2011, the UK Government published the Prevent Duty.

Prevent is one of four elements of the UK's overarching counter-terrorism strategy (CONTEST). CONTEST is organised around four work streams, each comprising a number of key objectives:

- Pursue – to stop terrorist attacks
- Prevent – to stop people becoming terrorists or supporting terrorism
- Protect – to strengthen our protection against a terrorist attack
- Prepare – to mitigate the impact of a terrorist attack

Prevent is a key part of CONTEST. The aim of Prevent is to stop people becoming drawn into and supporting terrorism. Prevent is a method of early intervention by diverting people away from being drawn into terrorist activity. Prevent takes place before a crime can be committed. This is achieved by recognising, supporting, and protecting people who might be susceptible to radicalisation.

The Counter-Terrorism and Security Act (2015) introduced a package of further measures aimed at countering the risk of terrorism. Subsequently, it is compulsory for all further education institutions “to have due regard to the need to prevent people from being drawn into terrorism”.

Prevent deals with all forms of terrorism (including non-violent extremism) which can create an atmosphere conducive to terrorism. The government strategy explains that preventing people becoming terrorists or supporting terrorism requires a challenge to extremist ideology.

The HM Government Prevent Strategy defines radicalisation and extremism as:

- Radicalisation is the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups. The drive behind radicalisation is to favour extreme or fundamental changes in political, economic, or social conditions, institutions, or habits of the mind;
- 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).

The Government has created a system of 'threat level', which represents the likelihood of a terrorist attack in the near future. The current threat level to the UK (England, Scotland, Wales and Northern Ireland) is substantial which means that a terrorist attack is highly likely.

## Introduction

Tolley perceives Prevent as a natural extension of our responsibility to protect and safeguard our learners from risk of harm, abuse, and danger. Prevent is an integral part of the Tolley safeguarding policy and procedures.

Tolley actively promotes the British Values, which are defined by the Department for Education (DfE) as democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and those without faith.

These values are encouraged, implemented, and maintained by our leadership and management team with guidance of various strategic themes.

To ensure we meet our statutory requirements, we have established a policy and process to ensure that wherever possible, our learners remain safe with the aid of:

- Effective support services which provide clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation;
- Literature written in clear and simple language which promotes equality, diversity, and inclusion, and challenges extremist ideology;
- Support for learners and staff via guidance on how to access support through community partners;
- A reporting strategy to ensure that the learner voice is heard and concerns of the learner are acted upon;
- Support for at risk learners through the safeguarding processes.

The central aim and objective of the Tolley Prevent policy is to create and maintain a safe and supportive working and learning environment for learners, staff, and visitors alike.

As part of the Tolley approach to safeguarding, Prevent and the promotion of fundamental British Values, we will:

- Promote fundamental British Values by fostering a culture of sincerity within our delivery and providing the chance for learners to explore what this means to them;
- Challenge exclusion, promote cohesion and construct learner resilience with the aim of our learners and staff contributing enthusiastically to wider society;
- Operate a transparent and consistent anti-bullying approach which challenges harassment and discrimination and permits learners and staff to feel safe and supported;
- Provide support, advice, and guidance for learners and staff who may be at risk of radicalisation. This may include referral to multi-agency support;
- Make certain that staff, learners, and employers are aware of their roles and responsibilities in preventing radicalisation and extremism. All apprentices will be required to complete Prevent training as part of their introduction to the apprenticeship programme;
- Have a leadership team that actively promotes the core values of shared responsibility and well-being for learners and staff, ensuring that these are at the centre of everything that we do;
- Undertake quarterly Prevent Risk Assessments to identify the risk of learners being drawn into terrorism and set out a plan of proposed actions to reduce those risks.

Wherever possible we aim to safeguard and protect all of our learners, paying due regard to children and adults with additional needs. We recognise the need to respond by taking appropriate action to prevent extremist views and ideologies developing while still providing a broad curriculum.

Our parents, carers, and employers also need an understanding of the risks individuals face in the current climate. Tolley will make efforts at every opportunity to ensure that parents, carers, and employers are clear about how we are dealing with such incidents, including how our curriculum and ethos underpins our actions.

Tolley will assist and advise employer mentors, parents, and carers who raise concerns. This assistance will take place through providing appropriate information, advice, and guidance, and sign posting to multi agency teams. This policy and these methods of support are available to parents/carers and in the learner handbook.

## **Roles and responsibilities**

Staff are to report all concerns immediately to the Tolley Designated Safeguarding Lead using the reporting concerns about a child/adult with additional needs (appendix 3) of the learner safeguarding and child protection policy.

Claire Oglesby is the Designated Safeguarding Lead (DSL).

Amanda Chichevo is the Designated Safeguarding Officer (DSO) and will deputise in the absence of the DSL.

The DSL and DSO are responsible for making all decisions regarding referrals to the relevant Local Authority, including Channel.

As part of our wider safeguarding responsibilities, Tolley staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside of Tolley, such as in their homes or community groups;
- Graffiti symbols, writing, or artwork promoting extremist messages or images;
- Learners accessing extremist material online, including via social networking sites;
- Learners voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- Intolerance of difference, whether secular or religious or, in line with our Equality, Diversity and Inclusion policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour, or culture;
- Attempts to impose extremist views or practices on others;
- Anti-Western or anti-British views.

Tolley will seek to actively safeguard all learners and provide welfare support at the point of need for learners identified to be at risk of harm or abuse, as defined within Keeping Children Safe in Education 2023.

## Staff awareness and training

The DSO is Designated Safeguarding Officer trained and the DSL is Designated Safeguarding Lead trained. In addition to this training, refresher training for the DSL and DSO on knowledge and skills will be undertaken annually or as otherwise required in order to remain up to date.

All members of staff complete the relevant safeguarding training and the relevant Prevent training. Refresher training is undertaken annually. Updates on safeguarding changes are sent as and when they happen, and current policies and any changes in legislation are sent to staff annually. Oversight of the refreshed policy and guidance is recorded on a staff- training log.

Relevant leaders and managers will undertake Prevent for leaders and managers via e-learning and Local Authority training.

Learner-facing staff will undertake training on safeguarding and Prevent via e-learning, which is refreshed annually. The Client Service Team will also undertake Safeguarding and Prevent training via e-learning.

Mandatory Prevent and safeguarding training will equip staff with the ability to recognise signs of radicalisation and extremism. Additionally, this training will outline the process by which concerns should be raised.

## Managing and responding to risk

We ensure that there is a shared understanding amongst staff and learners of the risks posed within the training environment by extremist behaviour. This is done by raising awareness through training, courses, and information sharing.

Steps will be taken to mitigate the risk posed to staff and learners by individuals vulnerable to radicalisation on a case- by-case basis.

Risk assessments are undertaken on any external speakers. Clear guidance is issued as to levels of acceptable behaviour whilst on site. Where available, scripts will be approved before delivery to ensure that the content is consistent with fundamental British Values and our approach to safeguarding.

Wherever possible, all display materials, including externally produced leaflets and posters, will promote fundamental British Values and have due consideration to the Equality Act. We will seek to promote this ethos within our premises.

Tolley will only promote its services within organisations that share its values for the need to safeguard, promote equality, and prevent extremist behaviour. Where required, risk assessments will be undertaken to consider the appropriateness of venues. This will be done before agreements are made to provide information and advice to individuals within that organisation.

The culture of vigilance extends to our external relationships. Where employers with whom Tolley is engaged are found to be either in breach of the Equality Act 2010 or advocating extremist views or behaviour, this will be addressed as a safeguarding issue by the DSL.

Regional tutors will be sent the relevant communications and articles from their region so they are aware of the local threats, themes etc.

## Updated Guidance from December 2023

The prevent duty guidance came into force in December 2023 following some recommendations after a review. The first prevent objective was amended to 'tackle the ideological causes of terrorism', this is then preceded by early intervention and rehabilitation. All terminology in the guidance was updated to reflect current best practice and the official terminology. It also expands on the new security threat check which includes three questions:

- Is this action mindful of the UK's current terrorism and extremism threat picture?
- Is this action proportionate when placed against the UK's current terrorism and extremism threat picture?
- Is this action likely to reduce the threat of terrorism or terrorism adjacent narratives?

This is to ensure all high level decision making within Prevent is always as a result of knowing all details and responding appropriately.

The quality of referrals has also been improved to communicate the genuine concern about an individual's path to radicalisation. There is now clearer advice on how to understand and manage risk with training and risk assessments. The newest key theme is 'reducing permissive environments' to tackle the causes of terrorism and the influences to radicalisation. Permissive environment can exist online and offline, examples could be a tolerant of behaviour or practices which are strongly disapproved by other and in this environment they are able to grow/develop.



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