Prevent and Radicalisation Policy

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Signed	
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1. Introduction

Skills4 is the trading name of I & F limited. Skills4 is a niche training provider offering apprenticeship training programmes to community pharmacies, hospitals, hubs and primary care networks.

Skills4 is committed to providing a safe and secure environment in which both Learners and Staff can flourish, and this is reflected in our Safeguarding Framework. This policy has been written to provide sufficient guidance to ensure that this commitment is embedded into the culture and ethos of the company. It is thus essential that all staff are aware of their duties regarding safeguarding and report any concerns promptly.

This policy has been developed to describe the responsibilities of everyone for the recognition and prevention of radicalisation and extremism and to clarify the actions to take when a concern is suspected or identified.

This policy has been agreed, sponsored, and approved by the Skills4 Board and Safeguarding Sub-Committee.

Name	Role
Amerjit Singh	MD with overall accountability for Safeguarding and Prevent
Gail Crossman	Chair of Safeguarding Sub- Committee (SSC)
Sam Collins	Senior Safeguarding Lead (SSC member)
Judi Oliver	Designated Safeguarding Lead (SSC member)
Claire Chidlow	Designated Safeguarding Lead (SSC member) and Prevent Lead

Applies to:

This Policy applies to all Skills4 Staff, Associates and Volunteers, (for the purpose of this procedure we will use the term staff).

Within Skills4 the term Learner will relate to all individuals undertaking a course of study irrespective of whether they are a child or adult.

Reason for policy:

This policy aims to raise awareness the Prevent Duty and prevent radicalisation and extremism.

When applying this policy Skills4 uses the following accepted governmental definition of extremism, which is:

"Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

1. Negate or destroy the fundamental rights and freedoms of others; or
2. Undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights or
3. Intentionally create a permissive environment for others to achieve the results in (1) or (2)".

Radicalisation is closely linked to extremism and is defined by the Home Office as:

"The process by which people come to support terrorism and violent extremism and, in some cases, then join terrorist groups."

Context

The three stages of channel are:

1. To identify individuals at risk of being drawn into terrorism.
2. To assess the nature and extent of that risk, and.
3. To develop the most appropriate support plan for the individuals concerned

Three objectives:

1. Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
2. Safeguard and support those most at risk of radicalisation through early intervention, identifying them and offering support.
3. Enable those who have already engaged in terrorism to disengage and rehabilitate.

There is no place for extremist views of any kind at Skills4, whether from internal sources – Learners or staff; or external sources – employers, parents, external agencies, or individuals.

We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern as set out in this policy.

This policy forms part of our Safeguarding framework and is in place to ensure that anybody who has cause to encounter any of our learners who may be at risk knows what is expected of them and can safeguard others.

Prevent duty guidance: for FE institutions in England and Wales (2015). (Home Office, 2015). Updated December 2023. Available at: https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales

Prevent guidance: England and Wales (2023). (Home Office, December 2023). Updated December 2023. Available at: https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales

The Prevent duty: Safeguarding learners vulnerable to radicalisation. (Department for Education, September 2023). Available at: https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales

Meeting digital and technology standards in schools and colleges. (Department for Education, January 2024). Available at: https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges

The Prevent duty: An introduction to those with safeguarding responsibilities. (Department for Education, September 2023). Available at: https://www.gov.uk/government/publications/the-prevent-duty-safeguarding-learners-vulnerable-to-radicalisation/the-prevent-duty-an-introduction-for-those-with-safeguarding-responsibilities

Work-based learners and Prevent Statutory Duty. Guidance for further education (FE) providers in England on the Prevent duty in work-based learning environments. Available at: https://www.gov.uk/government/publications/work-based-learners-and-the-prevent-statutory-duty/guidance-for-providers-on-work-based-learners-and-the-prevent-statutory-duty

Martyn's Law. Overview and what you need to know. (Home Office, November 2023) Available at: https://www.protectuk.police.uk/martyns-law/martyns-law-overview-and-what-you-need-know

2. Policy Statement

Skills4 will closely follow any locally agreed procedure as set out by the Local Authority and governmental direction within which we operate and act on criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Throughout the learner journey a, we will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, by ensuring our programme is enriched and diverse to be able to give approaches where learners may challenge or question these radical influences:

- Establish or use existing mechanisms for understanding the risk of radicalisation.
- Ensure staff understand the risk and build the capabilities to deal with it and effective reporting system linked with safeguarding of Learners.
- Communicate and promote the importance of the Policy.
- Ensure staff implement the Policy effectively.

- We will develop strategies and staff training to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

Skills4 will promote the values of democracy, the rule of law, individual liberty, mutual respect, and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.

It is our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences, we will ensure that the learner is offered mentoring and possibly through referral. Additionally, in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

Prevent Responsibilities

As part of the wider safeguarding responsibilities our staff will be responsible for the identification of concerns, which might include:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside of training, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing extremist material online, including through social networking sites, expression of extremist views including on Facebook, Twitter.
- Any evidence of family concern about vulnerability to extremism or third-party reports of concerns about behaviour. For example, plans to travel abroad or engaging in extremist activities.
- Learners voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or "hate" terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with respecting difference or views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.
- Anti-Western or Anti-British views.
- If you have any concerns about the behaviour of individuals, then discuss this with your DSL (Designated Safeguarding Lead).

Whistle Blowing

Where there are concerns of extremism or radicalisation Learners and Staff are duty bound to make use of the internal systems to whistle blow or raise any issue in confidence.

Safeguarding

Please refer to the Safeguarding policy for the full procedural framework on our safeguarding duties.

We will be alert to the fact that extremism and radicalisation is also a safeguarding issue and thus there may be instances where Learners may be at direct risk of harm or neglect. For example, this could be due to a learner displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with, or staff may be aware of information about a learner's family that may equally place a young person at risk of harm. All instances where they believe a young person may be at risk of harm or neglect should be reported to the Designated Safeguarding Lead and treated as a safeguarding concern in line with policy.

The role of the DSL will include the responsibilities of the;

PREVENT strand of the Government's counter-terrorism strategy (CONTEST). The SSL and DSLs will also support any referrals to the CHANNEL system, which is an early intervention multi-agency process, designed to safeguard vulnerable people.

Training

All staff will receive training on Safeguarding at least every two years and will include training on extremism and radicalisation and its safeguarding implications.

The Designated Safeguarding Leads and other key staff will attend external training courses as necessary on extremism and radicalisation and its safeguarding implications every two years.

Recruitment

We will ensure DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a record of such vetting checks.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our staff and learners we will minimise the opportunities for extremist views to prevail.

External Speakers and Events

An external speaker or visitor is used to describe any individual or organisation who is not a member of staff or learner working with us, or one of its contracted partners, who has been invited to speak to staff/learners.

The Prevent duty does not seek to ban any speakers or impinge on freedom of speech. What the duty does is ensure that the right processes are in place to manage events and speakers. This could mean:

- Ensuring a reasonable notice period for checks to be made, which could potentially be from an open source. This could include looking into instances where potential hate speech may have taken place at previous events.
- Processes or protocols to demonstrate how information about the speaker is used to decide about whether to allow their event to take place or not (risk assessed).
- A requirement for speakers to sign up to the organisation's equality and diversity policy.
- Evidence of the final decision made about whether to allow the speaker into the organisation, including the mitigation measures put in place.

Please contact a member of the safeguarding team if any queries in regard to the implementation of this Prevent Radicalisation Policy.

Faith and Worship

Our learners are based in the workplace, but should they attend our premises and require a quiet room for worship and prayer, this can be booked via one of our office based members of staff.

3. Procedure

What does PREVENT do?

PREVENT responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views. It provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support. Works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

PREVENT addresses all forms of terrorism but continues to ensure resources and effort are allocated based on threats to our national security. The Counter Terrorism and Security Act 2015 places a duty on certain bodies to have 'due regard to the need to prevent people from being drawn into terrorism'. The government have defined extremism in the PREVENT Strategy as vocal opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

How does Channel work?

Channel works in a comparable way to existing safeguarding partnerships aimed at protecting vulnerable people. Channel is designed to work with individuals of any age, is shaped around the circumstance of everyone and can provide support for any form of radicalisation or personal vulnerabilities.

Each Channel panel is chaired by a local authority and brings together a range of multiagency partners to collectively assess the risk and decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals.

If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures that those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support. Useful links are below for more information:

Channel duty guidance: Protecting people susceptible to radicalisation (HM Government, December 2023) Available at:
https://assets.publishing.service.gov.uk/media/651e71d9e4e658001459d997/14.320_HO_Channel_Duty_Guidance_v3_Final_Web.pdf

Prevent and Channel factsheet (2023) (Home Office, September 2023) Available at:
https://homeofficemedia.blog.gov.uk/2023/09/07/prevent-and-channel-factsheet-2023/

Counter Terrorism Policing. Available at: https://www.counterterrorism.police.uk/

What does Channel Support Look Like?
Channel Interventions are delivered through local partners and specialist agencies. the support may focus on a person's vulnerabilities around health, education, employment, or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. each support package Is tailored to the person and their circumstances. A person will always be Informed first if it is felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

Who can make a referral?
Anyone can make a referral. Referrals come from a wide range of partners, including education, health, youth offending teams, police, and social services. Within Skills4 this should be completed following safeguarding concern reporting and DSLs will support the referral to Prevent once risk assessed and then process through to Channel.

What happens with the referral?
Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary.

Raising a concern
If you believe that someone is vulnerable to being exploited or radicalised, please use the established safeguarding procedures to escalate your concerns to the DSL, who can raise concerns to Channel if appropriate.

It is important to note and consider that individuals should not only be alert to violent extremism but also non-violent extremism, including certain divisive or intolerant narratives which can reasonably be linked to terrorism.

Channel Risk Assessment

Risk is a theme that runs through the entire Channel process, i.e., risk to the individual, risk to the public and risk to partners or organisations providing support to the individual, including any intervention providers. The panel is responsible for managing the risk in relation to the vulnerable individual. We have completed a Prevent Risk Assessment, and this can be viewed on request.

Martyn's Law

Although not yet in legislation it is important to be mindful of Martyn's Law. Martyn's Law will improve protective security and organisational preparedness across the UK by mandating, for the first time, those responsible for certain premises and events to consider the terrorist risk and how they would respond to an attack. This will ensure stronger protection against terrorism in public places under the Protect Duty.

The Bill will require certain venues to fulfil necessary but proportionate steps according to their capacity to mitigate the impact of a terrorist attack and reduce harm. The duties that premises will have will depend on the size of the venue. Premises and events with a capacity of 800 or above will be in the enhanced tier, while premises with a capacity of 100 to 799 will be in the standard tier.

The Safeguarding Team

The DSL will be responsible for contacting the Police Prevent Teams, who will assess whether the child or young person may be at risk of radicalisation, and where relevant, the Police Prevent Team will refer them to the Local Authority Channel Panel. The Senior Safeguarding Lead will be responsible for keeping the Key Information Numbers tracker (KIN) up to date and making it available within the Safeguarding Teams area.

4. Appendix 1 - Definitions

Term	Explanation
Learners	Replaces the term 'children, young people and adult learners.'
Radicalisation	The process by which a person comes to support terrorism and forms of extremism.
Vulnerable individuals	In the context of radicalisation, a vulnerable individual is a person who because of unique circumstances, state of mind and life experiences can be led into some form of terrorist ideology. Specific background factors may contribute to vulnerability and susceptibility to radicalisation.

Vulnerability	Describes the condition of being in need of special care, support, or protection because of age, disability, risk of abuse or neglect.
Extremism	Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to: 1. negate or destroy the fundamental rights and freedoms of others; or 2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights or 3. intentionally create a permissive environment for others to achieve the results in (1) or (2).
Ideology	A set of beliefs
Terrorism	An action that endangers or causes serious violence, damage, or disruption, is intended to influence the government, or intimidate the public.
Susceptibility	Is complex and unique to a person's circumstances. Within Prevent, susceptibility refers to the fact that a person may be likely or liable to be influenced or harmed by terrorist and extremist ideologies that support or radicalise people into terrorism. As set out in the Prevent duty guidance, a person's susceptibility may be linked to their vulnerability, but not all people susceptible to radicalisation will be vulnerable. There may be other circumstances, needs or other underlying factors that may make a person susceptible to radicalisation but do not constitute a vulnerability.

5. Appendix 2 – Further Reading and Helplines

In addition to the legislation and guidance on page 2, and Channel on pages 6 and 7, please see some additional links below:

Legislation and Guidance

Counter-Terrorism and Border Security Act 2019. Available at:
https://www.legislation.gov.uk/ukpga/2019/3/contents/enacted

Counter-terrorism strategy (CONTEST) 2018. Available at:
https://assets.publishing.service.gov.uk/media/5b23df8f40f0b634d557b020/140618_CCS207_CCS0218929798-1_CONTEST_3.0_WEB.pdf

Teaching online safety in schools (2023) Available at:
https://www.gov.uk/government/publications/teaching-online-safety-in-schools

Prevent referral (2023) Available at: https://www.gov.uk/government/statistics/individuals-referred-to-prevent-to-march-2024/individuals-referred-to-and-supported-through-the-prevent-programme-april-2023-to-march-2024

6. Appendix 3 – Channel Process