

## Prevent Policy

### 1. General

- Ensure an awareness of Prevent within BMS Performance to provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism.
- Embed British Values into the curriculum and ways of working.
- Recognise current practice which contributes to the Prevent agenda.
- Identify areas for improvement.

### 2. Who does this policy apply to?

The Prevent policy applies to everyone working at or training with BMS Performance. It confers responsibilities on all staff, learners, contractors, consultants and those working under self-employed arrangements.

### 3. Policy Statement

The aim of the Prevent policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, staff and associates. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

BMS Performance has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- (a) Stifle legitimate discussions, debate or learner engagement activities in the local community; or
- (b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

### 4. Why do we need this policy?

#### 4.1 Background information

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including training establishments, and seeks to:

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- 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 violent extremism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

## 5. Our Prevent Policy has six key objectives:

1. To promote and reinforce shared values, including British Values
2. To create space for free and open debate; and to listen and support the learner voice.
3. To breakdown segregation among different learners 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.
4. To ensure learner safety and that BMS Performance is free from bullying, harassment and discrimination.
5. To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance.
6. To ensure that our learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

## 6. Definitions

### 6.1 The following are commonly agreed definitions within the Prevent agenda:

- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological belief.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

## 7. Aims:

### 7.1 Leadership and Values

To create a BMS Performance ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and trainers whilst promoting respect, equality and diversity and understanding.

#### This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
- Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Deepening engagement with local communities and faith groups.

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## 7.2 Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of our learners by undermining extremist ideology and supporting the learner voice.

### This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.
- Promoting wider skills development such as social and emotional aspects of learning.
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.
- Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.
- Use of external programmes or groups to support learning while ensuring that the input supports company goals and values.
- Encouraging active citizenship and learner voice.

## 7.3 Learner Support

To ensure that staff take preventative and responsive steps, working with partner professionals, families and communities.

### This will be achieved through:

- Strong, effective and responsive learner support services.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a learner, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Ensuring that learners and staff know how to access support at BMS Performance.
- Supporting learners with problem solving and repair of harm.
- Supporting 'at risk' learners through safeguarding and crime prevention processes
- Focusing on narrowing the attainment gap between the different groups of learners.
- Working collaboratively to promote support for learners across all areas.

## 8. Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to BMS Performance's current and established safeguarding procedures.

- All Board Members of BMS Performance have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the Board must ensure that all BMS Performance staff have undertaken training in the Prevent Duty.
- All BMS Performance staff are aware of when it is appropriate to refer concerns about learners, learners or colleagues to the Safeguarding Officer.
- All BMS Performance staff exemplify British Values into their values
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate

### 8.1 BMS Performance staff have a responsibility to:

- create and support an ethos that upholds the BMS Performance vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;

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- attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- report any concerns around extremism or radicalisation via the safeguarding reporting channels;
- support the development of staff and learner understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- participate in engagement with local communities, schools and external organisations as appropriate.
- maintain a Prevent duty risk assessment.

## 9. Managing Risks and Responding to Events

**BMS Performance will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:**

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly.
- Identifying, understanding and managing potential risks within BMS Performance from external influences.
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism
- Ensuring measures are in place to respond appropriately to a threat or incident
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies.
- Keeping an up to date risk assessment to ensure the organisation is aware of potential risks relating to Prevent.

**10. This policy should be used in conjunction with the following policies and procedures:**

- Safeguarding Policy
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy

**List of online Prevent courses suitable for staff CPD:**

<https://elearning.prevent.homeoffice.gov.uk/>  
[http://course.ncalt.com/Channel\\_General\\_Awareness](http://course.ncalt.com/Channel_General_Awareness)  
<http://counterextremism.lgfl.net>

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