

## **Way2Work's Prevent Policy 2020**

### **Scope**

This policy relates to all Way2Work staff and learners and operates within the framework of Achieving for Children's Safeguarding Policy.

### **Our Commitment**

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

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. The most significant of these threats is currently from terrorist organisations in Syria and Iraq, and Al Qaeda associated groups. But terrorists associated with the extreme right also pose a continued threat to our safety and security. There has been an increase in lone acts of terror opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
3. Work with sectors and institutions where there are risks of radicalisation that we need to address

As a training provider AfC's Way2Work team have a responsibility to ensure that:

- All staff have all undertaken training in the Prevent Duty as identified by AfC's Workforce Development team.
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to AfC's Lead Designated Safeguarding Officer
- We exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our curriculum planning and delivery practice

Achieving for Children recognises the positive contribution it can make towards protecting all children and young people from radicalisation to violent extremism and is committed to fulfilling its duties under the Prevent Duty Guidance.

In the context of Way2Work Apprenticeships, the team will empower its learners to create communities that are resilient to extremism and to protect the well-being of particular learners who may be at risk to being drawn into violent extremism or crime.

## Definitions

**Radicalisation** - is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.

**Terrorism** – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

**Extremism** - an ideology that is far outside the mainstream attitudes of society, including ,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. This also includes calls for the death of members of the British armed forces.

Radicalisation is the process by which individuals come to support terrorism or violent extremism. It is recognised that radicalisation can occur to an individual from any section of society and is not particular to any racial, ethnic or social group. It is further recognised that in many instances the process of radicalisation is essentially one of grooming by others.

Possible behaviour indicators are below:

- Discriminatory language or actions towards specific groups or people with a particular protected characteristic
- Possession or sharing of violent extremist literature
- Showing or sharing online material of an extreme nature to others
- Behavioural changes (for example, becoming withdrawn)
- Expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

In respect of safeguarding individuals from radicalisation, Way2Work works to the Prevent element of the Government's Counter Terrorism Strategy, and where deemed appropriate seeks external support for learners through referrals to the Channel Programme.

This programme aims to work with the individual to address their specific vulnerabilities, prevent them becoming further radicalised and possibly entering the criminal justice system because of their actions.

### **Staff Training**

All Way2Work staff are trained on the Channel process and how the duty engages with requirements of their role, via face to face, distance and e-learning. All staff have received LSCB training to Raise Awareness of PREVENT (Multi-Agency) and completed courses including the Channel General Awareness module. In addition all staff have also completed online DfE courses and refresher training. The training helps staff to identify risk at an early stage allowing early intervention, which is crucial to the Prevent duty and Channel process being successful.

### **Learner Safety, Engagement & Curriculum**

The Prevent duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

1. Democracy
2. Rule of Law
3. Tolerance and understanding of different faiths
4. Challenging discrimination
5. Individual liberty

Opportunities to promote all of the above values are currently facilitated within the scope our Apprenticeship frameworks and standards, including current resources, E&D and Safeguarding learning resources, and the opportunity to partake in Learner surveys and reviews. Further developments are planned to enhance this offering and firmly embed all aspects of this duty within our course curriculum and across the wider Workforce.

## **Referral Pathways**

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to Appendix 3 for the internal and external referral process for escalating any safeguarding concerns. Appendix 1 & 2 will support you to identify vulnerabilities and indicators of someone being at risk of radicalisation.

*NB – should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.*

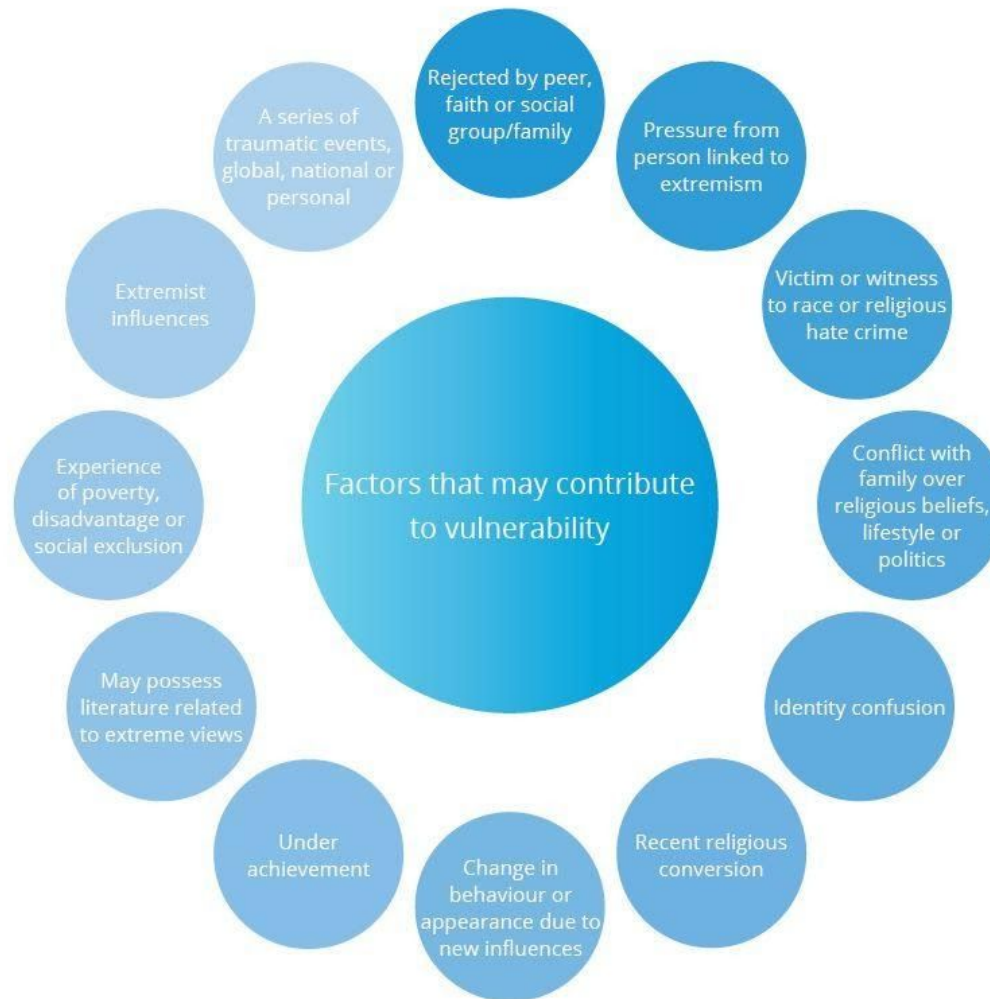
Once the Designated Safeguarding Officer has been informed they will make a decision on whether the issue needs to be escalated to the LADO or SPA Team. The DSO that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. It should be noted that referrals to the channel process are not a criminal intervention. It should be noted that a learner displaying one or a few vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation but it may do so. In all instances that concern you, you should report to the Designated Safeguarding Officer.

**Way2Work Designated Safeguarding Officer = Barri Ghai (Way2Work Apprenticeships Manager)**  
**barri.ghai@achievingforchildren.org.uk**  
**020 8831 6358**

## Appendix 1 – Vulnerabilities & Indicators of Radicalisation

Vulnerabilities	Indicators
Accessing extremist material	Withdrawn
Peer pressure	Change in engagement levels
Unsettled family life	Using extremist language, passionate about extremist views
Need to belong/ fit in	Preaching
Seeking purpose or focus of life	Change in appearance - dress/ body art
Isolation and social exclusion	Change in behaviour within work and learning environment
Bullied	Change in social circles
Media influence	
Seeking revenge / acceptance / social standing	

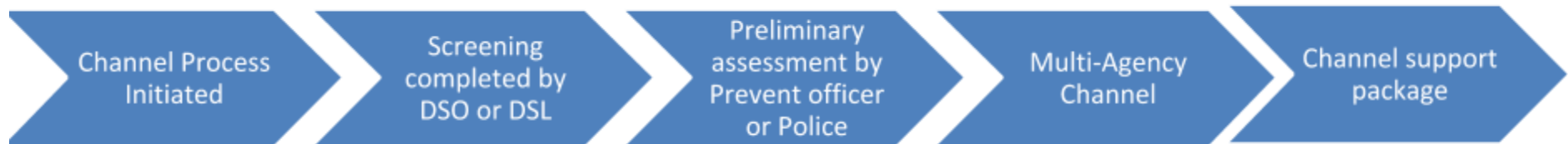
## Appendix 2 – Factors of vulnerabilities



### Appendix 3 – Internal Referral Process



### Appendix 4 – External Referral Process





## **Appendix 5 - SPA & DSO Contact Details**

### **Ops area 1 (Kingston and Richmond)**

If you have any safeguarding concerns please email [spa@achievingforchildren.org.uk](mailto:spa@achievingforchildren.org.uk)  
or phone 020 8547 5008 or 020 8770 5000 (out of hours)

### **Ops area 2 (RBWM)**

If you have any safeguarding concerns please email [MASH@achievingforchildren.org.uk](mailto:MASH@achievingforchildren.org.uk)  
or phone 01628 683150 or 01344 786543 (out of hours)

### **Way2Work Designated Safeguarding Officer**

Barri Ghai (Way2Work Apprenticeships Manager)  
[barri.ghai@achievingforchildren.org.uk](mailto:barri.ghai@achievingforchildren.org.uk)  
020 8831 6358

### **Local Authority Designated Officer (LADO)**

TEL: 0208 891 7370 [LADO@achievingforchildren.org.uk](mailto:LADO@achievingforchildren.org.uk)

## **Appendix 6 - Further Information**

- Further information can be obtained from the Government by following this link [Prevent Duty Guidance for England and Wales](#)
- Information for Parents and Carers can be accessed here: [Prevent Advice for Parents & Carers](#)
- [Channel Guidance](#)