

PREVENT AND PROMOTING BRITISH VALUES POLICY

This policy demonstrates our commitment to supporting the UK Government's counter-terrorism strategy, **CONTEST**. Part of this is the Prevent strand, which seeks to stop people becoming terrorists or supporting terrorism, within a local, domestic and international context. It is a commitment that our partners, including learners and employers, should share. Prevent 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.

All training providers are mandated through the Counter-Terrorism and Security Act 2015 to prevent people from being drawn into terrorism. This policy acts to emphasise Peak's commitment to develop effective processes and deliver education on the Prevent agenda as we embrace and promote British Values at all times whilst we develop programmes and work with learners and their employers. It is vital that we play our part in helping to steer young people and adults at risk, in particular, away from harmful influencers and ensure our learners develop self-confidence, self-worth and the ability to think critically.

As the UK faces a range of terrorist threats, all terrorist organisations and groups, whether local, national or international, pose a threat to us and will seek to radicalise and recruit people to their cause. With many employees, learners and employer partners within Peak operating daily within higher risk sectors and communities, we have a duty of care to not only identify and respond to vulnerabilities and potential risks but to address these quickly to ensure ongoing safety for everyone at all times.

Channel is a counter-terrorism programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by: identifying individuals at risk; assessing the nature and extent of that risk; developing the most appropriate support plan for the individuals concerned. The Channel referral process is not about criminalising a person but rather about intervening before a person or persons may commit an act which does criminalise them.

Objectives

- To embrace and demonstrate the British Values of: Democracy; The Rule of Law; Individual Liberty; and Mutual Respect and Tolerance for those with different faiths and beliefs ourselves, in all that we do.
- To provide effective and ongoing education on Equality, Diversity & Inclusion, including British Values, to ensure everyone who works and learns with Peak is free from bullying, harassment, victimisation or discrimination.
- To provide effective and ongoing education on Health & Safety and Welfare & Safeguarding topics, including our Prevent Duty and British Values practices.
- To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
- To break down segregation and instill tolerance and mutual respect among different communities; including supporting inter-faith and inter-cultural dialogue and understanding.
- To uphold our legal responsibilities to inhibit the promotion of extremist and subjective prejudiced opinions and beliefs across all day-to-day activities. Promotion or endorsement of any organisation or persons linked to extremism is contrary to the values of Peak and shall constitute misconduct.

- To ensure that employees, learners and employers have a good understanding of their roles and responsibilities in recognising and preventing violent extremism.
- To raise awareness and provide effective support for those who are identified as at risk.

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 – 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.

Responsibilities

Senior management

Peak recognises that leaders have a crucial role to play in embedding and ensuring compliance with our Prevent Duty and the promotion of British Values. Peak already expects the highest standards of professional conduct and attitude across all that we do.

Senior management responsibilities for the delivery of this policy include:

- Communicating this policy to employees.
- Sharing this policy and those related to it, with our partners, learners and employers.
- Promoting and demonstrating commitment to the Prevent Duty; including embedding fundamental British Values on a daily basis, across all levels of the organisation, both internally and externally.
- Maintaining a team of Designated Persons for Safeguarding and ensuring their training, education and ongoing awareness of current risks and measures is appropriate.
- Ensuring appropriate resources and technologies are available to develop skills, training materials and platforms.
- Providing mandatory training on Security, Equality, Diversity & Inclusion, Health & Safety and Welfare & Safeguarding policies and procedures, including our Prevent Duty and Promotion of British Values, at employee induction and subsequently supported by ongoing training and awareness activities, in turn giving operational employees the tools, confidence and competence to support learners during their programme.
- Ensuring training records are up-to-date and available to audit.
- Building deepening engagement with local, regional and national communities across all sectors.
- Ensuring recruitment and selection processes are compliant including enhanced DBS checks being conducted, as appropriate to the role.
- Ensuring the curriculum includes the necessary content and resources to develop apprentices' knowledge and promote the principles of CONTEST and Prevent.
- Equipping employees and learners with the knowledge and skills they need to stay safe from harm and to know to whom they should turn for help.
- Educating employees and learners about the risk of the internet and social networking providing easy access and communication of inflammatory material, sophisticated propaganda, along with the potential for cyber bullying and grooming.
- Educating employers on providing their apprentices with clear policies that prohibits the use of sharing of illegal materials and/or the endorsement of extremist speakers. Any evidence of sharing of illegal materials or the endorsement of extremist speakers will be seen as a disciplinary and possibly criminal offence.

Learner-facing employees

Learner-facing employee responsibilities for the delivery of this policy include:

- Raising employers' awareness of Prevent requirements and the need to safeguard their learners and protect them from harm or discrimination.
- Raising learners' awareness of Prevent and British Values and recording what module has been completed during induction and what topic/subject has been discussed during a learning session.
- Understanding their own responsibilities in identifying, managing and reporting possible cases of abuse or discrimination, of any nature, including identifying those persons that may be at risk of exploitation through the process of radicalisation.
- Listening to the learner. However, where extreme viewpoints are brought to our attention, Peak has a responsibility to take steps, as are reasonably practicable, to make sure initiators are offered a balanced presentation of opposing views.
- Being fully aware of the Designated Persons for Safeguarding who can be contacted for advice and support.
- Follow processes and procedures in relation to any concerns raised by a parent or stakeholder, involving the Single Point of Contact for Prevent concerns throughout.

Any employee

All employees hold a responsibility for the delivery of this policy, to include:

- Being empowered to ensure own levels of training, knowledge of policies and procedures to follow and understanding of Security, Equality & Safeguarding, including Prevent and British Values, is appropriate and current.
- Making good use of the resources available for learning and ensuring own training records are up-to-date and available to audit.
- Ensuring all records are kept confidential and only shared with the relevant agency or another individual on a need to know basis, even if there is no need to make an immediate referral. Records to be kept via secure email only and must be separate from learner or their employer files/email folders.
- If anyone believes someone is in immediate or imminent danger of harming themselves or others:
- Call 999: make urgent referrals by calling the emergency services if someone is in imminent danger of harming themselves or others or if urgent medical help is required.
- Call 101: to talk to your local police officer, get crime prevention advice, or report a crime that does not need an emergency response.
- Call 111: to get medical help fast but it's not a 999 emergency. You think you/someone needs to go to A&E or need another NHS urgent care service or you don't know who to call or you don't have a GP to call.
- For urgent terrorism, extremist or hate crime concerns, do not hesitate, contact 999 or follow government approved reporting and guidance below: • UK: report hate crime to <https://www.gov.uk/report-hate-crime>.
- UK: report extremist online content to: <https://www.gov.uk/terrorism-national-emergency/reporting-suspected-terrorism>.
- Scotland: report extremism and terrorism online to: <http://www.directscot.org/article/reporting-extremism-and-terrorism-online>.