



Your life.
Our **experience.**

Department: TET Assurance
Version: 3.0/Dec 2018
Next reviewed: Dec 2019

Staff Official

Prevent Policy

Twin Employment and Training presents this policy as part of its Duty of Care in respect of the Government's Prevent initiative.

All reasonable steps will be taken to ensure suspicions and allegations are taken seriously, responded to quickly and appropriate and Extremist Organizations are not inadvertently funded.



Introduction

The Prevent Strategy is the response to the ideological challenge of terrorism and the threat from those who promote it; to prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

The situation in Britain regarding radicalisation is one where there can be significant threats from the extreme far right, dissident republicans and some Muslim groups. The Prevent Strategy is thought to be the best way to prevent a person starting the journey to extremism in the first place. It is accepted that this strategy is not limited by age; this is reflected through all work completed at Twin Employment and Training.

DEMOCRACY, RULE OF LAW, INDIVIDUAL LIBERTY, MUTUAL RESPECT and TOLERANCE

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases to then participate in terrorist groups.

Extremism is vocal or active opposition to the fundamental British Values.

Fundamental British Values

These British Values are the same values that underpin the principles of Twin Employment and Training and as such they are referred to as Twin Employment and Training Values. It has been established that fundamental British Values are opposed through the process of Radicalisation and Extremism.

Identifying the Role of Twin Employment and Training

There is full commitment for this policy from the Twin Employment and Training Board and all members of the management team who are ensuring that all colleagues have an awareness of our duty of care and there is training and information provision for all, the type of training varies but is most detailed with Learner Facing colleagues.

Recognising the Risks and Vulnerabilities of Radicalisation

Twin Employment and Training will work to protect and take action to protect all learners from extremist and violent views in the same way that we have undertaken to safeguard learners who come under our jurisdiction, this is made clear through the induction process as learners join Twin Employment and Training.

Most people, even those that hold radical views do not become involved in extremism, however they can be at risk from messages of extremism from family members, friends or

with direct contact with extremist groups or organizations. It is believed that 90% of the radicalisation process happens on line.

If a person is put at risk they could be drawn into criminal activity and this has the potential to cause significant harm. If an individual is in face to face or online contact with extremist groups, a clever groomer exercises empathy to encourage the victim to speak their grievances and explain why they feel disenchanting with society, ultimately giving the groomer the information they need to manipulate the victim. Safeguarding and protecting these vulnerable people is the key to preventing radicalisation.

The following indicators have been identified as Risk Factors promoting vulnerability

- Family tensions
- A sense of isolation
- Migration
- Distance from cultural heritage
- Experiences of racism or discrimination
- Feelings of failure etc.

As a result individuals may become involved in a new friendship group, they are looking for answers to questions about their identity, faith, and belonging. They may possess extremist literature, change their behaviors and language and seek to promote their new ideals to others.

It is important to understand that changes such as these may be attributed to other factors such as alcohol or drug abuse, family breakdown, domestic abuse, bullying etc. In these cases the training and professional judgments within Safeguarding and Prevent is crucial in recognising vulnerability and increasing support to promote safe choices.

Other critical factors to consider are-

- Is the person in contact with extremist recruiters?
- Do they speak about extremist causes or leaders?
- Are they accessing extremist websites and/or social media?
- Do they possess extremist literature?
- Do they use extremist narrative to try and explain their own disadvantages?
- Do they try and justify the use of violence to solve social issues?
- Have they joined extremist organisations?
- Have there been significant behavioral or appearance changes?

Interventions

All staff members at Twin Employment and Training who identify a concern through conversations, behavior, appearance or actions, will report these concerns to the Prevent lead or the support team listed.





Safeguarding & Prevent Lead– Bianca - Jade Nixon
Metropolitan Police Prevent Manager – 101
Twin Employment and Training – 020 8269 5770

A report such as this does not **assume** criminal activity has taken place, the Police will investigate and if there are security concerns, appropriate action will be taken. Otherwise the Local Authority Prevent Lead and the Channel Coordinator will assess if the Channel route is the most appropriate and there will be a multi-agency Channel panel meeting to determine whether specialist Channel support is needed and tailored support will be selected as appropriate for the individuals concerned. This will be monitored through the Channel panel and other safeguarding professionals.

Continuous reviews will be completed, and at any time there is a repeat of concerns the assessment process will be restarted.

Pastoral care is given as a matter of course at Twin Employment and Training and any person who has been identified as having any of the indicators noted, will be supported throughout. This is standard practice throughout Twin Employment and Training when any concerns relating to Safeguarding or Prevent are reported or noted.

Incident management

Any incident will be managed by the Prevent lead and Executive Team with support from Marketing and Communication. Care will be taken to protect both individuals and Twin Employment and Training.

Partnerships

There is close collaboration between Twin Employment and Training and the local police, local authority prevent coordinator. We also share information with all local organisations as appropriate

Subcontractors

During the course of our day to day activities, we work with a number of subcontractors. Before collaboration begins we will ensure that they have a commitment to fulfill their Duty of Care in relation to the Prevent strategy.

Safeguarding & E Safety

Twin Employment and Training has separate E Safety and Safeguarding policies which also support Prevent.

External Visitors

There is a robust system in place at Twin Employment and Training to ensure that visitors are identified and where possible their credentials are known. Invitations are only extended to persons who have a professional interest in Twin Employment and Training Centers.

Supplementary Information

CONTEST

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

Prevent

The purpose of *Prevent* is to stop people from becoming terrorists or supporting terrorism. This includes countering terrorist ideology and challenging those who promote it, supporting individuals who are especially vulnerable to becoming radicalized, and working with sectors and institutions where the risk of radicalization is assessed to be high. The deradicalisation programme is known as *Channel*; it is led by the police and uses [liberal Muslim](#) mentors who do not espouse any anti-Western violence. As of February 2015, all NHS staff are required to undergo basic Prevent awareness training and school teachers and trainers are required to report on their pupils.

Pursue

The purpose of *Pursue* is to stop terrorist attacks by detecting, prosecuting and otherwise disrupting those who plot to carry out attacks against the UK or its interests overseas.

Protect

The purpose of *Protect* is to strengthen protection against a terrorist attack in the UK or against its interests overseas and so reduce their vulnerability. The work focuses on border security, the transport system, national infrastructure and public places.



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Prepare

The purpose of *Prepare* is to mitigate the impact of a terrorist attack where that attack cannot be stopped. This includes work to bring a terrorist attack to an end and to increase the UK's resilience so we can recover from its aftermath

CHANNEL

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk
- assessing the nature and extent of that risk
- developing the most appropriate support plan for the individuals concerned