



# Skillswise Training Prevent Policy

<b>Title</b>	<b>Date</b>	<b>Who</b>
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## **Preventing Violent and Non-Violent Extremism and Radicalisation**

### **The purpose of this policy is to:**

- **Ensure an awareness of PREVENT within Skillwise Training UK Limited**
- **Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism**
- **Embed British Values into the curriculum and ways of working**
- **Recognise current practice which contributes to the PREVENT agenda**
- **Identify areas for improvement**

### **Who does this policy apply to?**

The PREVENT Policy applies to everyone working at or attending the Skillwise Training UK Limited. It confers responsibilities on Directors, Skillwise Training UK Limited staff, students, agency staff and volunteers, contractors, visitors, consultants and those working under self-employed arrangements.

### **Policy Statement**

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

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Skillwise Training UK Limited's current and established safeguarding procedures.

Skillwise Training UK Limited has adopted the PREVENT Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- (a) Stifle legitimate discussions, debate or student engagement activities in the local community; or
- (b) 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 4 strands of the Government's counter terrorism strategy.

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 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 level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

Our PREVENT Policy has five key objectives:

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

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<sup>1</sup> British Values are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

## 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.
- **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 and tolerance of different faiths and beliefs.

## Aims

### Leadership and Values

To create and maintain a Skillwise Training UK Limited ethos that upholds core values of shared responsibility and wellbeing for all students, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
- Building staff and student 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.

### Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of students by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.

- Promoting wider skills development such as social and emotional aspects of learning.
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote 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 while ensuring that the input supports Skillwise Training UK Limited goals and values.
- Encouraging active citizenship and learner voice.

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

### **PREVENT Lead for the Skillwise Training UK Limited**

Director Ian Simms is the PREVENT Lead and Designated Safeguarding Lead, with responsibility for ensuring that our PREVENT Strategy is implemented across Skillwise Training UK Limited and that any concerns are shared with the relevant organisations, in order to minimise the risk of our students becoming involved with terrorism.

### **All Staff**

All staff at Skillwise Training UK Limited have a responsibility to:

- create and support an ethos that upholds Skillwise Training UK Limited's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- attend PREVENT 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 Skillwise Training UK Limited that could cause offense or promote extremist views;
- support the development of staff and student 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**

Skillwise Training UK Limited will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

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

### **Links to Skillwise Training UK Limited values and other Skillwise Training UK Limited policies**

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

- Safeguarding Policy
- No Platform Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Student Anti-Bullying and Harassment Policy
- E-Safety Policy
- Managing Student Behaviour & Performance Policy
- Skillwise Training UK Limited Mission, Vision and Values
- Whistleblowing Policy

- Data Protection Policy
- Acceptable Use IT Policy

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

PREVENT training for all Skillwise Training UK Limited staff, students and governors is mandatory and will be delivered by the following methods:

<b>Who?</b>	<b>How?</b>
<b>Students</b>	Policy available on the Skillwise Training UK Limited website. PREVENT awareness included in student induction sessions and in the Student Handbook. Information about PREVENT delivered through mandatory tutorials and resources, and via attendance at and participation in PREVENT and British Values related student activities.
<b>Management Team and Governing Body</b>	Receive updates; table regular discussions at management meetings and PREVENT leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the PREVENT agenda and detailing actions taken at Skillwise Training UK Limited to ensure compliance and student safety.
<b>All teaching staff</b>	Receive mandatory training and updates; briefings by management team; visits to team meetings by PREVENT lead if requested.
<b>Business Support staff who interact with students</b>	Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:

- All new members of staff will receive PREVENT training as part of their induction programme.
- All agency staff, volunteers and contractors will be provided with appropriate training / updates regarding changes to the PREVENT agenda.
- A PREVENT section on the Skillwise Training UK Limited shared drive will provide relevant and up to date information, advice and guidance for staff.
- All learners will receive PREVENT training as part of their induction process, as well as Safeguarding Training



## **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 students
- R** – Referral of any concerns via Safeguarding staff to relevant authorities
- E** – Embedding British Values and education for students on all courses
- V** – Vetting guest speakers and removal of any posters or other materials of an extremist nature
- E** – Environment – a safe and secure site with sufficient security procedures
- N** – News monitoring for any concerns in the locality
- T** – Training of staff to raise awareness of the signs and risks