

Policy and Purpose

This policy seeks to ensure that all Apex's staff and trainers are aware of, and understand their responsibilities, in respect of Prevent duty concerns. The policy aims to promote and reinforce shared values and ensure that learners and employees are aware of their responsibilities in preventing extremism. This policy should be read, and implementation measures taken, alongside Apex's Safeguarding policy.

Legislation

For the benefit of **anyone** reading or using Apex's Prevent Duty policy, the following sections are quoted (with acknowledgement to HM Government for this extract from Prevent statutory guidance) in order to understand the context and meaning of Prevent.

"HM Government's Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism:

The Prevent strategy, published by the Government in 2011, is part of our overall counter-terrorism strategy, CONTEST.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism.

The Prevent strategy addresses all forms of terrorism and we continue to prioritise according to the threat they pose to our national security; the allocation of resources will be proportionate to the threats we face. The most significant of these threats is currently from terrorist organisations in Syria and Iraq, and Al Qa'ida associated groups. But terrorists associated with the extreme right also pose a continued threat to our safety and security.

The Prevent strategy has three specific strategic objectives:

- respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- work with sectors and institutions where there are risks of radicalisation that we need to address

Definition

Prevent is the duty outlined in the Counter-Terrorism and Security Act 2015 to have due regard to prevent people from being drawn into terrorism through radicalisation. It includes consideration of online safety and British values.

Implementation and Procedures

Complying with the Prevent duty includes the promotion of British values, including democracy, rule of law, individual liberty, and tolerance and mutual respect of different faiths and beliefs. It also implies compliance with the Equality Act 2010 and avoidance of discrimination of those with protected characteristics (see Apex's Equality and Diversity policy).

Steps required under Apex's Prevent duty are:

- 1) All Apex staff and associates are required to undertake Safeguarding and Prevent Duty training as part of their induction programme and at regular intervals thereafter (see Apex's Policy for Professional Development of Employees). The objective of the Prevent training is to ensure Apex staff understand what is meant by Prevent, why the UK Government has provided statutory guidance, what are the specific Prevent strategic objectives and how Apex staff should uphold key values and manage the Prevent requirements.. The training also includes how to make apprentices aware of Prevent and how they should work with apprentices to ensure Prevent duties, reports and concerns are handled.
- 2) Apex staff and associates are expected to uphold the values within the Equality Act and to promote the values outlined in these procedures.
- 3) As part of their induction programme, apprentices will be briefed on Apex's Equality and Diversity Policy. Safeguarding Policy and Prevent Duty. Apprentice reviews (at minimum 12 weekly intervals) will update and reinforce this knowledge.
- 4) Apex staff must report any Safeguarding and Prevent concerns to Apex's Managing Director (MD), who will provide guidance on concerns wherever needed, including escalation through the Channel process if appropriate
- 5) Concerns expressed in point 4 above may include, but are not restricted to:
 - Expression of views which discriminate against protected groups or individuals;
 - Reports from others over concerns about travel abroad which could involve extremist activities;
 - Evidence of discriminatory treatment of groups or individuals;

- Evidence of bullying behaviour or harassment;
- Evidence of non-compliance with Apex's expectations of behaviour;
- Possessing or accessing extremist materials, or use of extremist language;
- Evidence of family concern about vulnerability to extremism;
- Expression of extremist views, including on social media;
- Threats of violence.

Challenging views and raising concerns

The views and evidence noted above (in point 5) may create the need to challenge why certain views are held. Views may be expressed in open forum in a group, or by an individual in a one to one discussion. The technique for dealing with such views is similar to that for challenging other discriminatory behaviour and views. The view under challenge should be compared with the objective of the guidance or law and the implications explained of non-compliance.

It is accepted that this is not an easy subject to handle or challenge. Where necessary, Apex trainers should always seek guidance from their manager in handling Prevent concerns and challenging views.

The apprentice could be the individual expressing views contrary to Prevent objectives or be displaying evidence which could cause concern. Alternatively, the apprentice may have heard of disturbing views or seen evidence of concerning behaviour. In the latter case, Apex trainers are trained on how to advise apprentices on the correct way for the individual to raise those concerns.

Prevent – Creating a positive environment

Apex's Prevent Duty should be read in conjunction with, and enacted alongside, Apex's Equality and Diversity Policy and Apex's Safeguarding Policy.

It is important to emphasise that the objective of Prevent is **to create a positive environment**, not simply to deal with negative aspects or concerns. Prevent is aimed at keeping individuals safe. Prevent is about promoting positive values and protecting individuals from engaging in matters which could be harmful to them.

Date of document and date of next review: This document is dated 24th January 2020 and will be reviewed by Apex by no later than 23rd January 2021.