

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 organisation Prevent policy are to provide an environment where all learners and staff can work safely. Stanfords Training Limited (STL) will take every reasonable precaution to minimise risk while providing challenging and engaging training and development activities at our own premises and at the premises of our employers and clients.

STL's Prevent duty objectives are to:

- Identify and assess the risk of learners being drawn into radicalisation or extremist activity.
- Protect learners and staff through early intervention, support, and safeguarding measures.
- Refer individuals of concern to appropriate multi-agency partners, including the Channel Programme.
- Promote awareness of Fundamental British Values and ensure all learners and staff are informed about the risks of extremism and radicalisation.

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 organisation 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.

In this policy, the term "learners and young people" refers to individuals under 18 years of age, and those aged 18 and over who may be particularly vulnerable due to factors such as disability, learning difficulties, socio-economic disadvantage, or other circumstances that may increase their risk of being drawn into radicalisation.

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 organisation 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.
- STL recognises that Prevent and safeguarding are closely linked to our commitment to Equality and Diversity. All learners and staff will be treated equitably, and safeguarding procedures will be applied fairly, without discrimination on the basis of race, religion, disability, gender, or socio-economic background.

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.
- STL staff will cooperate fully with multi-agency partners, including the Channel Programme, when there is a concern that a learner or young person may be at risk of radicalisation.
- The Channel Programme is coordinated by the local authority and includes representatives from relevant agencies, including the police, to provide support and intervention for individuals at risk.
- Staff will follow STL procedures for referring concerns to the Channel Programme and will maintain confidentiality at all times.

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 SLT 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 endeavour 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:

- Staff should be alert to factors that may make a learner or young person vulnerable to radicalisation or extremist influences. These can include personal, social, familial, or psychological factors.
- STL conducts regular risk assessments to identify learners who may be at risk of radicalisation or exposure to extremist ideologies.
- Staff are encouraged to report any concerns at an early stage, following the procedures outlined in this policy, without making assumptions or generalisations based on background or socio-economic status.

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.
- Explain to the learner, in clear and appropriate terms, the steps that will be taken and who will be contacted
- Contact Stanford Training's Designated Safeguarding Officer
- Immediately make the person's wishes known.

Record:

- Record concerns as soon as possible, using the learner's own words where possible.
- Maintain original notes securely and transfer details to the official safeguarding log form.
- All records will be stored in line with STL's Data Protection and GDPR policy to ensure confidentiality and secure handling of sensitive information.

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 organisation'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.

Policy Date: 01/11/2025

Next Review Date: 31/10/2026

Signed by:



Mohammed Sowe