ASPIRE ACHIEVE ADVANCE

Prevent Policy

April 2016

Prevent Policy

The Prevent Duty (The Counter-Terrorism and Security Act 2015)

Introduction

The Prevent Policy of Aspire Advance Achieve Ltd (3aaa) reflects the importance of our responsibility to safeguard and promote the welfare of all our apprentices and staff by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are committed to providing a caring, friendly and safe environment for all of our apprentices so that they can learn in a relaxed and secure atmosphere. We believe every apprentice should be able to participate in all learning and social activities in an enjoyable and safe environment and be protected from harm.

This Policy is drawn up in accordance with the DfE guidance *Keeping Children Safe in Education (July 2015) KCSIE* and associated guidance *Working Together to Safeguard Children (2015) WT.* 3aaa also complies with the statutory guidance on children who run away or go missing from home or care (January 2014) and The Prevent Duty (The Counter-Terrorism and Security Act June 2015) and Social Media for Online Radicalisation (July 2015) and this Policy should be read in conjunction with these procedures and guidance – a copy of these are available from the Academy Manager. In addition this Policy should be read in conjunction with our Safeguarding Policy.

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen at 3aaa and ensure that we work alongside other professional bodies and agencies to ensure that our apprentices and staff are safe from harm.

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. Extremism is defined as the holding of extreme political or religious views. At 3aaa, we are fully committed to safeguarding and promoting the welfare of all learners and staff. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

At 3aaa, all employees are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The principle objectives of this policy are that:

- All staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All staff will know what 3aaa's policy is on anti-radicalisation and extremism and will follow the policy when issues arise.
- All apprentices and staff will know that 3aaa has policies in place to keep them safe from harm and that 3aaa regularly reviews its systems to ensure they are appropriate and effective.

3aaa's curriculum promotes respect, tolerance and diversity. Apprentices and staff are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

It is recognised that apprentices or staff with low aspirations are more vulnerable to radicalisation and, therefore, we strive to equip our apprentices and staff with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Apprentices and staff are briefed during induction about how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet.

Inappropriate websites are banned and cannot be accessed from 3aaa premises.

3aaa staff, contractors, associates and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

Through various training opportunities within 3aaa, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

The 3aaa Prevent (anti-radicalisation) Policy statement links to the following policies and documents:

- Safeguarding Policy
- Anti-bullying Policy
- Equality and Diversity Policy
- Use of Social Media Policy
- Equality Act 2010 Policy
- Quality Standards and Policies

Designated Prevent Lead

The Board of Directors of 3aaa are responsible for anti-radicalisation. The nominated Designated Prevent Lead is Kate Whittaker, Head of Apprentice Engagement, telephone 07772 657 501. In her absence Anthony Bromirski, Operations and Quality Director as Deputy Designated Prevent Lead assumes responsibility. Both the DSL and DDSL have been fully trained for the demands of the role in anti-radicalisation. The DSL and DDSL undergo refresher training regularly. 3aaa will ensure all staff are trained and receive refresher training regularly. Contact details for DSL and DDSL as follows:

Kate Whittaker, Head of Apprentice Engagement, katewhittaker@3aaa.co.uk, telephone 07772 657 501
Anthony Bromirski, Operations and Quality Director, anthonybromirski@3aaa.co.uk, telephone 07739 340 104

3aaa Head Office, Aspire House, Sitwell Street, Derby, DE1 2JT, safeguarding@3aaa.co.uk, telephone 01332 880 515

Guide for Reporting Concerns

Staff should refer any specific concerns to the DSL. In most circumstances concerns are managed by the DSL but the following exceptions apply:

- People at risk – must be referred to the police immediately
- Allegations against staff – must be referred to the DSL within 1 working day
- If a crime has been committed – must be reported to the police within 1 working day

Induction, Training and Staff Qualifications

Every new member of staff, including part-time staff, temporary, visiting and contract staff working for 3aaa, should receive appropriate training on:

- Their responsibilities in being alert to the signs of radicalisation
- The procedures for recording and referring any concerns to the Designated Safeguarding Lead
- The Safeguarding Policy
- The Prevent Duty (The Counter-Terrorism and Security Act 2015) – Appendix 1

Appendix 1

The Prevent Duty (The Counter-Terrorism and Security Act 2015)

All FE providers have a duty to safeguard their Learners and Apprentices. A new term 'The Prevent Duty' is being used within safeguarding to ensure young people are kept safe and within the law. The strategy is not about preventing 3aaa Apprentices from having political and religious views and concerns, but about supporting them to use those concerns or act on them in non-extremist ways.

Section 21 of the CTS Act 2015 places a duty on Training Providers, listed in Schedule 3 of the Act, to have "due regard to the need to prevent people from being drawn into terrorism".

What is Extremism?

The Government has defined extremism 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". This also includes calls for the death of members of the British armed forces.

What are British Values?

British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs". Training providers are expected to encourage young people to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

Responsibilities of Staff

All staff have a responsibility to:

- Undertake training
- Be aware of when it is appropriate to refer concerns to the DSL
- Exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their day to day work ethic and practice
- Read the Equality Act 2010 Policy

Signposting

E-Safety
http://www.saferinternet.org.uk/about/helpline or 0844 381 4772

Extremism, Radicalisation and Terrorism
https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty or 020 7340 7264 email: counter.extremism@education.gsi.gov.uk

Faith Abuse
http://www.equalityadvisoryservice.com/app/home or 0808 800 0082

Trafficking, Exploitation and Modern Slavery
http://www.salvationarmy.org.uk/human-trafficking or 0300 303 8151