Prevent Policy

**Preventing violent and non-violent extremism and radicalisation**



# Who does this policy apply to?

The Prevent Policy applies to everyone working within Care Stream. It confers responsibilities on all staff, volunteers, contractors, and visitors.

# Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for staff. We further recognise that if we fail to challenge extremist views, we are failing to protect our staff from potential harm. As such, the Prevent agenda will be addressed as a safeguarding concern.

Care Stream has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

1. Stifle legitimate discussions, debate, or staff engagement activities in the local community; or
2. Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

# Why do we need this policy?

## Background information

Prevent is one of four strands of the Government’s counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

Prevent happens before any criminal activity takes place by recognising, supporting, and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Further Education Organisations, and seeks to:

* Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
* Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
* Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

The Government has created a system of ‘threat levels’ which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is substantial, which means that a terrorist attack is likely.

Our Prevent Policy has five key objectives:

1. To promote and reinforce shared values, including British Values1; to create space for free and open debate; and to listen and support the learner voice.
2. To breakdown segregation among different staff communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all staff in playing a full and active role in wider engagement in society.
3. To ensure staff safety and that Care Stream is free from bullying, harassment, and discrimination.
4. To provide support for staff who may be at risk of radicalisation, and appropriate sources of advice and guidance.
5. To ensure that staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

# Definitions

The following are commonly agreed definitions within the Prevent agenda:

* An **ideology** is a set of beliefs.
* **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
* **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
* **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious, or ideological belief.
* **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
* **Extremism** is vocal or active opposition to fundamental ***British Values***, including democracy, the rule of law, individual and mutual respect in addition to tolerance of different faiths and beliefs.



# Aims

## Leadership and Values

To create and maintain an organisational ethos that upholds core values of shared responsibility and wellbeing for all staff and visitors whilst promoting respect, equality, diversity and understanding.

This will be achieved through:

* Promoting core values of respect, equality, diversity, democratic society, learner voice and participation.
* Building staff understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
* Deepening engagement with local communities and faith groups.
* Actively working with the Prevent Group in London which includes representation from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.

## Teaching and Learning

To promote British Values and Care Stream Values, knowledge, skills and understanding, to build the resilience of staff by undermining extremist ideology.

This will be achieved through:

* Embedding Values, equality, diversity and inclusion, wellbeing, and community cohesion throughout Care Stream.
* Promoting wider skills development such as social and emotional aspects of learning.
* Recognising local needs, challenge extremist narratives and promoting universal rights.
* Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.
* Use of external programmes or groups to support learning whilst ensuring that the input supports organisational goals and values.
* Encouraging active citizenship.

## Staff Support

To ensure that staff take preventative and responsive steps, working with partner professionals, families and communities.

This will be achieved through:

* Strong, effective and responsive staff support services.
* Developing strong community links and being aware of what is happening in the locality, including within Care Stream’s own community.
* Implementing anti-bullying strategies and challenging discriminatory behaviour.
* Recognising factors that may increase risk to a staff member, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
* Ensuring that staff know how to access support in Care Stream and/or via community partners.
* Supporting staff with problem solving and repair of harm.
* Supporting ‘at risk’ staff through safeguarding and crime prevention processes.
* Focusing on narrowing the attainment gap between the different groups of staff.
* Working collaboratively to promote support for staff across all areas of Care Stream, including those staffs in off-site provision.

# Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be

applied as an extension to Care Stream’s current and established safeguarding procedures.

## The SMT (Senior Management Team)

All SMT’s have a legal responsibility under the Safeguarding Duty to make sure they have embedded their mission statement to all staff. Additionally, the SMT must ensure that:

* all organisation staff have undertaken induction training;
* all organisation staff are aware of when it is appropriate to refer concerns about staff, service users or other colleagues to the Safeguarding Officer;
* all organisation staff exemplify Care Stream Values into their values;
* policies and procedures to implement the code of conduct are in place and acted on where appropriate.

## Lead for Care Stream

The Director of Operations is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across Care Stream and that any concerns are shared with the relevant organisations, in order to minimise the risk of our staff becoming involved with terrorism.

## Organisation Safeguarding Board

The Safeguarding and Prevent Board meet weekly, and any concerns raised under the Prevent agenda or changes to the Duty that affect Care Stream are discussed within these meetings.

## All Staff

All staff at Care Stream have a responsibility to:

* create and support an ethos that upholds Care Stream’s mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
* attend safeguarding and whistleblowing training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
* report any concerns around extremism or radicalisation via the safeguarding reporting channels;
* report and remove any literature displayed around Care Stream that could cause offense or promote extremist views;
* support the development of staff and staff understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
* participate in engagement with local communities, schools, and external organisations as appropriate.

# Managing Risks and Responding to Events

Care Stream will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

* Understanding the nature of threats from violent extremism and how this may impact directly and indirectly on Care Stream.
* Identifying, understanding, and managing potential risks within Care Stream from external influences.
* Responding appropriately to events reported via local, national, or international news that may impact on staff and communities.
* Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Care Stream.
* Ensuring measures are in place to respond appropriately to a threat or incident within Care Stream.
* Continuously developing effective ICT security and responsible user policies.
* Ensuring compliance with related policies.

# Links to Organisation values and other Organisation policies

This policy should be used in conjunction with the following policies and procedures:

* Safeguarding & Child Protection Policy
* Equality, Diversity and Inclusion Statement
* Health and Safety Policy
* Staff Anti-Bullying and Harassment Policy
* Managing Staff Behaviour & Performance Policy (Code of Conduct)
* Freedom of Expression/Speech
* Whistleblowing Policy
* Data Protection Policy
* Acceptable Use IT Policy

# Who needs to understand this policy and how will they know about it?

Safeguarding and whistleblowing training for all organisation staff, agency staff and volunteers within the organisation is mandatory and will be delivered by the following methods:

| **Who?** | **How?** |
| --- | --- |
| Staff | Policy available on Care Stream website. Prevent awareness included in staff induction sessions and in the Staff Handbook. Information about Prevent delivered through mandatory tutorials and resources, and via attendance at and  participation in Prevent and British Values related staff activities. |

| Management Team | Receive updates; have regular discussions at our organisation to ensure compliance and staff safety. |
| --- | --- |
| Organisation Managers | Receive mandatory training and updates; included in managers meetings and bulletins. |

In addition:

* All new members of staff will receive safeguarding training as part of their induction programme.
* All agency staff, volunteers and contractors will be provided with appropriate training and updates regarding changes to the safeguarding agenda.

# Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

**P** – Promotion of Equality and Diversity and positive relationships between staff and service users

**R** – Referral of any concerns via Safeguarding staff to relevant authorities

**E** – Embedding Care Stream and British Values and education for staff on all courses

**V** – Vetting all materials including posters or other materials of an extremist nature

**E** – Environment – a safe and secure site with CCTV, sufficient security procedures and online filters

**N** – News monitoring for any concerns in the locality

**T** – Training of staff to raise awareness of the signs and risks