

ACADEMY4PM

Prevent Policy

Effective from 1st May 2020

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Our commitment

The Government Counterterrorism and Security Act 2015 places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- **Pursue:** the investigation and disruption of terrorist attacks;
- **Prevent:** work to stop people becoming terrorists or supporting terrorism;
- **Protect:** improving our protective security to stop a terrorist attack; and
- **Prepare:** working to minimise the impact of an attack and to recover as quickly as possible.

Objectives

Academy4PM as a training provider has a responsibility to ensure:

- That all staff have undertaken training in the Prevent Duty as identified by Academy4PM's Safeguarding and Prevent Officer.
- all staff are all aware of when it is appropriate to refer concerns about learners or colleagues to Academy4PM's Safeguarding and Prevent Officer [SEP]
- That British values of 'democracy, the rule of law, individual liberty, challenging discrimination and mutual respect and tolerance for those with different faiths and beliefs' are embedded in all practice.

Scope

This policy relates to all staff and learners involved with Academy4PM.

Key contacts

Head of Academy4PM

Joseph Alba - joseph.f.s.alba@academy4pm.com - 07796600478

Safeguarding and Prevent Officer (SPO)

Lynne Alba – safeguarding@academy4pm.com - 07480151565

Definitions

- **Radicalisation** - is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.
- **Terrorism** – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.
- **Extremism** - an ideology that is far outside the mainstream attitudes of society, including, 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.

Leadership and Governance

Prevent forms part of Academy4PM safeguarding agenda. Academy4PM has a nominated Director leading the Prevent initiative and a Safeguarding and Prevent Officer (SPO).

Staff training

The SPO is trained on the Channel process. All staff undergo Prevent training and are updated regularly by the SPO.

Learner safety, engagement and curriculum

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values.

Academy4PM promotes British values through our policies, professional conduct, code of ethics while ensuring learners have the chance to discuss issues and understand core values.

Referral Pathways

Appendix 1 shows possible factors that may contribute to vulnerability of an individual.

Appendix 2 (referral and channel process) and Appendix 3 (disclosure reporting form) shows the process for escalating any safeguarding concerns if a learner has concerns about themselves, or staff have concerns about a learner, being at risk of radicalisation.

Once the SPO has been informed, they will decide, having informed the Head of Academy4PM, on whether the issue needs to be escalated to the local police Prevent Officer. The SPO will then support the Channel process.

It should be noted that referral to the channel process is not a criminal intervention.

It should also be noted that a learner displaying one or a few of the vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation.

In all instances that concern you however, you should report to the Safeguarding and Prevent Officer.

NOTE: if a learner, yourself or any member of the public are in immediate danger report to the police prevent team immediately by calling 101 or directly to the police on 999.

Safeguarding staff members as a result of referral

It is unlikely that the referrer would be targeted. However, if someone did receive a threat or the police felt someone was under threat without them knowing an investigation would be undertaken. Local police departments will also apply a risk assessment, warning and safeguarding processes as a matter of routine to any referral.

Documents

1. Vulnerabilities and indicators of radicalization
2. Referral and Channel process
3. Disclosure Referral Form

Appendix 1 – Vulnerabilities and Indicators of Radicalisation

Vulnerabilities
Peer pressure
Unsettled family life
Need to belong/fit
Accessing extremist material
Isolation and social exclusion
Bullied
Media influence
Seeking purpose of focus of life
Seeking revenge
Seeking acceptance/social standing

Indicators
Withdrawn
Change in engagement levels
Using extremist language, passionate about extremist views
Preaching
Change in appearance- dress/body art
Change in behaviour within learning environment
Change in social circles

Appendix 2 - Referral and Channel Process



Appendix 3 – Disclosure Referral Form

Learner Name:

Date of birth:

Location/Name of site:

Name of Academy4PM personnel:

Date of Disclosure:

Details of the concern (use the other side if necessary):

Signature of learner and date (if applicable):

Signature of Academy4PM personnel and date:

Action taken – (for Safeguarding and Prevent Officer only)