

## Prevent Policy

### Stanfords Training Limited (STL) PREVENT Statement

The Counterterrorism and Security Act 2015 places an obligation on education and training providers to have due regard to the need to prevent people from being drawn into terrorism". This is known as the Prevent duty.

The aims of the company Prevent policy is to provide an environment where all can work safely; Pier Training will take every reasonable precaution to minimise risk while providing demanding, challenging and enjoyable training and development activities at our own premises and the premises of our employers and clients.

**STOP-** Main aim is to stop people from becoming terrorists or supporting terrorism

**PROTECT**– Providing early intervention to protect and divert people away from being drawn into terrorist activity.

**PREVENT**– Addresses all form of terrorism, but continues to ensure resources are allocated based on threats to our national security

Young people are vulnerable to extremist ideology and radicalisation. Like protecting children from other forms of harm and abuse, protecting young people from this risk is part of STL's safeguarding approach. The company recognises the vulnerability of people under and over the age of 18 and the need to prevent them from becoming terrorists or supporting radicalisation. The prevent objective aims to safeguard all from any form of extremist activity and to challenge terrorism and terrorist activity.

'Extremism' is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces. 'Radicalisation' refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. (DFE-00247-2018)

Our policy is to guide all learners, their employers, as well as our staff, including associates, to enable them to practice effective safeguarding and Prevent procedures for themselves and those they are working with.

Throughout this policy and procedures, reference is made to learners and young people, this means those under the age of 18 years and those over 18 years of age who would be particularly vulnerable for valid reasons such as disability or learning difficulties.

### MAIN ELEMENTS OF PREVENT

- Providing effective regular and up to date training for the awareness of all aspects of Prevent and e-safety. In doing so will equip and empower staff and young people to keep themselves and others safe.
- The development, implementation and review of the policy and effective procedures for identifying and reporting disclosures.
- Supporting young and vulnerable people who have made a disclosure.
- Ensuring where appropriate the safe use of ICT.

### Terms of Prevent Safeguarding

STL vows to implement the Government's CONTEST strategy. The company aims to pursue, prevent, protect and prepare in order to effectively respond to terrorist attacks.

Everyone has the right to freedom of speech and the freedom to have their own beliefs and ideas and STL will ensure this is not compromised. However, harmful and extremist ideologies will not be tolerated, especially to the safeguarding of vulnerable people.

The Prevent strategy has four main objectives that STL will uphold:

Ensuring that the prevent strategy is widely understood and that effective procedures are put into place for all employees. Including early engagement to encourage the young and vulnerable to combat and challenge all forms of terrorism.

To take any threats of terrorism or terrorist activity seriously and carry out further investigation.

When needs arise, to work with institutions and sectors to combat issues of radicalisation. E.g., The Channel Program.

### **The Channel Programme**

- STL recognises the importance of Channel – a program that is an important figure in the challenging of radicalisation in younger and more vulnerable people.
- Channel works for the welfare of the young and vulnerable and helps in providing them support. It provides a platform for fair and lawful action by assessing individual circumstances and conditions.
- Employees, as part of STL, will work alongside this multi-agency and co- operate fully with them as and when there is a serious threat of radicalisation.
- Channel is made up of specific board members from the local authority who is responsible for ensuring a panel is in place for prevent and safeguarding issues.
- The police of that local authority area are included as part of Channel and would be informed of any critical or important information.

### **Complaints Procedure for Channel (Refer to Complaints Procedure for Channel in our policy) Speak with Akila Sharif DSL**

The senior management team and Directors are accountable for the execution of this policy throughout the organisation. The Designated Safeguarding Lead: Akila Sharif is responsible for providing the Board with information pertaining to Safeguarding and prevent and such notifications will be addressed where required, under the Safeguarding and Prevent agenda item of all Board and senior management team meetings.

The Safeguarding Officer shall ensure active compliance with this policy by all staff, learners, stakeholders' freelance trainers and linked employers. All staff will actively endeavor to implement this policy.

In working closely with learners and young people we recognise that staff and employers can observe the possible signs and symptoms of extremism, terrorism and radicalisation. We are therefore:

- Establish and maintain environments where learners can feel safe, secure and encouraged to talk and to be listened to.
- Ensure learners and young people know that there are adults whom they can approach if they are worried and feel the need to talk.

## Procedure for Dealing with a Prevent issue or Disclosure and Reporting Concerns

### Recognise:

- Look out for concerning factors or vulnerabilities that could make a person vulnerable to radicalisation or manipulation into terrorist activity. E.g., it has been noted that acceptance of extremism and extremist activity is at a higher number in younger people and those of lower income socio-economic backgrounds.
- Staff are encouraged to look out for factors like the one above and recognise them as significant vulnerabilities that can be exploited in the name of terrorism and terrorist activities.
- Further factors can also be the reason for radicalisation, staff are encouraged to read up on them more and to voice any concerns at an early stage. **Reassure:**
- Try to have a discussion with the individual, if it is safe and lawful to do so.
- Listen to what they are saying. Ensure you do not antagonise them or the situation.
- Try to challenge their ideologies and question their validity, without belittling or disregarding the individual.
- Make them aware of alternative viewpoints.
- Remind them of the Fundamental British Values and maintaining an orderly society for the safety of themselves and others around them. **React:**
- Do not criticise or make comments on the individual.
- Make them aware, in terms that they understand clearly- the actions 'you' will take and who 'you' will contact.
- Contact Pier Training Designated Safeguarding Officer
- Immediately make the person's wishes known. **Record:**
- Write things down at the time and make the person aware of your intentions.
- Make note of actual words used by the young person word for word.
- Keep original notes.
- Transfer your notes to the cause of concern/safeguarding log form.
- Ensure all documents are completed and given to the designated officer.
- Involve parents or guardians of individuals if appropriate, especially with those under the age of 18.

### Designated Safeguarding Officer

Our designated Safeguarding Officers are responsible for:

- Overseeing the referral of any case of suspected disclosure of terrorism, extremism or safeguarding.
- Providing advice and support to staff on safeguarding and preventing issues.

- Maintenance of records on Prevent, safeguarding referrals, complaints or concerns raised.
- Liaising and advising employers that receive learners or young people to ensure appropriate safeguards are put in place.
- Ensuring that staff receive training on Prevent and are aware of the company's policies and procedures.
- Ensuring appropriate continuous professional development training and awareness for all staff.
- Liaising with The Director responsible on Prevent and safeguarding issues that arise and ensuring all decisions are shared.
- Implementation and review of the policy and procedures to ensure they remain effective and legally compliant.
- Ensure any Prevent concerns are shared immediately with the Channel Team.

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