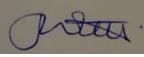






Maybird Training Policy to Support the Prevention of Extremism and Radicalisation (Prevent)

Version	1	2	3	4	5	6	7
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Aim

Maybird Training is committed to providing a supportive and inclusive learning environment in which individuals can reach their potential.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding concerns for those young people who may be vulnerable to the messages of extremism. The policy is also designed to ensure that we fulfil our **legal responsibility ‘to have due regard to the need to prevent people from being drawn into terrorism’** as laid out in The Prevent Duty Statement of the Counterterrorism and Security Act 2015. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process (see below).

Maybird Training’s approach to the Prevention of Extremism and Radicalisation (Prevent) will focus on:

- **Safeguarding** and **protecting** all apprentices and staff from radicalising influences
- **Safeguarding** and **protecting** all apprentices and staff from exposure to circumstances that exacerbate the risk of radicalisation.
- The education of all apprentices and staff regarding the **risk** and nature of radicalisation
- **Building** apprentice and staff **resilience** to extreme narratives
- The provision of information and resources that support awareness raising.
- **Liaison** and **communication** with relevant local and national agencies that support the Prevent agenda.
- Educating staff and apprentices to **identify** any **vulnerabilities** or **worrying changes in behaviour**.
- Promotion of the **support mechanisms** available should an apprentice or staff member have concerns relevant to terrorist and extremist activity.
- Ensuring that staff and apprentices and employers **know what to do and how to report**, if they have concerns about another person.

There is an important role for further education and independent training providers in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. It is a condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of apprentices.

It is important to realise that the risk of radicalisation in institutions does not just come from external speakers. Radicalised apprentices can also act as a focal point for further radicalisation through personal contact with fellow apprentices and through their social media activity.

Keeping Children Safe in Education 2023 introduces the concept of contextualised safeguarding, where it is important for staff to understand the environment and external factors that could influence or have a negative impact on an individual. This could involve exposure to extreme far right-wing groups, those extreme groups that oppose Fundamental British values, extreme religious ideologies or fanatics such as animal activist groups.

The Revised Prevent duty guidance for England and Wales sets out in paragraphs 65 to 76 the four themes independent training providers should focus on. These are: Risk assessment, Staff development and training, Working in partnership and IT policies.

All Independent training providers are subject to a duty under section 26 of the counter terrorism and security act 2015. (The CTSA 2015).

<https://www.gov.uk/government/publications/prevent-duty-guidance>.

Radicalisation is defined as the process by which people come to embrace radical ideology or beliefs that accepts, uses, or condones violence, including acts of terrorism and extremism.

Extremism is 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Terrorism is an action that:

- Endangers or causes serious violence to a person/people,
- Causes serious damage to property, or
- Seriously interferes or disrupts an electronic system.

CONTEST The UK's Strategy for Countering Terrorism was updated in June 2018 due to an increased risk to terror in the United Kingdom, following a series of attacks escalating in 2017. There is a legal duty on certain bodies in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". Authorities subject to the provisions must have regard to this guidance and the Prevent Duty when carrying out their business and there is a statutory responsibility for education providers.

Prevent is 1 of the 4 elements of 'CONTEST', the government's counter-terrorism strategy. The 4 elements are: Pursue, Protect, Prepare and Prevent. It aims to stop people becoming terrorists or supporting terrorism.

Current UK terror threat

The current threat from terrorism and extremism in the United Kingdom is real and substantial and can involve the exploitation of vulnerable people, including children and young people.

The current level of threat is 'substantial' meaning 'an attack is likely'.

Local Threats

The country remains on **substantial alert for an imminent attack**. Maybird Training has communicated with the Co-ordinators in areas where apprentices are currently in training to understand the local threats to inform our Prevent Action Plan.

We have obtained the Counter Terrorism Local Profiles for Kent and Sussex (Southeast area), Essex (East of England) and London (contact details on page 6). This information is shared with Tutors and is embedded within Prevent training.

Fundamental British Values

British values of democracy, rule of law, liberty and respect and tolerance of different faiths and beliefs are promoted at Maybird Training to counter extreme ideologies. This is promoted through apprentice and staff induction, training and via learning activities. During the signup process we check that employers and apprentices are aware of Prevent Duty and that all staff have received some training.

Maybird Training will guide apprentices to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action. We take extremely seriously our key role in preparing all our young people for life in modern Britain and supporting and upholding Fundamental British values.

Training aims:

- To provide induction to, training and discussion opportunities exploring:
The protected characteristics identified in the Equality Act 2010 and encourage apprentices to respect other people.
Fundamental British Values
Safeguarding
Prevention and Extremism and Radicalisation Policy
Behaviour Policy
IT Acceptable Use Policy
- To embed The Prevent Duty, Equality and Diversity and Fundamental British Values as part of the curriculum offer.
- To provide opportunities for apprentices to engage in professional discussion and freedom of speech whilst balancing this with protecting the welfare of apprentices and staff. To use professional discussion as an opportunity to address any issues which oppose Fundamental British Values and challenge these by sharing opposing views.
- To educate apprentices to identify radicalising influences and risk/indicators that may make an individual vulnerable to being drawn into exploitation for the purpose of extremism.
- To educate apprentices to identify vulnerabilities or worrying changes in behaviour.
- To educate apprentices to identify grooming and coercive control.
- To train apprentices to know who to contact or report to if they have concerns relating to extremism and radicalisation. Apprentice and Learner Welfare

Freedom of Speech and Expression

Freedom of expression and speech are basic human rights that are protected by law. Freedom of speech and freedom of expression are not absolute freedoms but freedoms within the law. Education and training establishments have a history of being open to debate with ideas from learners at the forefront of pushing the limits of freedom of expression. 'Academic freedom' is used to describe the law that allows for open and honest debate in an academic context.

Maybird Training has a duty to ensure the safety and welfare of our apprentices, staff and communities. The freedom to express views needs to be balanced with the need to secure freedom from harm for apprentices and communities. We want all of our events, activities and initiatives to be safe; without risk to the reputation of Maybird Training; and within the law.

Staff Training

All staff including governors and volunteers will receive:

- Prevent training at induction.
- Annual Prevent refresher training.
- Training when updates are required or when there is a new or emerging risk or a change in legislation or government guidance.
risk of being drawn into terrorism and to challenge extremist ideas.

Contractors and volunteers who are providing services relevant to apprenticeship or training will also receive Prevent training.

Employers

Maybird Training will work closely with employers to ensure the protection of apprentices from being drawn into radicalisation or extremism. All employers will receive information, advice and guidance on Prevent and have access to the process to raise a concern.

Policy review

The maintenance of this policy is the responsibility of the Designated Safeguarding/Prevent Lead.

Raising a concern

Tutors or other staff, to whom a disclosure regarding a Prevent related concerns has been made, must inform the Designated Safeguarding Lead, or in her absence, the deputy to ensure that appropriate action is taken.

Designated Safeguarding Lead: Julie Williams 07881 795615

safeguarding@maybirdtraining.com

Deputy: Sonya McPherson-Hills 07725328666

safeguarding@maybirdtraining.com

Safeguarding Governor: Louisa Wakefield 07756 749379

safeguarding@maybirdtraining.com

The Governors and SMT have a responsibility to:

- Establish or use existing mechanisms for understanding the risk of radicalisation.
- Ensure staff understand the risk and build the capabilities to deal with it.
- Communicate and promote the importance of the duty.
- Ensure staff implement the duty effectively.
- Familiarise themselves with the Prevent Duty guidance for England and Wales and The Prevent Duty Guidance for further education institutions: <https://www.gov.uk/government/publications/prevent-duty-guidance> <https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>

Staff Roles and Responsibilities

All staff should have an awareness of the PREVENT agenda and the various forms radicalisation takes in being able to recognise signs and indicators or concern and respond appropriately.

We will ensure that suitable internet filtering is in place and equip apprentices to stay safe online.

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Radicalisation can occur quickly or over a long period. Staff will be alert to changes in apprentices' behaviour.

All staff must be familiar with the process to raise concerns about poor or unsafe practice regarding apprentices.

All staff must regularly update their CPD and training relating to Prevent Duty.

Maybird Training's Prevent Risk Assessment/Action Plan should be read in conjunction with this policy.

Channel Referral Process

“Channel Panel is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism, including people holding and expressing violent extremist views. The overall aim of the programme is early intervention and diverting people away from potential risk. Channel involves agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities - Channel can (uniquely) provide theological or ideological mentoring. For those requiring support an appropriate package is offered based on an assessment of their vulnerability.” ~ <https://www.kscmp.org.uk/procedures/prevent>

In Kent there is an adjacent Dove Tail process to the Channel referral process. Some cases that are not picked up by the Channel team may be more appropriately picked up by the Kent Dove Tail team.

The DSL will report concerns to the Kent Safeguarding Children Multi-Agency Partnership via the Front Door service.

- Front Door: <https://www.kscmp.org.uk/guidance/worried-about-a-child>
- Prevent referral form- <https://www.kscmp.org.uk/procedures/prevent>
- prevent.referrals@kent.pnn.police.uk
- Out of hours contact telephone number for Front Door: 03000 41 91 91

Prevent Referrals:

Kent

Jess Harman - Prevent Coordinator

jess.harman@kent.gov.uk

Helene Morris DfE Regional Prevent Co-ordinator for South East
02045666324 or 07901384401 helene.morris@education.gov.uk

Sally Green and Jill Allen - Prevent Education Officer (PEO)

Supporting educational establishments across Kent and Medway to implement Prevent through teaching, training, and guidance.

sally.green2@kent.gov.uk or jill.allen@kent.gov.uk

East Sussex

[appendix-a-prevent-national-referral-form.docx \(live.com\)](#)

preventreferralseastsussex@sussex.pnn.police.uk

Helene Morris DfE Regional Prevent Co-ordinator for South East
02045666324 or 07901384401 helene.morris@education.gov.uk

West Sussex

prevent@sussex.police.uk or phone 101 and ask for the Prevent team.

Helene Morris DfE Regional Prevent Co-ordinator for South East
02045666324 or 07901384401 helene.morris@education.gov.uk

Essex

prevent@essex.pnn.police.uk

DfE Regional Prevent Co-ordinator for East of England

David.layton-scott@education.gov.uk 07384 452155

London

[https://www.cityoflondon.police.uk/advice/advice-and-information/t/prevent/prevent/on Police](https://www.cityoflondon.police.uk/advice/advice-and-information/t/prevent/prevent/on%20Police)
020 7601 2442

Refer someone to the Prevent Team | City of London Police

DfE Regional Prevent Co-ordinator for London

Jennie.fisher@education.gov.uk 07880 469588

National Prevent Advice Line 0800 011 3764

Data Protection and GDPR

All data relating to Prevent, Child Protection and Safeguarding concerns is held in accordance with Maybird Training's Data Protection Policy. This policy conforms to the Data Protection Act 2018 and GDPR.

In relation to data on Prevent, Child Protection and Safeguarding concerns will be held for the specific purpose of enabling the Maybird Training to put in place any support, guidance and advice which apprentices may need above and beyond that offered to apprentices. In some instances, the need to prevent harm or the risk of harm, in conjunction with police request, may override data protection considerations.