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Prevent Policy

Any member of staff who has any concerns regarding the issues identified within this guidance policy should report those concerns immediately to Bright Direction Training's Designated Safeguarding Officer.

Prevent is part of the Government counter-terrorism strategy (CONTEST) as well as ProtectUK, the new counter terrorism and security information sharing platform. It's designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming terrorists themselves. The current threat from Terrorism and Extremism in the United Kingdom changes and can involve the exploitation of people; including children, young people and adults, to involve them in extremist activity. Bright Direction Training will update all staff, freelance tutors and learners when the threat level changes.

This policy guidance is designed to provide a clear framework for Bright Direction Training with how to respond to safeguarding concerns for those who may be vulnerable to the messages of extremism.

Using the Governments Prevent Strategy this guidance seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views;
- Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support;
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

This policy guidance also provides details of the Channel process and expectations in identifying appropriate interventions.

The age profile of Bright Direction Training's learners ranges from 16-68 years. It is essential that Bright Direction Training meets its obligation under the Prevent Duty and fosters a shared value of promoting cohesion and recognise that the risk of radicalisation and extremism can and do manifest within a learning environment.

In order to achieve the objectives of the Prevent Duty, Bright Direction Training will focus on the following areas:

Leadership and Management

Bright Direction Training expect all staff, freelance tutors and learners to:

- Promote Equality and Diversity, Fundamental British Values, challenge bullying and discrimination;
- Promote the wellbeing of all staff and learners;

- Carry out risk assessments where it is identified staff or learners may be at risk of being drawn into terrorism.

Teaching, Learning and Assessment

Bright Direction Training expect all staff, freelance tutors and learners to:

- Promote a positive ethos throughout the learning environment;
- Build the skills and knowledge to understand how to recognise the undermining extremist ideologies;
- Challenge extremist narratives;

Personal Development, Behaviour and Welfare

Bright Direction Training expect all staff, freelance tutors and learners to:

- Promote Bright Direction Training's code of conduct and expectations;
- Be aware of online risk including online grooming and exploitation;
- Understand e-safety including social media;

To ensure that Bright Direction Training are preparing staff, freelance tutors and learners in the management of risks of extremism, appropriate training will be provided to understand the nature of the threat from extremism and how this may directly impact on learners as well as managing risks within Bright Direction Training and from external influences.

In order for Bright Direction Training to respond to incidents or events, Bright Direction Training will ensure measures are in place to reduce potential acts of extremism particularly within Bright Direction Training's centres.

Any incidents that are reported will be referred to the local Prevent Co-Ordinators using the Channel programme where external agencies will be informed and will assess the threat and/or risk and will provide advice and guidance.

Referrals will be made directly by the Bright Direction Training's Designated Safeguarding Officer in the first instance; all incidents must be recorded using the Bright Direction Training's Incident reporting procedure.

Possible Signs of Radicalisation

Through research from various organisations such as the Police; there are possible indicators that contribute to a person potentially being radicalised; these indicators are not exclusive:

- The individual's views have/or are becoming increasingly extreme regarding another section of society or government policy. - This could be understood as having faith or ideology issues.
- The individual's is observant downloading, viewing or sharing extremist propaganda from the internet.
- The individual becomes withdrawn and focussed in one ideology, possibly influence by family or friends. There is also the potential for mental health issues.



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- The individual becomes increasingly intolerant of more modern views.
- The individual may change their appearance; they may become distant and isolated from family, friends, colleagues. A transitional change could be a key factor for becoming distant.
- The individual expresses a desire or intent to take part in or support extremist activity. This could be politically motivated, wanting a sense of justice, excitement or adventure. This could also be a group influence seeking to take risk and possibly engage in criminal activity.

Training

Bright Direction Training have a suite of online training for all staff and freelance tutors to access. Prevent/Counter-terrorism training is part of the Safeguarding remit and all staff, freelance tutors and Board Members attend training. All Safeguarding and Equality & Diversity Training is carried out every year and is mandatory within Bright Direction Training.

Incidents/Concerns

All incidents must be reported to Bright Direction Training's Designated Safeguarding Officer based at its Head Office. If staff have immediate concerns, they must contact the authorities using the Channel Programme where trained Police Prevent Co-ordinators will intervene and/or advise and support. Staff are to report any concerns the same way they would safeguarding or EDI Incidents and are advised to record the incident with Bright Direction Training's senior management as soon as possible.

If the individual needs an immediate referral, please use the Bright Direction Training's Safeguarding Referral document and contact Bright Direction Training's Designated Safeguarding Lead, as per appendix 1.

Designated Safeguarding persons.

Bright Direction Training has a trained Designated Safeguarding Officer (DSO) who is responsible for:

- dealing with issues raised locally in their area.
- ensuring that all Prevent procedures are followed.
- maintaining confidential records.
- Regular reporting, as required, to the Board.
- working with other agencies, as required, within the framework of Local Authority prevent co-ordinators
- maintaining the currency of their training, as advised by Local Authorities.
- contributing to staff Prevent training in their region.



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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 or reject and/or undermine contemporary ideas and expressions of freedom of choice.

Extremism is 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas" (HM Government Prevent Strategy 2011)

CHANNEL is a key element of the "Prevent" strategy and is a multi-agency approach to protect people at risk from radicalisation. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community.

Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs.

PROTECT UK: Launched in 2022, ProtectUK is a new central hub for counter terrorism and security advice. Its vision is to make the UK the safest place to live and work for all its citizens.



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Appendix 1

Recognise: You are approached by an adult with a disclosure that s/he is being, or has been harmed or abused or neglected or you are informed of such a disclosure by a staff member, student or member of the public OR An incident of concern has occurred OR you have a Prevent duty concern

Respond: Make time to listen, treat the matter seriously, get as clear a picture as you can, but do not ask leading questions. Follow the procedures in the Safeguarding procedures document. Make a written note, as far as possible, at the time of the incident, recording details, date and time, nature of the concern any action taken and by whom.

Record and Report: Inform your line manager or Designated Safeguarding Officer immediately, complete and submit the Safeguarding Report Form if appropriate.

Refer: Designated Safeguarding Officer or line manager evaluates the incident and decides on appropriate action which will include consultation with Bright Direction Training Designated Safeguarding Officer and may involve referral to local authority safeguarding board or area Prevent coordinator.

Review: Designated Safeguarding Officer completes Safeguarding Report Form and submits to Managing Director within 7 working days. Both review action and outcomes and decide when to close the case