

Prevent Duty Policy – 2020/2021

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Responsibility:	Dan Gagg
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Authority:	Amanda Kennedy

1. Scope

Pareto Law recognises their Prevent Duties and responsibility under current legislation. This policy gives an overview of the Prevent Duty, which will be covered at learner induction and at all feedback sessions. We will also ensure Apprenticeship employers are aware of their duties under Prevent.

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.

2. What you need to know

Pareto Law has a duty to safeguard our learners and their employers.

Prevent is about safeguarding our learners to keep them both safe and within the law.

The Prevent Duty is **not** about preventing learners/students/customers from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways and be aware of radicalisation. Resources on this website to support them in adopting the Prevent Duty - <http://www.preventforfeandtraining.org.uk/>

3. The Prevent Duty

[Section 26 of the Counter-Terrorism and Security Act 2015](#) places a duty on certain bodies, listed in Schedule 3 to the Act, to have "due 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 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.

4. Key Terminology

- **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** – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.
- **Extremism** - 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
- **British Values**

British values are defined as:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths and beliefs

Pareto Law and the employers that we work with must encourage learners to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

5. Our responsibilities

Pareto Law have a legal responsibility under the Prevent Duty to make sure that employees, partners, volunteers and employers:

- Undertake training in the Prevent Duty
- Are aware of when it is appropriate to refer concerns about learners or colleagues to the Prevent officer; within Pareto Law Limited this is:

Dan Gagg – dgagg@pareto.co.uk
Mobile: 07951111778

Any emails should, in the first instance be sent to:
Safeguarding@pareto.co.uk

- Exemplify 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.

If you need to refer or are unable to contact the designated Prevent Officer you can contact your local Police authority Counter Terrorism Unit directly and ask for the Prevent Team, their details can be found on your local Police authority website.

There are various guidance materials and resources available on your local Police authority website.

6. Staff Training

All Pareto staff are trained on the Channel process and how the duty engages with requirements of their role, via face to face and distance/remote learning.

Identifying risk at an early stage allows early intervention, and is crucial to the Prevent duty and Channel process being successful.

All legislative documents, policies, training materials, and additional resources to extend knowledge, challenge extremism and ideas to support promotion of British values are available on the staff shared-drive.

7. Employer Risk Assessment

We must complete a Prevent Risk Assessment & Action Plan form with every Apprentice employer. This form must be completed with the employer at the start of the delivery process to ensure they have knowledge, policies and procedures that are appropriate for the Prevent Duty.

Should any area be found to be inadequate, the Action Plan must be completed and reviewed on the target dates set.

This form must be sent to the Prevent Officer by e-mail; safeguarding@pareto.co.uk or by post to Pareto Law Limited, 49 Church Street, Wilmslow, Cheshire, SK9 1AX.

8. Referral Pathways

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to the Safeguarding Team (the Prevent Officer is part of the Safeguarding Team)

The Prevent officer; within Pareto Law Limited is:

Dan Gagg – dgagg@pareto.co.uk
Mobile: 07951111778

Any emails should, in the first instance be sent to:
Safeguarding@pareto.co.uk

Once the Designated Safeguarding team has been informed they will make a decision on whether the issue needs to be escalated to the local Police Prevent Officer. The designated safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. It should be noted that referral to the channel process is not a criminal intervention.

9. Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted. If someone received a threat or police felt someone was under threat without them knowing, there are risk assessment, warning and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc. such as markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

10. Person Responsible for the Policy

Apprenticeship and Training Director

11. Vulnerabilities & Indicators of Radicalisation

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/ fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching
Isolation and social exclusion	Change in appearance - dress/ body art
Bullied	Change in behaviour within work and learning environment
Media influence	Change in social circles
Seeking purpose of focus for life	
Seeking revenge	
Seeking acceptance / social standing	

12. Useful links:

[Counter-terrorism and Security Act 2015](#)

[Equality Act 2010 and guidance on its implementation](#)

[Guidance to the Prevent Duty](#)

[DfE Guidance on the Prevent duty; July 2015](#)

[Ofsted FE and Skills Education Inspection Framework in England](#)

[Ofsted FE and Skills Education Inspection Framework Handbook](#)

[Inspecting safeguarding in early years, education and skills settings.](#)

[Estyn guidance in Wales](#)