

## Prevent Duty Policy

### 1. Purpose

The purpose of this policy is to outline statutory responsibilities under the Counter Terrorism and Security Bill enacted into law on 1st July 2015 and how the Company will ensure compliance. PREVENT is a key part of CONTEST, the government's counterterrorism strategy which aims to respond to the ideological challenges of radicalisation.

The new legislation recognises that education providers are ideally placed to explore controversial issues by equipping learners with the knowledge, skills and critical thinking to challenge and debate issues in an informed way. At the same time, under the Public Sector Equality Duty, Colleges and Private Training Providers are required to promote community cohesion and foster good relations between those who share a protected characteristic and those who do not.

The Department for Education expects that through open and direct dialogue learners will understand and embrace fundamental British values about democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and values.

### 2. Scope

This policy applies to Feligrace Limited's Director, Managers, Staff, Associates and Learners.

### 3. Policy / Principles

It is a condition of funding that FE providers and Independent Training Providers must comply with all relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners.

In order to comply with the PREVENT duty, the principles on which Feligrace Limited will fulfil its obligations under PREVENT are:

#### a) Leadership and Values

The Company will promote an ethos which upholds the core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality, diversity and understanding. This will be enabled by supporting the learner voice and deepening engagement with local communities, police and other agencies.

#### b) Teaching and Learning

The Company will provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners, by undermining extremist ideology and supporting the learner voice. To achieve this, equality, diversity, inclusion and social cohesion will be embedded into the curriculum and will be encouraged through teaching and learning strategies that explore controversial issues through critical analysis with the aim of fostering active citizenship.

#### c) Learner Support

The Company will ensure that staff is confident to take preventative and responsive steps to support learners vulnerable to the dangers of radicalisation. This will be achieved by strong and effective learner support services, developing community awareness and cohesion,

implementing antibullying policies and challenging discriminatory behaviour and early intervention through Channel utilising safeguarding and crime prevention processes.

#### **d) Risk Management**

The Company single point of contact liaises with the Partner Regional FE PREVENT Co-ordinator to assess changes in local, regional, national and international terror alert levels and will constantly review the threat of extremism and the direct and indirect impact on Company learners and staff. This will include proportional responses to local, regional, national and international events, ensuring plans are in place to respond to threats, acts or incidents pertinent to PREVENT and maintaining effective ICT security user policies.

#### **4. Procedures**

- a) The Company will work in partnership and actively engage with managers, staff, partners, associates, community leaders, police and local support agencies to ensure the shared understanding of mutual responsibilities under the PREVENT duty via training and the lawful sharing of information.
- b) The Company will designate a single point of contact for all matters relating to PREVENT. This person has responsibility for coordinating all interviews, administration and referrals with police on behalf of the Board and Directors.
- c) The Company single point of contact will use the approved documentation from Regional Police Constabularies and Channel to make appropriate referrals.
- d) The Company will develop and continually assess the risk of radicalisation and develop an action plan to reduce this risk. The PREVENT risk assessment will be reviewed on an annual basis through the Safeguarding Group to ensure continued relevance in the light of new guidance and changing local and national circumstances.
- e) The Company will implement compulsory training for all managers, staff and designated Safeguarding Leads, on PREVENT and disseminate monthly updates.
- f) The Company will provide guidance and support to staff on how to challenge extremist ideology in the work and learning environment and when to identify the need to make a referral.
- g) The Company will provide appropriate welfare and pastoral care reflective of the needs of the individual learner, including access to appropriate facilities and the support services necessary for the peaceful expression of prayer and worship according to relevant faith requirements.
- h) The Company will maintain records and reports to evidence compliance with the duty.

#### **5. Relevant Legislation / Regulation**

- a) The following legislation and regulations apply to this policy / procedure:
  - Counter-Terrorism and Security Bill 2015
  - Equality Act 2010
  - Human Rights Act 1998
  - Safeguarding Vulnerable Groups Act 2006 (SVGA)
  - Protection of Freedoms Act 2012

- Police Act 1997

## 6. Related documents

a) The following related documents are relevant to this policy / procedure:

- PREVENT Risk Assessment
- PREVENT Action Plan
- Safeguarding Policy
- Equality and Diversity Policy
- Anti-Bullying and Harassment Policy

## 7. Accountability

- The Directors are responsible for the implementation of this policy.
- The Director of Feligrace Limited will be the identified single point of contact referred to in this policy. In their absence Muhammad Qadeer will deputise in this role.
- The Managing Director of Feligrace Limited is also responsible for ensuring that this document is regularly reviewed and updated – and is the first contact point for managers seeking advice and guidance about the PREVENT policy or making enquiries about its interpretation.
- All staff and associates are responsible for ensuring that they and their team members follow the requirements set out in this document.
- All employees are responsible for adhering to the requirements set out in this document.

## 8. Equality & Diversity

- The Company has paid due regard to equality considerations during the preparation and implementation of this Policy and Procedure.
- These considerations included the potential for any differential negative effect on the grounds of age, disability, gender reassignment, parental responsibilities, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, sexual orientation, marriage or civil partnership.
- The Company's judgement is that there is no such negative effect on those grounds and, consequently, no potential breach of the Equality Act 2010.
- The operation of this Policy and Procedure will be monitored by the Director of Crowd Safety in order to establish that no unlawful discrimination is taking place and to identify opportunities for the Company to enhance equality of opportunity and fair treatment.