

## HEATHERCROFT TRAINING ACADEMY

### PREVENT POLICY

<b>1 Statement of Policy</b>	<p>The policy is designed to ensure our staff understand the Prevent strategy, published by the Government in 2011 to reduce the risks of terrorism and prevent people becoming terrorists or supporting terrorism or extremist ideas. The Prevent strategy has three specific strategic objectives: to</p> <ul style="list-style-type: none"><li>• respond to the ideological challenge of terrorism and the threat we face from those who promote it</li><li>• prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support</li><li>• work with sectors and institutions where there are risks of radicalisation that we need to address.</li></ul> <p>The Prevent Strategy has four 4 key strands:</p> <ol style="list-style-type: none"><li>1. Pursue – to disrupt and stop terrorist’s attacks, wherever possible by prosecuting those who have engaged in terrorist related activity. Active investigation stage and Intel gathering.</li><li>2. Prevent – to stop people becoming terrorists or supporting terrorism.</li><li>3. Protect – to strengthen the UK’s protection against a terrorist attack in the UK or against any of the UK’s overseas interests in order to reduce the UK’s vulnerability</li><li>4. Prepare – to mitigate the impact of a terrorist attack where the attack cannot be stopped.</li></ol> <p>HTA staff have four key roles to play in relation to Prevent:</p> <ul style="list-style-type: none"><li>• to increase learner’s/apprentice’s and employer’s knowledge and understanding of the prevent strategy,</li><li>• to increase learner’s/apprentice’s and employer’s awareness of the individuals and groups who are at risk of radicalisation and signs which should look for</li><li>• to increase learner’s/apprentice’s and employer’s understanding of their duty to report any concerns so that the Prevent Force Counter Terrorism Intelligence Unit can gather intelligence should they feel there is a security threat to the UK.</li><li>• To ensure they know how to do so.</li></ul> <p>It fulfils this by discussing topics relating to radicalisation and terrorism with employers and learners/apprentices at the start of programmes and at all subsequent Learners/Apprentice Reviews and also by ensuring learners/apprentices complete a specific workbook on the topic at the start of their programme.</p> <p>All HTA staff receive training in respect of Prevent, radicalisation and terrorism and this is updated regularly. Staff are aware that there is no single profile of someone who may be at risk of being drawn into terrorism: people who are vulnerable can be of any age, from any group, faith, ethnicity or background.</p> <p>This policy is designed to ensure that HTA staff understand their responsibilities and the Company has security measures in place to reduce the risk of radicalisation of staff and learners/apprentices.</p>
<b>2. Scope and Definitions</b>	<p>This policy applies to all staff and learners/apprentices within the organisation</p> <p><b><u>Definition of Extremism</u></b></p> <p>Extremism as is defined in law as: vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with 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 county or overseas (Counterterrorism and Security act 2015).</p>

	<p>Examples of Extremism;</p> <ul style="list-style-type: none"> <li>• White Supremacists</li> <li>• Anti-Semitisms</li> <li>• Holocaust denial</li> <li>• Racial and Religious hatred</li> <li>• Homophobia</li> </ul> <p><b><u>Definition of Radicalisation</u></b></p> <p>Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social or religious ideals and aspirations that reject undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice. Radicalisation can be both violent and non-violent, although most academic literature focuses on radicalisation into violent extremism.</p> <p><b><u>Definition of British Values</u></b></p> <p>British Values are defined as “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” HTA are expected to encourage students to respect other people regarding the Protected Characteristics set out in the Equality Act.</p> <p>Staff must exemplify British Values through their personal behaviour and interaction with others.</p>
<p><b>3 Aims</b></p>	<p>To ensure</p> <ol style="list-style-type: none"> <li>1. Staff can identify and report potential security risks</li> <li>2. Staff have had training to understand their Prevent obligations</li> <li>3. Promote fundamental British values by embedding throughout our training and resources</li> <li>4. Security and IT monitoring is in place to ensure that risks are minimised.</li> </ol>
<p><b>4 Responsibilities and Reporting lines</b></p>	<p>Staff and learners/Apprentices are expected to report any concerns to the designated Safeguarding/Prevent officers (Kirsty Halvey or Joanne Cronin) or in their absence to a member of staff they feel they can approach, who will contact them on their behalf.</p> <p>The Safeguarding Officers will assess the situation and if they feel there is a risk, seek advice/guidance from the local Prevent Coordinator and inform the off-site Safeguarding Lead (Janet Matthews, Director).</p> <p>Individuals do not need to give their consent for referral to the prevent team.</p> <p>If the local Prevent Coordinator decides that the individual is vulnerable, then they will make a referral to either the Sussex Prevent Lead or the Channel programme. NB Not every Prevent referral is a channel referral. Each case will be assessed individually.</p> <p>The Prevent coordinator will assess the case and either take:</p> <ul style="list-style-type: none"> <li>• No further action</li> <li>• Report findings to the Sussex Prevent Lead</li> <li>• Refer the case to the Channel programme for discussion</li> </ul> <p>The outcomes will be communicated to HTA by the prevent coordinator</p>
<p><b>Training</b></p>	<p>HTA will ensure all staff receive training during their induction period and subsequently in accordance with the Training Matrix to ensure staff are up to date at all times, Training will include a mixture of methods e.g. face to face teaching sessions provided by Prevent experts, the Prevent e-learning training package and webinars and</p>

	guided CPD. Mandatory annual refresher training for all staff is required.
<b>Staff and Learner Commitment</b>	To ensure full commitment to the policy, Heathercroft will provide each staff member with a copy policy on induction, provide appropriate training where needed and each staff member will be required to sign a declaration of compliance. Each learner/apprentice will be directed to the policy and developed in the policy areas, as well as formally agreeing to abide by said policy in their Commitment Statement.
<b>ICT Security Measures</b>	Mechanisms are in place to block access to sites considered to be unsuitable and the ICT security consultants (Uniserve) are automatically notified of any attempts to access the sites. Individuals attempting to access unauthorised sites can be identified through their individual passwords. Learner access is strictly limited to sites approved for use by learners/apprentices.
<b>Source</b>	Revised Prevent Duty Guidance: for England and Wales April 2021
<b>Monitoring and Review</b>	This policy will be audited and reviewed annually.