Prevent Policy

Policy Statement

System People takes the responsibility of safeguarding students very seriously. System People is committed to the Safeguarding of learners and staff, and committed to supporting the recovery of individuals who may be targeted by the circumstances outlined in this policy. This policy has been devised to be complimentary to and work alongside the main safeguarding policy and whilst a standalone policy it is integral to other policies including Equality and Diversity and Health and Safety policies.

The Law

Prevent is 1 of the 4 elements of CONTEST, the government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism, and promotes safeguarding of vulnerable people. In 2011, the government strategy of PREVENT was implemented. The strategy has three strands, which assists the breakdown of how to address the issues.

Ideological Challenge:

Restricting availability of online propaganda.
Make it as difficult as possible for them to find civil society groups – they all have an online presence.
Campaigns and projects run locally and nationally

Supporting Individuals:

Through the Channel Programme.
Address the individual's vulnerabilities and put a range of programmes in place. Mentoring provisions sees over 200 people have received support nationally through the Channel Programme.

Working with Institutions:

Where can these issues manifest themselves schools, company's, mosques etc. Encourage staff to work across institutions, maintaining an attitude of 'it could happen here' what are the risk factors, and how can they be addressed?

System People therefore holds a responsibility, highlighted in the third strand, to ensure all staff and learners have knowledge in recognising risk and addressing it appropriately. Strategies to meet this obligation include; Staff Induction and via CPD sessions for staff, and enrichment sessions and an open discussion forum across the Company for learners.

The Counter Terrorism and Security Bill became law on 16 February 2015.

Terminology

Any references made to 'Radicalisation' and 'Extremism' in the Company are defined as per the below, in keeping with the Government Strategy document:

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

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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Risk factors
- Vulnerability – failure to integrate into society, disrupted childhood
- Influence – psychological affiliations with the cause, susceptibility to influence, family or friends around them
- Receptiveness – disillusionment with current state of affairs, to ideological narrative, previous beliefs and understanding, lack of knowledge and awareness.
- Challenging behaviour – Also, to have a lack of barriers and obstacles from radicalisation being acceptable and normal, and to stop them getting involved.
- eSafety – ensuring learners are educated fully about online safety and understanding of grooming online, and what to do if they have concerns.

Susceptibility factors
- Psychological Crisis --- an individual is threatening harm to; him or herself, others, campus property, or is out of touch with reality due to a severe drug reaction or a psychotic breakdown.
- Identity Crisis --- a period of uncertainty and confusion in which a person's sense of identity becomes insecure, typically due to a change in their expected aims or role in society.
- Moral Outrage --- a response to the behaviour of others, never one's own.
- Group Bonding --- a student becoming closely affiliated with others who may use techniques such as grooming and peer pressure in order to entice vulnerable individuals.
- Mobilising Network – once the group has bonded, mobilising the network of those influenced to encourage them to complete tasks, which may be dangerous or against the law.

Behavioural matters:

The Channel assessment framework contains three areas of concerns which may assist staff in recognising some of the behaviours that may highlight vulnerabilities requiring referral. These include but are not limited to:

- Engagement with a group, cause or ideology
- Feelings of grievance and injustice
- Feeling under threat
- A need for identity, meaning and belonging
- A desire for status
- A desire for excitement and adventure
- A need to dominate and control
- Susceptibility to indoctrination

- A desire for political or moral change Opportunistic involvement
- Family or friend's involvement in extremism
- Being at a transitional time of life
- Being influenced or controlled by a group Relevant mental health issues
- Intent to cause harm
- Over identification with a group or ideology 'Them and Us' thinking
- Dehumanisation of the enemy
- Attitudes that justify offending
- Harmful means to an end
- Harmful objectives
- Capability to cause harm
- Individual knowledge, skills and competencies
- Access to networks, funding or equipment
- Criminal Capability

System of referral
Identification of Concern
In the event of noticing changes about a student that are in relation to vulnerabilities towards radicalisation and extremism, or having concerns for their welfare, one should first make a full written description of concerns.

Internal Referral
The staff member should then contact the Safeguarding Lead, and pass the comprehensive notes to them.

Analysis & Consultation
The Safeguarding lead will make any assessments or external referrals as required. All staff are responsible for the safeguarding of the learner in our care, and observations should be passed on in a timely manner.

External Referral
All staff should have a knowledge of this, the Company's PREVENT Policy, and should refer concerns to external relevant partners accordingly.

Identification of Concern → Internal Referral → Analysis & Consultatio → External Referral
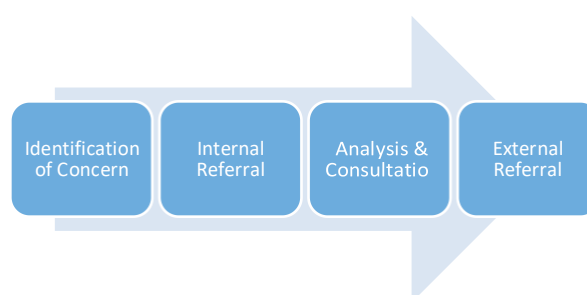
Prevent

The following is given to all new staff as part of an information sheet at their induction, with accompanying advice

P – Promotion of Equality and Diversity and positive relationships between students

R – Referral of any concerns via safeguarding staff to relevant authorities

E – Education for students on all courses

V – Vetting and removal of any posters or other materials of an extremist nature

E – Environment a safe and secure site with 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

Equality and Diversity

System Training actively promotes equality and diversity, more information on this can be found in the Equality and Diversity policy.

Promoting British Values

An element of the PREVENT strategy also includes positive promotion of British Values, namely; democracy, rule of law, individual liberty and tolerance and respect for others. System Training is committed to promoting these values.

Focussed Impact of Policy

This policy is designed so that all staff and students within System People community will have an increase in awareness and development of resilience in preventing radicalisation and extremism.

The action plan included in this document is designed to clearly outline the intended and completed strategies the Company community are engaging with in order to respect difference, welcome disagreement and challenge intolerance.