



## Yes Manchester CIO Employee Handbook

### **'Prevent' Policy**

June 2021

1. The purpose of this policy is to:

- Ensure an awareness of Prevent within the company
- 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 our values, and those of the wider community and Britain, into the curriculum/courses and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement

2. This policy applies to everyone working at, with or attending company / charity premises or courses.

### **3. Policy Statement**

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

Yes Manchester has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- Stifle legitimate discussions, debate, or learner engagement activities in the local community;  
or
- Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

#### 4. Background information

4.1. Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. 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. Early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

4.2. Prevent happens before any criminal activity takes place by recognising, supporting, and protecting people who might be susceptible to radicalisation.

4.3. The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including training providers, 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.

4.4. 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.

5. The Prevent Policy has five key objectives:

5.1. To promote and reinforce shared values, including British Values (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.); to create space for free and open debate; and to listen and support the learner voice

5.2. To breakdown segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage customers and learners in playing a full and active role in wider engagement in society

5.3. To ensure learner safety and that the company / charity is free from bullying, harassment and discrimination

5.4. To provide support for customers and learners who may be at risk of radicalisation, and appropriate sources of advice and guidance

5.5. To ensure that customers, learners, and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism

## 6. Definitions

The following are commonly agreed definitions within the Prevent agenda:

- 6.1. An ideology is a set of beliefs
- 6.2. Radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism
- 6.3. Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
- 6.4. 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
- 6.5. Vulnerability describes factors and characteristics associated with being susceptible to radicalisation
- 6.6. Extremism is vocal or active opposition to the fundamental values of the wider community and Britain, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs

## 7. Aims

### 7.1. Leadership

To create and maintain a training organisation ethos that upholds core values of shared responsibility and wellbeing for all customers, learners, 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 learner 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
- Actively working with GMP Prevent Team on 0161 856 6345 or the Channel Team on 0161 856 6362 or CT.Awareness@gmp.police.uk.

### 7.2. Teaching and Learning

To provide a curriculum that promotes our values, to build the resilience of customers and learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding 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 us in our goals and values
- Encouraging active citizenship and learner voice

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

## 8. Roles and responsibilities

8.1. Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to the company / charity's current and established safeguarding procedures.

8.2. All staff have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the managers must ensure that:

- all staff have undertaken training in the Prevent Duty
- all staff are aware of when it is appropriate to refer concerns about customers, learners or colleagues to the Safeguarding Officer
- all staff exemplify our values, and that of the wider community and Britain, into their values
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

8.3. The Designated Safeguarding Lead (CEO) has responsibility for ensuring that our Prevent Policy is implemented across the company / charity and that any concerns are shared with the relevant organisations, in order to minimise the risk of our customers and learners becoming involved with terrorism.

However, all staff have a responsibility to:

- create and support an ethos that upholds the company / charity's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- attend Prevent training 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 the company / charity that could cause offense or promote extremist views;
- support the development of staff and learner 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.

8.4. Where a member of the team is unsure of steps to be taken, they should in the first instance refer to the Safeguarding Policy. If further clarification is required, they should talk to the Designated Safeguarding Lead (CEO).

## **9. Managing Risks and Responding to Events**

9.1. The company / charity 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 the company / charity

- Identifying, understanding, and managing potential risks within the company / charity from external influences
- Responding appropriately to events reported via local, national, or international news that may impact on customers, learners and communities.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within the company / charity
- Ensuring measures are in place to respond appropriately to a threat or incident within the company / charity.
- Continuously developing effective ICT security and responsible user policies
- Ensuring compliance with related policies

### Document History

Accountable Officer	Sheila Sturgeon
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