



## **Apprenticeships**

## **Prevent Duty Policy**



# Prevent Duty Policy

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## 1. Introduction

- 1.1 Ashorne Hill is committed to providing a secure environment for all of our participants, employees and stakeholders. The current threat from terrorism and extremism in the United Kingdom can involve the exploitation of vulnerable people, including children, young people and vulnerable adults to become involved in terrorism or activity in support of terrorism.
- 1.2 The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people to involve them in terrorism or in activity in support of extremism and terrorism. The normalisation of extreme views may also make children, young people and vulnerable adults open to future manipulation and exploitation. Ashorne Hill is clear that this exploitation and radicalisation should be viewed as a safeguarding concern. Our Safeguarding and Prevent Duty Policy also draws upon the guidance contained in the “Prevent Strategy, 2011”.
- 1.2 Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. Occasions have occurred when extremist groups have (or have attempted to) radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.
- 1.3 Ashorne Hill values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society’s values. Both participants and employees have the right to speak freely and voice their opinions. However, freedom comes with responsibility; free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
- 1.4 Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are to be found in Appendix 1. In adhering to this policy, and the procedures therein, employees and visitors will contribute to Ashorne Hill’s delivery of the outcomes to all children, as set out in the Children Act 2004.

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## 2. Ethos and Practice

- 2.1 There is no place for extremist views of any kind in our provision, whether from internal or external sources. It is imperative that our participants see our provision as a safe place where they can discuss and explore controversial issues safely and in an unbiased way and where employees encourage and facilitate this.
- 2.2 We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our participants. We also recognise that if we fail to challenge extremist views we are failing to protect our participants. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. Therefore, at Ashorne Hill we will provide a broad and balanced programme, delivered by skilled professionals, so that our participants are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.
- 2.3 The organisation is aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times participants may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. Any prejudice, discrimination or extremist views, including derogatory language articulated by participants, employees, visitors or stakeholders will always be challenged and where appropriate dealt with.
- 2.4 As part of wider safeguarding responsibilities, all employees (and Trainer Coach and Tutor's in particular) will be alert to:
- Disclosures by participants of their exposure to the extremist actions, views or materials of others outside of the Apprenticeship environment, such as in their homes or community groups, especially where participants have not actively sought these out;
  - Graffiti symbols, writing or art work promoting extremist messages or images;
  - Participants accessing extremist material online, including through social networking sites;
  - Reports of changes in behaviour, friendship or actions and requests for assistance;
  - Participants 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 equalities policies;
  - Views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture;
  - Anti-Western or Anti-British views and/or attempts to impose extremist views or practices on others.

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## 3. Teaching Approaches

- 3.1 We will ensure that all of our employees are equipped to recognise extremism and are skilled and confident enough to challenge it. We will be flexible enough to adapt our teaching and training approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation.
- 3.2 This approach will be embedded within the ethos of our company so that participants know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our approach to the spiritual, moral, social and cultural development of participants as defined in Ofsted’s Common Inspection framework (*EIF from Sept 2019*) and will include promotion of fundamental British values to help further promote this rounded development of our participants.
- 3.3 We will also work with local partners in our efforts to ensure that we understand and embraces our local context and values in challenging extremist views and to assist in the broadening of our participant’s experiences and horizons.
- 3.4 We will help support participants who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a participant is being directly affected by extremist materials or influences we will ensure that that participant is offered mentoring. Additionally, in such instances will seek external support from local partnership structures to prevent extremism.
- 3.5 We will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage participants to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our participants safe and prepare and equip them for life in modern multi-cultural Britain and globally.

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## 4. Use of External Agencies and Guest Speakers

4.1 The use of External Agencies and Guest Speakers is detailed in the Guest Speaker Policy, however the following fundamental principles apply.

4.2 At Ashorne Hill we welcome the use of external agencies or speakers to enrich the experiences of our Apprenticeship participants, however we will positively vet those external agencies, individuals or speakers who we engage with to provide such learning opportunities or experiences for our Apprentices.

4.3 Such vetting is to ensure that we do not unwittingly use agencies or speakers who contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the company's values and ethos. Ashorne Hill will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to participants support fundamental British Values;
- Any messages communicated to participants are consistent with the ethos of the organisation and do not marginalise any communities, groups or individuals;
- Any messages communicated to participants do not seek to glorify criminal activity or violent extremism or seek to radicalise participants through extreme or narrow views of faith, religion or culture or other ideologies;
- Activities are matched to the needs of participants.

4.4 We recognise, however, that the ethos of Ashorne Hill is to encourage participants to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate; as such, we may use external agencies or speakers to facilitate and support this. Therefore by delivering a broad and balanced programme, augmented by the use of external sources where appropriate, we will strive to ensure our participants recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help participants develop the critical thinking skills needed to engage in informed debate.

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## 5. Response

- 5.1 Ashorne Hill (in common with all other providers) is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism. The responsibilities of the SPOC are described in Appendix 2. The SPOC at Ashorne Hill will be the Designated Safeguarding Lead.
- 5.2 Employees at Ashorne Hill will be alert to the fact that whilst extremism and radicalisation is broadly a safeguarding issue, there may be some instances where a child or children may be at direct risk of harm or neglect. For example; this could be due to a child displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with. or employees may be aware of information about a child's family that may equally place a child at risk of harm. (These examples are for illustration and are not definitive or exhaustive).
- 5.3 Consequently, all adults working in Ashorne Hill (including visiting participants, employees, volunteers, contractors and employers) are required to report instances where they believe a child may be at risk of harm or neglect or if they have concerns that a participant may be at risk of radicalisation or involvement in terrorism. All information or concerns should be referred directly to the SPOC in the first instance, should such an instance arise.

## 6. Indicators

- 6.1 Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.
- 6.2 Extremism is defined as the holding of extreme political or religious views.
- 6.3 There are a number of behaviours which may indicate that a person is at risk of being radicalised or exposed to extreme views, including:
- Changing their style of dress or personal appearance to accord with the group;
  - Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause;
  - Loss of interest in other friends and activities not associated with the extremist ideology, group or cause;
  - Possession of materials or symbols associated with an extremist cause;
  - Attempts to recruit others to the group/cause;
  - Communications with others that suggests identification with a group, cause or ideology;
  - Using insulting to derogatory names for another group;

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- Increase in prejudice-related incidents committed by that person - these may include:
  - physical or verbal assault;
  - provocative behaviour;
  - damage to property;
  - derogatory name calling;
  - possession of prejudice-related materials;
  - prejudice related ridicule or name calling;
  - inappropriate forms of address;
  - refusal to co-operate;
  - attempts to recruit to prejudice-related organisations;
  - condoning or supporting violence towards others.

## 7. Procedures for Referrals

- 7.1 Although incidents involving radicalisation have not occurred at Ashorne Hill to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we operate.
- 7.2 Employees are reminded to suspend any ‘professional disbelief’ that instances of radicalisation ‘could not happen here’ and to be ‘professionally inquisitive’ where concerns arise, referring any concerns through the appropriate channels.
- 7.3 We believe that it is possible to intervene to protect people who are vulnerable. Early intervention is vital and employees must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practice.
- 7.4 All members of the Management Team are trained in Safeguarding and will deal swiftly with any referrals from whatever source.
- 7.5 The Designated Safeguarding Lead (DSL) will liaise with the Management Team to discuss the most appropriate course of action on a case-by-case basis; they will jointly decide when a referral to external agencies is needed.
- 7.6 As with any child protection referral, employees must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this by the DSL.

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## 8. Equality Impact Assessment

- 8.1 Equality Impact Assessment is the process by which consideration is given to all aspects of the businesses work and services, to assess the degree by which Ashorne Hill is actively promoting equality and ensuring any potentially discriminatory practices are identified and removed.
- 8.2 This policy has been assessed for its impact on equal opportunities and has been informed by the aim to eliminate all forms of discrimination in all strands of the equal opportunities legislation.

## 9. Review of Policy

- 9.1 The above policy will be reviewed by the policy owner and relevant parties after a period of 1 year or earlier as required.

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## Appendix 1 - Indicators of vulnerability to radicalisation

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:  
  
The demonstration of unacceptable behaviour by using any means or medium to express views which:
  - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
  - Seek to provoke others to terrorist acts;
  - Encourage other serious criminal activity or seek to provoke others to serious criminal acts;
  - or
  - Foster hatred which might lead to inter-community violence in the UK.
4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
5. Participants may become susceptible to radicalisation through a range of social, personal and environmental factors. It is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that Ashorne Hill employees are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
  - Identity Crisis - the participant is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
  - Personal Crisis - the participant may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
  - Personal Circumstances - migration; local community tensions and events affecting the participant’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
  - Unmet Aspirations - the participant may have perceptions of injustice; a feeling of failure; rejection of civic life;

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- Experiences of Criminality - which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Needs - participants may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

7. The list above is not exhaustive, nor does it mean that everyone experiencing the above are at risk of radicalisation for the purposes of violent extremism. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations;
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

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## Appendix 2 - Preventing violent extremism

### Roles and responsibilities of the single point of contact (SPOC)

The SPOC for Ashorne Hill is the Designated Safeguarding Lead (DSL) who is responsible for:

- Ensuring that employees are aware of who the SPOC is in relation to protecting participants from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing participants from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of Ashorne Hill in relation to protecting participants from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the programme policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the company about the safeguarding processes relating to protecting participants from radicalisation and involvement in terrorism;
- Acting as the first point of contact within Ashorne Hill for case discussions relating to participants who may be at risk of radicalisation or involved in terrorism;
- Establishing an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguarding individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Providing early intervention to protect and divert people away from the risks they face and reduce vulnerability.

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## Appendix 3 - Dealing with referrals

We are aware of the potential indicating factors that a child or person is vulnerable to being radicalised or exposed to extreme views, including: peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances. In the event of prejudicial behaviour, the following system will be followed:

- All incidents of prejudicial behaviour will be reported directly to the DSL;
- All incidents will be fully investigated and recorded and records will be kept in line with safeguarding procedures;
- Parents/carers will be contacted where applicable and the incident discussed in detail, aiming to: identify motivating factors, any changes in circumstances at home, parental/carers views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder;
- The DSL follows up all referrals (irrespective of age) for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. Where applicable, a further meeting with parents or carers would be held if there is not a significant positive change in behaviour.
- Local Police and relevant external agencies (e.g. CHANNEL Panel) will be informed whenever deemed necessary.

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## Appendix 4 – Prevent for Employers

### What are my Responsibilities as an Employer?

Since July 2015, all FE Institutions, including Apprenticeship providers, have a legal responsibility to have due regard to the need to prevent people from being drawn into terrorism. This is known as the 'Prevent Duty'.

**Ashorne Hill** has robust safeguarding procedures in place and will respond to any concerns raised by an employer as swiftly and effectively as possible.

### Safeguarding Apprentices from the Influences of Extremism

- As an employer you have a responsibility to safeguard the people in your care. You may notice changes in behaviour from apprentices before their peers.
- As an employer you play an important role in helping build the resilience of apprentices against all forms of harm and preparing them for life in modern Britain.
- In this section you will find information to help you understand your 'Prevent' responsibilities and where to access support.

**The Education and Training Foundation** have created an online learning module to help employers learn more about the Prevent duty and to apply it within your organisation.

To access this module, please follow the instructions below:

1. Access the course online at [www.foundationonline.org.uk](http://www.foundationonline.org.uk)
2. Select 'Prevent' and 'Prevent for Employers (2018)'
3. Create a new account
4. Follow the steps and then confirm your account through your email
5. Once confirmed click back on 'Prevent for Employers (2018)'
6. Select 'enrol me'
7. From here you will need to complete the 'Prevent Training for Employers' module which will begin your learning. This module take approximately 50 minutes and it doesn't have to be completed in one go. You can save your answers and go back at any time.
8. When you feel ready, you can take the final assessment which is made up of 17 questions. You will get a certificate at the end.

### What Should I do if I have Concerns about an Apprentice?

If you have a concern that one of your apprentices is being, or has been radicalised, contact their **allocated Trainer Coach** who will raise the concern with Ashorne Hill Safeguarding Team.

If the Trainer Coach is unavailable, contact Ashorne Hill's Specific Point of Contact – **Clare Gibbons** - directly

Email: [clare.gibbons@ashornehill.co.uk](mailto:clare.gibbons@ashornehill.co.uk) Phone: **01926 488012**

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## Imminent Threat of Harm to Others:

If you think someone is in immediate danger; may be planning to travel to join an extremist group, either alone or as part of a family unit or friendship group; or if you see or hear something that may be terrorist related, trust your instincts call **999** or the confidential Anti-Terrorist Hotline on **0800 789 321**.

## For Non-Urgent Concerns:

The Department for Education has a counter-extremism helpline which you can call for advice on **020 7340 7264**.

## Useful Websites:

- Report terrorism online via: [www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)
- Link for further information on threat levels: <https://www.mi5.gov.uk/threat-levels>
- [www.educateagainsthate.com](http://www.educateagainsthate.com) provides further information with regard to understanding radicalisation and extremism.
- [www.preventforfeandtraining.org.uk](http://www.preventforfeandtraining.org.uk) provides information and online training with regard to the Prevent Duty which is specific to Further Education and Training Providers.
- [www.internetmatters.org](http://www.internetmatters.org) has lots of information, advice and resources which can be used to help people stay safe online.
- [www.bbc.co.uk/webwise/0](http://www.bbc.co.uk/webwise/0) Information and support for safe use of the internet.

Thank you.

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