



# Anti-Radicalisation / Prevent Policy & Strategy

## Context of Strategy

The Prevent Strategy is part of the overall counter-terrorism strategy – CONTEST. With the aim to reduce the threat to the United Kingdom from terrorism by stopping people becoming radicalised or supporting terrorism. All terrorist groups who pose a threat seek to radicalise and recruit people to their cause with their extremist views.

The Prevent Strategy 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 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, charities, the internet and health.

The current threat level from international terrorism in the UK is substantial which means that a terrorist attack is a strong possibility.

Independent Training Providers accessing Government funding have a statutory duty to comply with the Prevent Strategy and to safeguard their learners / apprentices. The Prevent Duty is not about discouraging apprentices from having political and religious views and concerns, but is about supporting them to use those concerns or act on these in non-extremist ways.

At Partnership Training Limited we aim to provide a welcoming and inclusive environment where everyone feels happy, safe and secure, free from bullying, harassment or discrimination. We promote an atmosphere of truth and honesty in which everyone feels valued and shows respect for each other and their surroundings. As a team, we are committed to high expectations and continuous improvement. We adopt an apprentice-centred approach to good quality teaching, assessment and learning, inspiring everyone to achieve their full potential.

Partnership Training Ltd is fully committed to safeguarding and promoting the welfare of all its apprentices, staff, employers and the people they serve. As a training provider we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At Partnership Training Limited all staff 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.

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Reviewer job role: Director



## DEFINITIONS AND INDICATORS

Radicalisation is defined as “the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups”

Extremism is defined under the Prevent Duty 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.”

Terrorism is defined as an action or threat designed to influence the Government or intimidate the public. Its purpose is to advance a political, religious or ideological cause. In the UK under the Terrorism Act 2006 we define terrorism as a violent action that: Endangers a person’s life, other than that of the person committing the action. Involves serious violence against a person and causes serious damage to property and creates a serious risk to the public's health and safety. Interferes with or seriously disrupts an electronic system.

## LINKS TO OTHER POLICIES

The Anti-Radicalisation/ Prevent Policy & Strategy links to the following policies:

- Safeguarding
- Equality Statement and policy
- Anti-bullying policy / Behaviour policy
- ICT Acceptable Use Policy for Staff

## POLICY AIMS AND PRINCIPLES

The main aims of this policy statement is to provide a curriculum and practice which promotes knowledge, skills, behaviours and understanding to build the resilience of apprentices, by undermining extremist ideology and supporting the apprentices' voice. To ensure that staff are fully engaged in being vigilant about radicalisation and extremism; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our apprentices, employers, staff and the individuals that they support and serve are safe from harm.

The principal objectives are that:

- Partnership Training Limited provides an ethos which upholds core values of shared responsibility and wellbeing for all apprentices, employers, staff and managers, and promote respect, equality and diversity and understanding. This will be achieved through:

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- Promoting awareness of Prevent Duty and anti-radicalisation, promoting core values of respect, democratic society, apprentice voice and participation and equality and diversity through training, progress reviews, tuition and in curriculum.
- Building staff and managers understanding of the issues and their confidence to deal with these through training and development.
- Engagement with apprentices, employers and where appropriate local communities to develop their understanding and confidence to deal with radicalisation and extremism.
- Named senior manager to be the lead for Prevent and Safeguarding.
- Ensure a risk assessment is carried out, reviewed and monitored.
- Ensure policies and procedures are reviewed with reference to the Prevent Duty.
- All teaching, assessment and non-teaching staff will have an understanding of what radicalisation, extremism and terrorism are and why we need to be vigilant as a training provider working with vulnerable client groups to recognise possible signs.
- All teaching, assessment and non-teaching staff will know what Partnership Training Limited's (PTL) policy is on anti-radicalisation and extremism and will follow the policy when issues arise.
- All Apprentices and stakeholders will know that the PTL has policies in place to keep learners safe from harm and that we regularly reviews our systems to ensure they are appropriate and effective.
- Building apprentice resilience by strengthening critical thinking skills so that apprentices are less likely to accept information without question. Providing a safe place for them to discuss issues relating to extremism, such as the psychology of radicalisation, and explore politics or religion in a balanced, non-extremist manner. Therefore, apprentices are equipped with the skills to recognise radicalisation and protect themselves and their peers
- Encouraging active citizenship and promoting wider development such as social and emotional aspects of learning, enabling apprentices, employers and staff to raise concerns and seek advice.

## **PROCEDURES FOR REFERRALS**

All concerns or suspicions of radicalisation or extremism must be reported directly to the Prevent Lead – Christine Cook or in her absence to a Director. If the learner is a young person or vulnerable adult under safeguarding the parents/carers (where applicable) will be contacted and the incident discussed in detail.

The aim is to identify motivating factors, including; any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant further referral. All records of the meeting will be kept alongside the initial referral form. If contacting the parents or carers would compromise the apprentice or young person, investigation contact may be deferred, if feasible.

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All concerns or suspicions will be investigated and this may involve seeking information and/ or advice from employers and external partners. Information will be shared only where necessary and sharing will be proportionate to the level of concern and with permission in line with the Prevent Duty and Caldicott Principles.

Records will be made at each stage of the investigation, if deemed necessary, serious incidents involving criminal activity will be referred to the emergency services. If the investigation establishes that the individual concerned needs support a discussion will be held with the local Prevent Police/ local authority officer. Support can be offered through Channel if the Police Channel Officer determines this is appropriate. If an individual is engaged in any illegal terrorist activity this will be reported to the police.

### **STAFF TRAINING**

The principal purpose of staff training is to equip staff with the ability to recognise signs that an individual that they are in contact with might be on the path to becoming radicalised.

All employees at Partnership Training Limited will receive initial Prevent Duty Training which will be refreshed annually and recorded in the CPD log. Through staff training day opportunities at Partnership Training, 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.

#### **Indicators**

The following may indicate a person is at risk of radicalisation;

- Spending increasing time in the company of other suspected extremists.
- Challenging their style of dress or personal appearance to conform with a group.
- Day to day behaviour becomes centred on an extremist ideology, group or cause.
- Loss of interest in friends and activities not associated with extreme ideology, group or cause
- Possession of materials or symbols associated with extremist cause
- Attempts to recruit others
- Using insulting or derogatory names for another group
- Accessing extremist material on line.

There may be an increase in prejudice-related incidents e.g. verbal assaults, provocative behaviour, damage to property, refusal to co-operate, condoning of violence towards others.

### **INTERNET SAFETY**

The internet provides access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages.

Where staff, apprentice's or visitors find unblocked extremist content they must report it to a senior member of staff so that they can report this immediately.

We are aware that apprentices have access to unfiltered internet when using their mobile phones and staff are alert to the need for vigilance when apprentices are using their

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phones. Staff know how to report internet content that is inappropriate or extremist views of concern as well as promotion of internet controls and safe online usage.

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### **POLICY REVIEW**

The Anti-Radicalisation policy statement will be reviewed annually as part of the overall Learner Protection and Safeguarding policy review.

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