

PREVENT POLICY

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1. PURPOSE

The purpose of this policy is to:

- Ensure awareness of Prevent within MRG Services UK Ltd
- Provide a clear process regarding 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

The policy applies to everyone working or learning with MRG Services UK Ltd. It confers responsibilities on all Directors, staff, learners and visitors.

2. POLICY STATEMENT

MRG Services UK Ltd is committed to providing a secure environment for learners and staff where people feel safe and are kept safe. It is recognised that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. It is further acknowledged 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.

MRG Services UK Ltd has adopted the Prevent Duty in accordance with legislative requirements. However, it will endeavour to incorporate the relevant duties so as not to:

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

3. BACKGROUND INFORMATION

Prevent is one of the four 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 organisations and 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 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

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4. DEFINITIONS

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 or religious ideology
- **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

5. AIMS

Leadership and Values

To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors 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, awareness campaign and community engagement activities
- Deepening engagement with local communities

Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of 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, learner 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 ensure that the input supports our values
- Encouraging learner voice

Learner Support

To ensure that staff take preventative and responsive steps.

This will be achieved through:

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- Strong, effective and responsive Student Services
- Developing strong community links and being aware of what is happening in the locality
- 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 in house and/or via partners
- 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 of MRG including work-based learners

6. ROLES AND RESPONSIBILITIES

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to MRG Services UK Ltd current and established safeguarding procedures.

Board of Directors

All Directors have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, they must ensure that:

- All staff have undertaken training in the Prevent Duty
- All staff are aware of when it is appropriate to refer concerns about learners or colleagues to the Safeguarding Lead
- All staff exemplify British Values into their delivery
- Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate

Designated Safeguarding Lead

The Safeguarding Lead is the designated Safeguarding Lead and Prevent Lead which responsibility for ensuring that the Prevent Strategy is implemented across the college and that any concerns are shared with relevant organisations. The Safeguarding Lead also completes and reviews the company Prevent Self-Assessment and Risk Assessment.

Senior Leadership Team Meetings

These meetings are held monthly, and any concerns raised under the Prevent agenda or changes to the Duty that affect MRG are discussed.

All staff

All staff at MRG Services UK Ltd have a responsibility to:

- Create and support an ethos that upholds MRG's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion
- Undertake 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

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7. MANAGING RISKS AND RESPONDING TO EVENTS

MRG 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 on the company.
- Identifying, understanding and managing potential risks within MRG 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 within the company
- Ensuring measures are in place to respond appropriately to a threat or incident within the company
- Continuously developing effective ICT security and responsible user policies. Ensuring compliance with related policies

8. RELATED POLICIES

- PL21 Safeguarding Policy
- PL65 Safeguarding Information Sharing Policy
- PL28 Visitor Policy

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