



National Plant Vocational Skills Limited Prevent Policy

NPVSL Prevent Policy is designed to reduce the number of serious incidents and catch anyone, especially vulnerable people before they enter the criminal justice system.

The Channel Process, (mentioned in 4) is a multi-agency strategy to try and divert anyone on the fringes of radicalisation / extremist behaviour. It would be implemented by the local police after reviewing evidence.

NPVSL understands its responsibilities under the Counter Terrorism & Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below, after setting the context.

NPVSL accepts learners ages 19 plus from Europe and where respect for and tolerance of other beliefs is required.

NPVSL has always promoted a multi-cultural environment where respect for and tolerance of others beliefs is required

Leadership

The responsibilities for ensuring prevent duty, prevent risk assessment/action plan is met lies with Sharon Crowther (director) who is also the designated safeguarding lead who will make and implement decision on behalf of NPVSL

Working with local partners

- Make and maintain contact with the local police / local authority Prevent coordinator to understand their role and the support available, (e.g. via the Channel process)
- Contact local authority to ascertain other useful local agencies
- Develop local area Prevent links with other similar organisations
- Share information with all local organisations and consortium members as appropriate

Understanding terminology

- Radicalisation: act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of mind
- Extremism*: holding extreme political or religious views which may deny right to any group or individual can be expressed in vocal or active opposition to
- Core British values: including
 - Democracy
 - The rule of law
 - Individual liberty
 - Respectful tolerance of different faiths or beliefs

- Mutual respect
- NB: extremism can refer to a range of views e.g. racism, homophobia, right-wing ideology, as well as any religious extremism.

Understanding risk of extremism

- Staff, learners and sub-contractors may arrive at NPVSL already holding extremist views or, whilst attending on site, they may be influenced by a range of factors: global events, peer pressure, media, family views, extremist materials (hardcopy or online), inspirational speakers, friends or relatives being harmed, social networks and more
- People who are vulnerable are more likely to be influenced
- Their vulnerability could stem from a range of causes, including: loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, victim of hate crime or discrimination and bereavement.

Ways to counteract risks

- Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism that will not be tolerated
- Promote core British values through documents given to learners, notices around the centre and during induction. Approach is to educate that this is how things are in the UK; although it may be different to your country.
- Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material
- Challenge radical or extremist views in any context (formal or informal) via stated procedures. In most situations, this would require an immediate response, referring to international environment of NPVSL and tolerance expected, then reporting concerns
- Be ready to react when world or local events (e.g. Paris attacks) cause upset and the likelihood of conflicting feeling being expressed. Prevent lead to take initiative in these situations.
- Have strong filters on IT equipment and clear rules on accessing extremist / terrorist websites / uses of social networks to exchange extremist / terrorist views
- Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers / presenters
- Staff to be observant and vigilant in noticing any signs of radical or extremist behaviour

Training

NPVSL will organise any training required for staff and sub-contractors to provide more knowledge and confidence to all, which may include workshops to provide information on:

- Understanding the policy
- Context and expectations of Prevent
- Their duty to implement the policy
- Terminology and risks associated with radicalisation and extremism
- How to identify and support vulnerable learners
- Ways the centre will counteract the risks
- Signs to notice that may cause concern

- The lead Prevent person and procedures for communication concerns
- The importance of their own behaviour and professionalism in:
 - Being exemplars of British values, and
 - Not discussing inflammatory subjects with learners
- The importance of maintaining a supportive and tolerant society at NPVSL
- What core British values are and why they are considered important
- Any changes to rules, particularly those regarding IT
- How to report concerns / incidents and understanding the procedure to do so

Signs that may cause concern

- Learners talking about exposure to extremist materials or views outside of NPVSL (in the event, information must be shared with relevant local authorities)
- Changes in behaviour, e.g. becoming isolated
- Fall in standard work, poor attendance, disengagement
- Changes in attitude e.g. intolerant of different / having closed mind
- Asking questions about certain topics (e.g. connected to extremism)
- Offering opinions that appear to have come from extremist ideologies
- Attempts to impose own views / beliefs on others
- Use of extremist vocabulary to exclude others or incite violence
- Accessing extremist material online or via social network sites
- Overt new religious practices
- Drawings or posters showing extremist ideology / views / symbols
- Learners voicing concerns about anyone

NB: Any concerns relating to a person under 18 are safeguarding issues and should be dealt with by safeguarding staff and, where necessary, the LSCB contacted

How and when to react to concerns

- Everyone given name of who to contact (Sharon Crowther) how to contact them (sharoncrowther@npvsl.com or 077977077415)
- Confidentiality assured for the person reporting a concern
- Everyone told to report any concern or incident, however small
- Reassurance that all will be dealt with sensitively and carefully

Policy preparation and review

Policy prepared by Sharon Crowther after consultation with staff on 11th March 2016
 Policy will be reviewed after 12 months or earlier if there are changes in relevant legislation or in response to any significant incidents or changes in circumstances