PREVENT Policy

The Prevent strategic objective is to stop people from becoming or supporting terrorists or radicalisation and challenge all forms of terrorism, including the influence from far right extremist groups. The Prevent duty is to protect people from all streams of extremist activity and not solely aimed at one specific group.

The Prevent strategy has 3 key objectives and will specifically:

* 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 & support
* Work with sectors and institutions where there is a risk of radicalisation which we need to address

Within the Home Office Prevent Duty guidance document, it sets out very clear expectations and responsibilities of board members, leaders, managers and staff. Some of these are detailed below –

*“We expect active engagement from boards, managers, leaders & staff with other partners including the police and regional Prevent coordinators”*

*“We expect institutions to demonstrate that they undertake appropriate training & development for boards, leaders, managers & staff”*

*“Where Ofsted finds a publicly funded provider inadequate action will be taken. In the case of private training providers this is likely to result in their contract being terminated”.*

Prevent is part of safeguarding learners and all providers have a duty to safeguard their learners from all aspects of abuse, exploitation and radicalisation. Implementing the Prevent Duty can be a sensitive issue for some learners & communities and it is important to reiterate this is not about spying on learners or staff or about stopping conversations on controversial or sensitive topics. The Prevent Duty is intended to safeguard providers, learners & staff from being exposed to exploitation or radicalisation and to support the discussion and understanding of complex and controversial issues.

Ad Astra will provide all staff with the support they need to implement the Prevent Duty. This will include annual safeguarding & Prevent heath checks & risk assessments, arranging training, awareness sessions for staff & management, developing teaching & support materials, sharing good practice from the sector and ensuring communication is frequent and open.

The next section of this guide will give a more detailed breakdown of the responsibilities and requirements of Ad Astra and delivery partners in relation to Prevent.

**Board of Directors responsibilities under the Prevent Duty –**

* Actively engage with partners, including the police & Prevent coordinators
* Undertake appropriate training and development in Prevent Duty
* Nominate a Prevent board member who will oversee the duty and safeguarding
* Exemplify British Values in their conduct
* Be aware that inspection of the Prevent Duty by Ofsted will be judged as part of safeguarding which is included in the leadership & management grade. Implementation and practice of the Prevent Duty will be a limiting grade for a provider.
* Set the providers strategy for Prevent
* Ensure robust procedures are in place to ensure any subcontractors are aware of the Prevent Duty and the subcontractors are not inadvertently funding extremist organisations
* Must comply with the requirements of the Equalities Act 2010 in ensuring that their organisation challenges discrimination and expects learners to comply with this legislation also
* Must ensure that providers challenge racism, islamophobia, tackle hate & prejudice based bullying, harassment and intimidation as part of their commitment to exemplification of British Values
* Need to appreciate the sensitivity of the subject and the need to approach the issues carefully with all learners and communities
* Responsible for ensuring that the Duty and its requirements are communicated to all levels of the organisation – management, teaching staff, support staff, volunteers and learners

**Leaders and Managers also have responsibilities under the Prevent Duty. They must ensure:**

* They have active engagement with local partners & support groups and regular contact with Prevent Coordinators
* Clear, visible policies and procedures for managing whistleblowing & complaints
* Policies are in place for learners using IT equipment safely, legally and securely
* Prevent compliments the organisations safeguarding and equality acts and covers welfare & safety of learners & staff
* A risk assessment is carried out to address the organisations implementation of Prevent
* Robust procedures for managing subcontractors and their awareness and implementation of Prevent
* Appropriate training of all staff in Prevent
* Staff exemplify British Values in their management, teaching and through general behaviours in the organisation
* That opportunities within curriculum are used to promote British Values to learners
* Robust procedures for sharing information internally and externally about vulnerable individuals
* Have clear Prevent referral process with single point of contacts which are known to all staff and learners
* Pastoral care is at the heart of the provision and enough pastoral care is available to all learners who are vulnerable or being exploited

**Prevent & British Values**

To comply with the Prevent Duty, providers are expected to exemplify British Values in their management, teaching practice & general behaviours. British Values are defined as –

* Rule of Law
* Individual Liberty
* Mutual respect & tolerance of those from other backgrounds, religions, beliefs,
* Democracy
* Compliance with the Equality Act & those protected by it

The protected characteristics in the Equality Act are –

* Age
* Gender reassignment
* Disability
* Marriage & civil partnership
* Pregnancy & maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

Ad Astra’s DoE will be expected to understand & embed British Values into the apprenticeship delivery journey to ensure learners are aware of them, can evidence & exemplify them & understand what it means to be a successful learner & take part in life & Britain today.

Learners will also be required to understand how to keep themselves protected from risks associated with radicalisation, extremism, forms of abuse, grooming, bullying & staying safe online.

Ad Astra are also expected to work with potential employers to ensure learners are not exposed to risks associated with any of the above and adequate awareness of Prevent & British Values has taken place with workplace mentors, line managers or HR.

Tutors & training providers must have an open culture which allows freedom of speech and exploration of issues that affect learners locally, nationally & internationally. Providers are to operate a safe place for learners to communicate, but provide challenge where views or discussions become offensive, extreme or upsetting to others.