



Prevent Policy and Procedure

Introduction

Preventing radicalisation of learners is part of a government initiative to develop a robust counter terrorism programme. The UK faces a range of terrorist threats. All terrorist groups who pose a threat to us, seek to radicalise, and recruit people to their cause. The Government Prevent Strategy 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 need to be addressed, including education, criminal justice, faith, charities the internet and health.

Likewise, MetaGedu Apprenticeships LTD Training is engaging and promoting the Modern Slavery Act 2015 by continually reviewing responsibility, policies and procedures to determine whether they address the issues covered by the Act.

- MetaGedu Apprenticeships LTD ensures that its employed learners and its own MetaGedu Apprenticeships LTD employees are in receipt of the minimum wage and that the learners' employers have robust immigration checks in place.
- The organisation reviews its supply chains to identify risk areas and undertakes due diligence where needed
- MetaGedu Apprenticeships LTD is integrating the good practice established by Stronger Together and including continual professional development for all its staff into the continual improvement cycle.

DA Training also promote Fundamental Values and comply with Section 26 of the counterterrorism and security act 2015 (the Prevent Duty)

A system of threat level has been created by the Government which represents the likelihood of an attack in the near future. The five levels are:

- Critical – an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely



It is crucial that MetaGedu Apprenticeships LTD be involved in the Prevent strategy. Although our organisation should focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within training settings. This strategy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate and to listen and support the learner 'voice'.
2. To break down segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding and to engage all learners in playing a full and active role in wider engagement in society
3. To ensure learner safety and that MetaGedu Apprenticeships LTD learners are free from bullying, harassment and discrimination
4. To provide support for learners who may be at risk and appropriate sources of advice and guidance
5. To ensure that learners and MetaGedu Apprenticeships LTD team members are aware of their roles and responsibilities in preventing violent extremism.

Procedure

Leadership and Values

Provide an ethos which upholds MetaGedu Apprenticeships LTD core values of equality and excellence for learners. We will do this by:

- Promoting our core values
- Building staff and learner understanding of the issues and confidence to deal with them
- Develop partnerships with other relevant agencies

Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners by undermining extremist ideology. We will achieve this through:

- Embedding equality, diversity and inclusion, wellbeing, and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- Encouraging active citizenship and learner voice



Learner Support

To ensure that MetaGedu Apprenticeships LTD team members are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Establishing a strong and effective learner support service
- Listening to what is happening in the learner community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping learners and MetaGedu Apprenticeships LTD team members know how to access support through MetaGedu Apprenticeships LTD or through community partners
- Supporting at risk learners through safeguarding and crime prevention processes
- Narrowing the attainment gap for all learners

Managing Risk and Responding to Events

To ensure that MetaGedu Apprenticeships LTD monitors risk and is ready to deal appropriately with issues which arise. It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on MetaGedu Apprenticeships LTD
- Responding appropriately to events in local, national, or international news that may impact on learners and communities
- Ensuring measures are in place to minimise the potential for acts of violence where MetaGedu Apprenticeships LTD team members meet with learners
- Ensuring plans are in place to respond appropriately to a threat or incident at MetaGedu Apprenticeships LTD HQ or where team members meet with learners
- Develop effective ICT and e-safety policies
- Dealing with anti-radicalisation and issues arising from it in the same way as other safeguarding issues

Risk Assessment and Action Plan

The Designated Safeguarding Lead (DSL) risk assesses the company against the Prevent Duty on an annual basis.

Key factors used to identify the risk and subsequent actions are:

- Information provided from the Counter Terrorism Local Profile to identify local risks.
- How and where students are likely to be radicalised.
- Current policies and procedures.
- Staff training.
- Equality and Diversity factors.



- Promotion of British values.
- The safety and welfare of students and staff.
- Relationships with external agencies.
- External speakers and events held on company premises.
- Sub-contractors.
- Nurturing an environment which encourages students to air views, beliefs and grievances.
- Empowering staff and students to challenge views that incite violence, degradation or hatred of others.

The action plan is monitored regularly at safeguarding panel meetings. The risk assessment will be reviewed annually giving input to a new action plan.

What to do if you believe someone to be at risk of radicalisation

The company will adopt the same approach to radicalisation and extremism as with safeguarding. Any concerns from students should be raised with a member of staff, most likely their tutor. Staff should listen; record the facts and share with the DSL.

Referral Pathway

The three Local Safeguarding Children's Partnerships of Hampshire and the Isle of Wight, Southampton and Portsmouth all agree that concerns around an individual or group being radicalised should be raised using the same processes as raising any safeguarding concern. This means where a referral is necessary the DSL will contact the Multi-Agency Safeguarding Hub (MASH).

Further guidance can be sought from the Anti-Terrorism Hotline: **0800 789 321**

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