




Prevent Policy – 2024

Date of Review:	03/05/2024
Date of next Review:	03/05/2025
Approved by:	Anthony Lovell
Position:	Head of Quality and Performance
Signature:	

Contents

Introduction.....	1
What is Prevent?	1
The purpose of this Prevent Policy	2
Our Legal Responsibility	2
Promoting Prevent.....	2
Additional Support & Guidance.....	3
Prevent & Recruitment.....	3
Securing Our Commitment to Prevent.....	3
Assessing Risk	3
Training & Supervision	4
Apprentice Protection	4
Reporting Concerns.....	4
Signs of Radicalisation	5
How to Report a Prevent issue or concern	6
Incident Report Form	7

Prevent Policy

Introduction

At Vision Rehabilitation Training we believe it is the responsibility of all to protect our family, friends, colleagues, and wider society. This includes doing everything we can to challenge the threat and act of terrorism. These threats are not limited to overt extremist groups but exists in all activities that aim to recruit and radicalise individuals to a cause. The Government Counter-Terrorism strategy (2015) places a duty on education providers to prevent students being drawn into terrorism and to ensure they are given the advice and support they need.

This policy details the steps we will take to implement Prevent and in doing so support and promote the welfare of apprentices undertaking training and secure the support of employers to respond to and act on all instances of radicalisation, terrorism, and challenges to our societies values.

What is Prevent?

The overall aspiration is to lower the threat of terrorism to the UK by preventing radicalisation and the promotion of terrorist ideologies. To achieve this the government's wider CONTEST counter-terrorism strategy has the following key objectives:

- Pursue: to stop terrorist attacks.
- **Prevent: to stop people becoming terrorists or supporting terrorism.**
- Protect: to strengthen our protection against a terrorist attack; and
- Prepare: to mitigate the impact of a terrorist attack.

HM Government (2011) accessed at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/97994/contest-summary.pdf

Within the CONTEST framework Prevent aims to:

- respond to the ideological challenge of terrorism and the threat we face from those who promote it.
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- work with sectors and institutions where there are risks of radicalisation which we need to address.

(Prevent Strategy TSO, 2011)

This policy is intended to support staff and partners working within Vision Rehabilitation Training to understand their role and responsibilities in safeguarding of Apprentices. All staff and partners are expected to adhere to this policy.

The purpose of this Prevent Policy

This policy aims to:

- Ensure all staff, colleagues, apprentices, and employers understand the scope and responsibility of Prevent.
- Create a safe environment within which healthy debate is enjoyed.
- Secure high-quality training for staff, apprentices, employers, and partners
- Promote British values, tolerance and acceptance of individual perspectives and views.
- Reach out to the wider community in support of employers and others Prevent initiatives.
- Support learners at risk of radicalisation with quality information and signposting to external support sources
- Be an inclusive, tolerant role model within the learning, employment, and wider community.

Our Legal Responsibility

We will demonstrate how we will prevent people from being drawn into terrorism and terrorist activity by:

- protecting apprentices and employees from radicalising influences
- building apprentices and employees resilience to extreme narratives
- Identify any vulnerabilities or worrying changes in behaviour.
- knowing what to do if we have concerns about an apprentice or employee.

This policy applies to anyone working on behalf of Vision Rehabilitation Training, including, directors, senior managers, paid staff, volunteers, sessional workers, agency staff and students.

Promoting Prevent

This policy is available on our website (www.visionrehabilitationtraining.com)

The principles of Prevent will be embedded in our day-to-day work in the following ways.

- In teaching and instructional literature, the values of openness tolerance and respect will be clear.
- In our face-to-face teaching, opinion, perspectives, and understanding will be a positively promoted core.
- Prevent will be discussed at the onset and during our relationships with Apprentices and Employers.
- Through our training programmes, critical thought and value-based decision making will be promoted and valued.
- Open debate will be encouraged and led by staff.
- Provide access to specialised services that support vulnerable learners and members of staff.

Additional Support & Guidance

We will engage with external agencies, including the police and local authorities to share information so that we can protect our learners and staff and contribute to the wider society.

We will seek further guidance and support, as and when required from the following sources:

- **Prevent for further education** <https://preventforfeandtraining.org.uk/>
- **Local Authority**
- **Police**
- **Referral – CHANNEL**

Prevent & Recruitment

The Prevent policy and guidance is referenced at stages during all recruitment campaigns.

- During Recruitment – specific interview questions are included that are designed to enquire about applicants understanding of the term and the legal requirements.
- Safe recruitment practices, such as Disclosure and Barring checks reduce the risk of exposing learners to those who are intent on radicalisation and acts of terrorism.
- When joining the organisation, staff are required to acknowledge their understanding of Prevent.
- Mandatory Prevent training will be undertaken by all new starters.
- Specialised Prevent training will be offered to all staff who require it.

Securing Our Commitment to Prevent

We expect all our partners, employers, and contractors to recognise their role in the Prevent strategy. We also expect our staff to take personal responsibility to promote Prevent in all that they do. They will be encouraged to do this by:

- 1) Being familiar with the organisation policy on Prevent
- 2) Understanding statutory and legal duties of the organisation and individual
- 3) Developing good relations and communications with colleagues, apprentices, and employers
- 4) Identifying and reporting all activities that they consider may compromise the safety of a learner or other members of staff.
- 5) Actively promote tolerance and understanding
- 6) Proactively challenge radicalisation and terrorist thinking and perspectives

Assessing Risk

The Safeguarding Lead will undertake an annual review of safeguarding and Prevent risk to the organisation, Learners, and associated parties. Action plans will be produced and implemented as required.

Training & Supervision

Vision Rehabilitation Training staff and contractors are all required to complete:

- HM Government E-Learning Training on Prevent – available at <https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>

Further training and development opportunities will be supported as and when identified through the supervision and line management process.

Apprentice Protection

Vision Rehabilitation Training takes the following steps to secure the protection of apprentices from radicalisation and other terrorised activity.

- Information technology – Apprentices will have access to the internet via their employer's IT infrastructure. We seek assurances from employers that they have adequate safety features to prevent access to radicalised or terrorist images and materials.
- Leaflet – No apprentices will be permitted to issue or distribute leaflets to other apprentices or members of the public whilst undertaking learning activities.
- External Speakers – All sessions with external speakers will be monitored and we will not use external speakers with views or perspectives that are contrary to those of Vision Rehabilitation Training or are seeking to promote extremist views or values.
- Course Materials – All resources will be reviewed for their adherence to the organisation's values.

Reporting Concerns

The named responsible person for concerns and issues relating to safeguarding and prevent is Marion Dodgson, marion.dodgson@visionrehabilitationtraining.com

All staff and volunteers should contact the safeguarding lead for any concerns/queries they have regarding safeguarding adults and young people. A log of the concern will be kept. The safeguarding lead will be responsible to make decisions about notifying adult social services, the police and/or local authorities if required and consider alternative actions, where necessary.

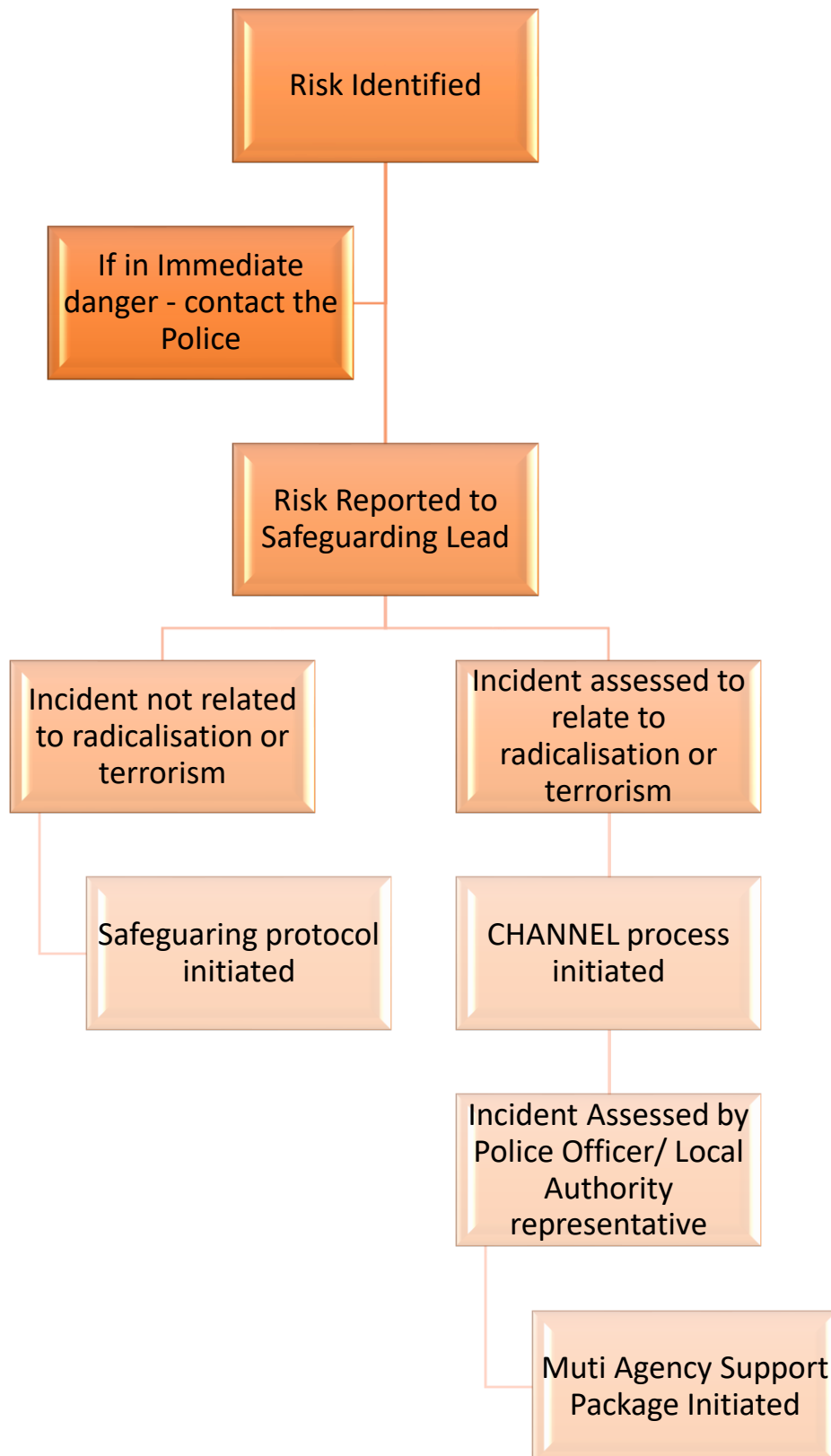
The safeguarding lead will also ensure that the safeguarding and prevent policies and procedures are in place and up to date. They will ensure a safe environment is promoted for staff and volunteers and adults and young people accessing the service. They will ensure all staff and volunteers are up to date with their safeguarding adults and young people training.

Signs of Radicalisation

Signs of Radicalisation
Low Self Esteem
Confusion about Religion or faith
Feelings of not belonging
Confusion about identity
Being a victim of bullying or discrimination
Isolation from family or friends
Scripted speaking
Reluctance to discuss views and perspectives
Disrespects or lack of tolerance for others
Secretiveness

How to Report a Prevent issue or concern

Staff and partners at Vision Rehabilitation Training who have a concern about a vulnerable learner or colleague should:



Incident Report Form

Learner Name		
Location		
Employer		
Employer contact details	Telephone:	Email:
Name of person reporting incident		
Date of Incident		
Date of Disclosure		
Details of Incident		
Incident Reporter Signature		
Safeguarding Lead Signature		