


# POLICY DOCUMENT

## • Prevent Policy & Approach

Name of Policy	Date Effective	Review Date	Signature
Prevent Policy	05/09/2022	05/09/2023	

### Prevent Policy

#### 1. Introduction

The aim of this policy is to ensure that staff and learners have a place of work and study that is tolerant, welcoming and a safe environment. This policy should be read in conjunction with FW Solutions Safeguarding Policy.

PREVENT is part of the Government's counter-terrorism policy, CONTEST (revised 10<sup>th</sup> April 2019). Its aim is to stop people becoming terrorists or supporting terrorism. FW Solutions is committed to protecting freedom of speech within its education institution. This will mean challenging extremist ideas that are also part of a terrorist ideology. The PREVENT duty guidance for further education institutions in England and Wales updated was updated on 1/4/21 <https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>

#### 2. Purpose

This Policy has been developed to:

- raise awareness of the Prevent Policy and its key objectives
- provide staff with guidance on the signs to look out for which may indicate that a person is being radicalised
- ensure that all staff in contact with learners take all reasonable measures to assess and minimise the risk of radicalisation
- ensure staff know where to access appropriate advice and support

#### 3. Responsibilities

Responsibility for the implementation of the PREVENT Policy rests with:

- |                                      |                   |
|--------------------------------------|-------------------|
| • Quality Director                   | Lesley Rimmington |
| • Head of Sector (Early Years)       | Karen Derbyshire  |
| • Safeguarding and Wellbeing Manager | Kim Curtain       |
| • Safeguarding Deputy                | Nicola Balmforth  |

The duties of the **Safeguarding and Welfare Manager, Head of Sector and Safeguarding Deputy** are to ensure that:

- this policy is communicated to staff and partner organisations where appropriate;
- this policy is fit for purpose and reviewed regularly at Quality meetings;
- all staff complete Prevent Duty and ACT Awareness Training during their 2 week induction training and complete annual refresher training  
<https://www.counterterrorism.police.uk/elearning/>

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### 4. Induction

During induction training, learners will be made aware of how they can protect themselves from being radicalised. We will help learners to become more resilient to the messages of violent extremists. We will create an environment where all learners learn to understand others, value and appreciate diversity. Learners will receive information on Safeguarding and Equality and Diversity. All learners complete the Home Office e-learning course in the first 6 weeks of their programme.

### 5. Teaching, learning and assessment

It is our duty to deliver provision which promotes positive values. Effectively tackling controversial issues can help learners challenge the perceptions and misconceptions of their own and others. To do this teaching, learning and assessment practices can include:

- developing questioning techniques to open up safe debate;
- promoting open respectful dialogue; and
- promoting fundamental British values

### 6. Employers

When placing learners with employers we will ensure that:

- Employers are briefed on their responsibilities with regards to safeguarding and well-being of learners
- Employers receive guidance on the signs to look out for which may indicate that a person is being radicalised
- Employers receive information regarding safeguarding
- Employers know where to access advice and support
- Employers actively participate in the 8-weekly review process which will cover topics such as health, safety and wellbeing of the learner
- Employers have a PREVENT Strategy in place at the time of the Health and Safety Inspection

### 7. Contacts

If any FW Solutions'/Realise staff suspect or see any signs that a learner is being drawn into terrorism or are at risk of radicalisation then they must report this to a member of the management team immediately.

A member of the management team will contact one of the key PREVENT partners such as the Police or by phoning the confidential Anti-Terrorist Hotline on 0800 789 321. In the event of the number being out of date, then an update contact number can be located from <https://www.northyorkshire.police.uk/> or <https://www.westyorkshire.police.uk/> or [counterterrorism.police.uk/northeast](https://counterterrorism.police.uk/northeast)

Staff have been made aware of the Act Early website for resources <https://actearly.uk/>

We work closely and have strong links to our DofE PREVENT coordinator:

Contact: Chris Sybenga  
Email: [chris.sybenga@education.gov.uk](mailto:chris.sybenga@education.gov.uk)  
Telephone: 07384 456 640

### 8. Online Safety

People are increasingly using online mainstream and non-mainstream platforms such as Twitter, Facebook, Snapchat and online calls as a way to communicate. Non-mainstream platforms are not regulated and pose a threat to young people and put them at a higher risk of being influenced by extremist groups, negative influencers and groomers.

All staff have been trained on how to recognise the signs of Radicalisation, and how to raise concerns following Prevent guidance. FW Solutions/Realise is committed to the NorthYorkshire Strategy **“Let’s talk about it”** co-ordinated by Prevent that is aimed at young people who may be at risk of being groomed or radicalised.

<https://www.ltai.info/>

Regular wellbeing checks allow learners to talk about any concerns or viewpoints they have with their Teaching and Learning Co-ordinators.

FW Solutions/Realise will regularly monitor government guidance and regulations such as Online Harms Bill. Prevent and Cultural topics are taught as part of our teaching strategy, focusing on Prevent and the fundamental British values.

### 9. Signs that a Person is Being Radicalised

Any member of staff from FW Solutions/Realise may have concerns relating to an individual's behaviour, which could indicate that they may be being drawn into terrorist activity.

Signs or indicators that someone is being drawn into terrorist activity may include:

- Graffiti symbols, writing or artwork promoting extremist messages or images
- Patients/staff accessing terrorist related material online, including through social network sites
- Parental/family reports of change in behaviour, friendships or actions, coupled with request for assistance
- Partner healthcare organisations', local authority services' and police reports of issues affecting patients in other healthcare organisations
- Patients voicing opinions drawn from terrorist related ideologies and narratives
- Use of extremist or hate terms to exclude other or incite violence.

### 10. National Terrorism/Bomb Threat Level Approach

There are five levels of threat acknowledged by the UK Government and these are continuously reviewed and updated in light of any terrorist activity. FW Solutions/Realise will update the table below in line with the Government Information and the Lockdown Policy reviewed and updated.






#### Threat levels

- low - an attack is highly unlikely
- moderate - an attack is possible but not likely
- substantial - an attack is likely

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- severe - an attack is highly likely
- critical - an attack is highly likely in the near future

National Terrorism/Bomb Threat Level	Review Date	Director Signature
Substantial	4/2/21	
Severe	18/11/21	
Substantial	9/2/22	
Substantial	13/5/22	
Substantial	24.10.22	

### Policy Review

Overall responsibility for this Prevent Policy and Approach within FW Solutions Ltd/ Realise and the implementation thereof lies with Lesley Rimmington, Quality Director.

This policy and Approach will be reviewed annually or following any new Government guidance by Lesley Rimmington, Quality Director, Rebecca Warden, Business Development Director and Janet Williams, Office Manager.

This Prevent Policy and Approach is Version 4 and was amended and adopted on 05/09/2022.

This Prevent Policy and Approach is due to be reviewed on 05/09/2023

### Glossary

There are many terms and expressions used and below are some definitions taken from the Government's PREVENT policy.

**Counter-radicalisation** usually refers to activity aimed at a group of people intended to dissuade them from engaging in terrorism-related activity

**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.

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

**Radicalisation** refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

A **radicaliser** is an individual who encourages others to develop or adopt beliefs and views supportive of terrorism and forms of extremism leading to terrorism.

**Radicalising locations** are venues, often unsupervised, where the process of radicalisation takes place. Locations include public spaces, such as university campuses and mosques, as well as private/more concealed locations such as homes, cafes and

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bookstores.

**Radicalising materials** include literature or videos that are used by radicalisers to encourage or reinforce individuals to adopt a violent ideology. Some of this material may explicitly encourage violence. Other materials may take no avowed position on violence but make claims to which violence is subsequently presented as the only solution.

**Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or in the context of this policy, from being drawn into terrorism.