

STRIVE TRAINING PREVENT POLICY

VERSION 14

24 FEBRUARY 2025

Introduction

Strive Training recognises its responsibility to provide a safe and secure environment for everyone who learns and works with us. Staff, managers and directors know that whatever their role is, safeguarding is everyone's responsibility.

The Counter Terrorism and Security Act 2015 places a duty on our organisation to have 'due regard to the need to prevent people from being drawn into terrorism'. Preventing Extremism and Radicalisation is one element within our wider Safeguarding arrangements, detailed in a separate policy.

This policy has been developed to reflect the Prevent agenda and have regard for Prevent Duty Guidance for FE (England & Wales), DfE Guidance 'Keeping Children Safe in Education 2023' and 'Working Together to Safeguard Children 2020'.

This policy applies to all staff, including senior managers and directors, paid staff, consultancy staff, agency staff, volunteers or anyone working on behalf of Strive Training.

Principles of Prevent

The Prevent Strategy contains three objectives:

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

Policy Statement

To support this strategy, Strive Training and its staff will always:

- Promote British Values, ensuring that they are embedded into the curriculum and part of the Strive Training ethos.
- Support young people who may be vulnerable to extremist influences by providing a safe place for them to talk and where appropriate seek guidance from external organisations.
- Work with our learners and partners to ensure that they understand the Prevent Duty and their responsibility to promote British Values and report concerns.
- Recognise and respond to disclosures about exposure to extremist actions, views or materials of others whether within our outside of the centre.
- Stay informed about local risks that may impact on or influence our learners.
- Report anyone voicing opinions drawn from extremist ideologies and narratives, using extremist or 'hate' terms to exclude others or incite violence, or attempting to impose extremist views or practices on others.
- Recognise and challenge intolerance of difference, whether secular or religious, or in a wider sense in line with our Equality and Diversity Policy.
- Report anyone accessing extremist material online, including through social networking sites.
- Ensure that any prejudice, discrimination or extremist views, including derogatory language, displayed by learners, staff or employers is always challenged and where appropriate dealt with in accordance with our Disciplinary Policies.

Definitions

The following is the accepted Government definition of extremism:

‘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; and/or calls for the death of members of our armed forces, whether in this country or overseas’.

Strive Training has adopted this definition in relation to this policy.

Prevent and Learners

Strive Training staff understand that extremists (of all types) seek to develop destructive relationships between different communities and groups through division, fear and mistrust of others based on ignorance or prejudice. We aim to create a safe environment for learners to explore controversial issues, supported by trainers/assessors.

Within our learning environments we equip learners with the knowledge, skills and critical thinking, to challenge the views of others, in particular those of extremism. We also recognise that if we fail to challenge extremist views, we are failing to protect both our staff and learners.

Every learner at the centre will take part in activities both at induction and throughout their course which will help them understand and become tolerant of difference and diversity, ensuring that Individuals feel valued, and minorities or minority views are not marginalised.

External Support and Guidance

Strive Training learners may be located across a wide geographical area and therefore exposed to different levels and types of risk. We will maintain close contact with our regional Department for Education Prevent Co-Ordinator and keep up to date with legislation and guidance.

The Department for Education Prevent Co-Ordinator for London is:

Jennie Fisher

Email: jennie.fisher@education.gov.uk

We are also aware of local Prevent risks and undertake the following to ensure staff/learners are aware of these:

- We liaise directly with local Prevent Coordinators and arrange training to be undertaken by staff with these external agencies to ensure they are up to date with current local Prevent priorities, as well as regional priorities.
- We include local and regional priorities in the learner induction to provide them with key information on Prevent that they would need to be aware of.
- Course tutors have up to date training on Prevent and are made aware of any local priorities in advance of the course.
- This information is also shared by contextualising and embedding it into course delivery.
- As each VLE course contains learners who are resident in various parts of the UK, learners are made aware of both local and regional risks and where they can access information that would enable them to understand these risks and access further information.

Staff Training

All staff will undertake ‘PREVENT’ training to help them understand the factors that may contribute to a person becoming radicalised and how to spot the signs. This training will be updated every 2 years and reinforced with regular updates via e-mails and bulletins.

Prevent reporting process

- All Prevent concerns should be raised directly to the Designated Safeguarding Leads (DSL's) in the first instance. The DSL's are available during all working hours as well as out of hours.
- Raising a concern can be done through a direct phone call or through a dedicated, confidential email address (contact details of DSL's can be found below).
- The DSL's will review the Prevent concern raised and will advise on the next steps necessary to address the concern, which will be dependent on the nature of the concern raised. For example, the DSL's may decide to monitor the situation or signpost the learner to an external agency.
- One of the two DSL's will be appointed as the investigation officer to investigate and follow up the concern. We have both male and female DSL's to be able to respond to different sensitivities and this will be factored in when appointing an investigation officer.
- The DSL will speak to the staff member/learner who raised the concern to understand the broader context of the issue that was raised. The DSL's will then together determine the next steps based on the nature of the concern. This could include speaking to the individual concerned (subject of the Prevent concern raised).
- The DSL's would then agree on the next appropriate steps to be taken on how best to address the concern. This could include contacting external agencies for referrals or further support/advice.
- When a learner is funded by a funding partner as part of a subcontract, we will establish clear communication channels with the partner at the start of the partnership. This will include who is the direct point of contact in the event of a Prevent concern raised. The process to report a Prevent concern would be agreed which could include an initial phone call to the designated point of contact or a confidential email outlining the concern. Regular meetings would be held with our funding partners' Prevent team to review Prevent items and updates of their learners. Partner funders will be informed of any Prevent concerns relating to their learners and will be updated throughout the process on the progress of any investigations, until it is closed off.
- All Prevent concerns are recorded by the DSL's on a Prevent log.
- Each Prevent item logged is reviewed and updated until a conclusion has been reached when the item is closed off on the log.

DSL contact information:

John Stapleton – 07908 400 230

Kim Franks – 07944 163 101

Email: safeguarding@strivetrainin.co.uk

The Prevent Policy will be reviewed each year, or as appropriate, and updates will be brought to the attention of staff.