

Greenlight Training Ltd

Prevent Policy

Contents

Prevent Policy	2
Objectives.....	3
Scope.....	3
Key Contacts.....	3
Definitions.....	4
Leadership and Governance	4
Staff Training.....	4
Learner Safety and Engagement.....	5
Referral Pathways	6
Safeguarding Staff as a result of Referral	6
Appendix 1 – Referral Pathway (Plymouth City Council).....	7
Appendix 2	Error! Bookmark not defined.
Policy Updates / Reviews.....	9

Prevent Policy

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- Prevent terrorism – stop people from becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped

To meet our Prevent Duty we, Greenlight Training Ltd (Greenlight Training), will need to identify potential vulnerabilities and / or concerning changes in behaviour that may be exhibited by the individuals (learners / apprentices and others) that we may be working with.

Concerns could include, but may not be limited to;

- The use of inappropriate language
- The refusal to listen to differing / others' points of view
- An unwillingness to engage with individuals that have different views, faiths or ethnic backgrounds
- Sudden changes of friends and / or appearance
- Distancing from previous friends / colleagues
- No longer involved in activities that they used to enjoy
- 'Sudden' conversion to a new religion
- Increasingly secretive and spending more time alone
- Sympathetic to extremist ideologies and groups

The aim of the Prevent Strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent Strategy has three specific strategic objectives:

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
3. Work with sectors and institutions where there are risks of radicalisation that we need to address

Objectives

Greenlight Training has a responsibility to ensure:

- We have undertaken training in the Prevent Duty
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to our Designated Safeguarding Lead
- We exemplify the British Values of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” into our practice

Scope

This policy relates to all employees, apprentices, learners, clients, customers and stakeholders including our partner organisations.

Key Contacts

- Greenlight Training Safeguard Lead
 - Lead – Roger Edgecombe (redgecombe@greenlightsc.co.uk)
 - Deputy – Georgia Ingham (gingham@greenlightsc.co.uk)
 - Safeguarding mobile number – 07517 680242
 - Safeguarding email – safeguarding@greenlightsc.co.uk
- Under 18s - Children and Young People (Children’s Gateway) 01752 307160
- Adults (Over 18’s) Community Connections Advisors 01752 304440

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

Terrorism is an act of terror / violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class

Extremism is an ideology that is far outside the mainstream attitudes of society, including, 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. This also includes calls for the death of members of the British Armed Forces.

Leadership and Governance

Prevent forms part of the Safeguarding agenda which is an integral element of team meetings and our Designated Safeguarding Leads ensure that Prevent and Safeguarding are fully aligned to ensure protections are in place.

Staff Training

All staff are trained on the Channel process and how the duty is linked to their role requirements. The initial training is completed using the e-learning module. Additional training can be accessed through Plymouth City Council and is linked to specific roles and responsibilities.

Upon appointment our staff undergo the following training which is refreshed on annual basis;

- HM Government Online Prevent Training
- Highspeed Online Prevent Training - Introduction to Prevent, Prevent Responsibilities, Potential Signs of Radicalisation, Responding to Concerns and Prevent in Action.
- Highspeed Online L2 Advanced Safeguarding of Children in Education – Introduction to Safeguarding, The Safeguarding Structure, Identifying Abuse, Identifying Further Types of Abuse, Recognising Risks, Reporting Your Concerns and What Happens After a Referral
- We routinely circulate within our organisation relevant updates from our partners e.g. Plymouth City Council, Educations Skills Funding Agency and Association of Employment and Learning Providers etc.

This policy and the importance of it, is explained to our apprentices/learners and employers during registration. They are all required to sign an agreement prior to commencement of learning.

Learner Safety and Engagement

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British Values:

- Democracy
- Rule of Law
- Tolerance and Understanding of Different Faiths
- Mutual Respect
- Individual Liberty
- Challenging Discrimination

Opportunities to promote all of the above values are currently facilitated within our learning programmes (particularly Apprenticeships) including current resources, Equality, Diversity and Inclusion and Safeguarding learning resource, and the opportunity to participate in Learner Surveys.

Examples of how we protect Apprentices/Learners;

- We take advantage in promoting our PREVENT strategy during our initial contact with apprentices/learners and employers, some examples are open days and pre-assessments.
- Apprenticeship induction, a PREVENT session is delivered to all apprentices, this includes a presentation, activity and summative assessment of learners understanding with feedback. Learners retain their submitted PREVENT workbook for future reference (uploaded on to e-portfolio)
- Spiralled curriculum revisits fundamental tutorial themes, PREVENT being one of these re-occurring themes
- Information and guidance available to all learners in the form of signage around all buildings; e.g. the core British Values - Five Fingers
- We encourage PREVENT Champions to assist in facilitating a learner's voice
- Clear and effective lines of communication available to all learners to discuss/raise concerns (safeguarding@greenlightsc.co.uk & welfare@greenlightsc.co.uk)
- Recorded PREVENT discussions and responses during site reviews
- All tutors undertake annual PREVENT Training to ensure they are equipped to recognise signs of radicalisation and adopt flexible approaches to manage any specific issues arising with extremism or radicalisation

Referral Pathways

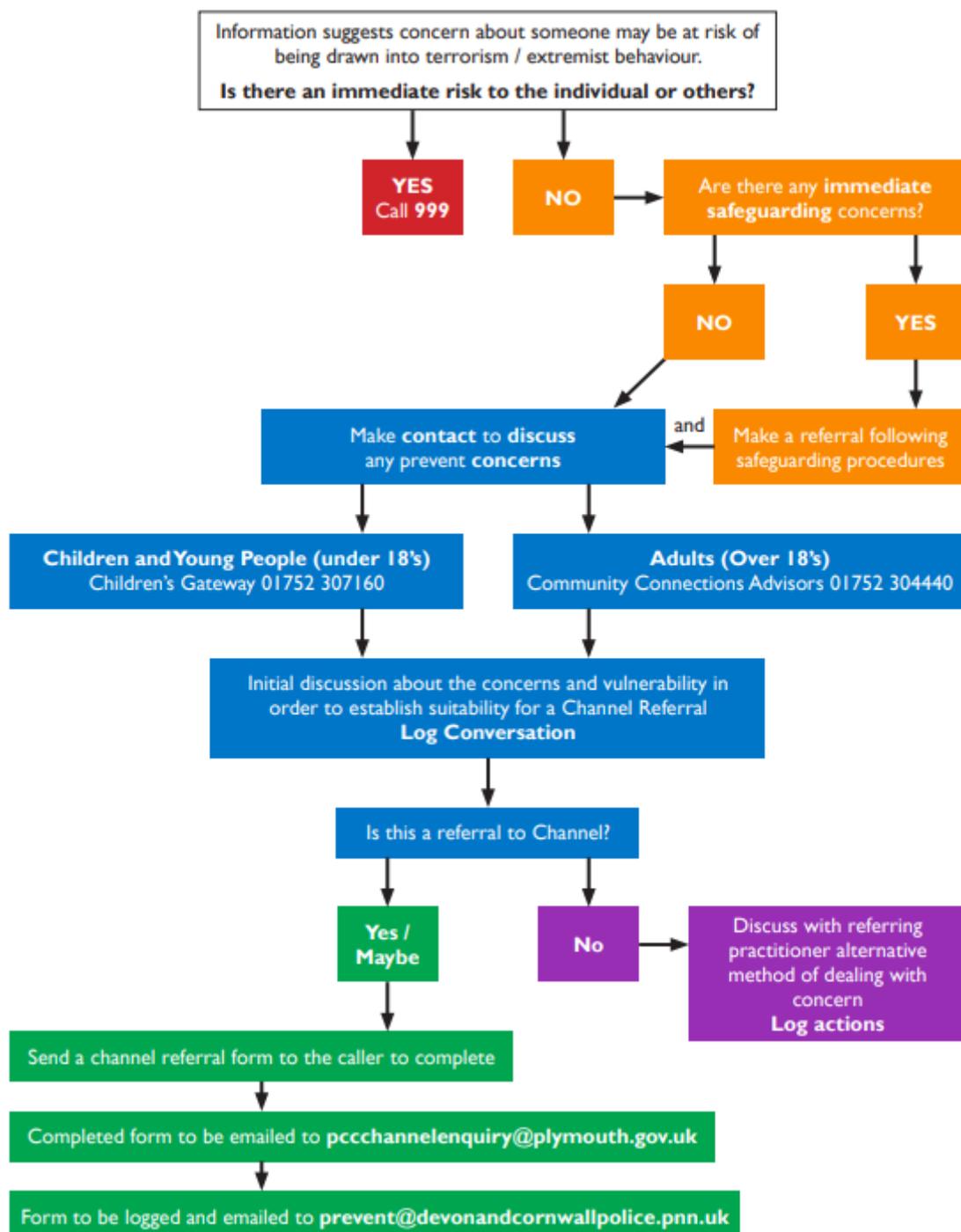
If an individual has concerns about themselves or an employee has concerns about a learner being at risk of radicalisation, you must refer to Appendices 1 and 2 for the process of escalating any safeguarding concerns.

If you feel that your learner, yourself, your colleagues or others are in immediate danger then you contact the Police immediately!

Safeguarding Staff as a result of Referral

Whilst it is unlikely that the referrer would be targeted, if an individual did receive a threat or information was received indicating that an individual was at risk; then we would ensure risk assessments, warnings and safeguarding processes would apply as a matter of routine.

Appendix 1 – Referral Pathway (Plymouth City Council)



Appendix 2 – Prevent Pathway (Greenlight Training Ltd)

