



# **Prevent Policy**

**Signed By:**

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<b>REVIEWED EVERY:</b>	<b>2YEARS</b>
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<b>MANAGED BY:</b>	<b>PERSONNEL COMMITTEE</b>

## Prevent Policy

### 1: Purpose

The purpose of this policy is to:

- Ensure an awareness of Prevent throughout The Disability Resource Centre (DRC)
- Provide a clear framework which structures and informs our response to safeguarding concerns, including a support referral process for those who may be susceptible to the messages of extremism
- Embed British values into the procedures and processes across the organisation
- Identify areas for improvement
- Recognise and implement practice which contributes to the Prevent Agenda

### 2: Who does this policy apply to?

The Prevent Policy applies to everyone working at or visiting the Charity. It confers responsibilities on all employees, agency staff, volunteers, contractors, service users, visitors, consultants and those working under self-employed arrangements such as Tenants and those hiring the premise who are all encompassed within this Policy.

### 3: Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive environment for our staff, Tenants, service users and visitors. We recognise that if we fail to challenge extremist views we are failing to protect our staff and service users from potential harm, therefore the Prevent Agenda will be addressed as a safeguarding concern.

The Charity has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- (a) Stifle legitimate discussions, debates or service users engagement activities; or
- (b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

### 4: Why do we need this policy?

#### 4:1 Background information

Prevent is one of the 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 people who might be susceptible to radicalisation. The national Prevent Duty confers mandatory duties and responsibilities on a range of public 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 within all areas within The Disability Resource Centre where there are risks of radicalisation which needs to be addressed.
- The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the future. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

#### **5:0 Our Prevent Policy has five key objectives:**

1. To promote and reinforce shared values, including British Values to create space for free and open debate; and to listen and support staff and service users.
2. To breakdown segregation among different communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all service users in playing a full and active role in wider engagement in society.
3. To ensure staff and service user safety and that the Charity is free from bullying, harassment and discrimination.
4. To provide support for staff and service users who may be at risk of radicalisation, and appropriate sources of advice and guidance.
5. To ensure that staff and service users are aware of their roles and responsibilities in preventing violent and non-violent extremism.

#### **5:1 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, religious or ideological view.

- 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.

## **6: Aims**

### **6:1 Leadership and Values**

To create and maintain a Charity ethos that upholds core values of shared responsibility and wellbeing for staff, service users and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity
- Building staff and service user understanding of the issues and confidence to deal with them through mandatory staff training, awareness campaigns and community engagement activities
- Deepening engagement with local communities and faith groups

### **6:2 Staff and Service User Learning**

To provide information and training that promotes British Values, knowledge, skills and understanding, to build the resilience of staff and service users by undermining extremist ideology.

This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the working and learning process
- A Prevent process adapted to recognise local needs, challenge extremist narratives and promote universal rights

### **6:3 Staff and Service User Support**

To ensure that staff and service users take preventative and responsive steps, working with partner professionals, families and communities.

This will be achieved through:

- Strong, effective and responsive staff and service user support services and training.
- Developing strong community links and being aware of what is happening in the locality, including within the Charity's own community.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.

- Recognising factors that may increase risk to staff or service users, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Ensuring that staff and service users know how to access support within the Charity and/or via community partners.
- Supporting staff and service users with problem solving and repair of harm.
- Supporting 'at risk' staff and service users through safeguarding and crime prevention training and processes.
- Working collaboratively to promote support for staff and service users across all areas of the Charity.

## **7: Roles and responsibilities**

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to the Charity's current and established safeguarding procedures.

## **8: The Board of Trustees**

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

- all relevant staff have undertaken training in the Prevent Duty;
- all relevant staff are aware of when it is appropriate to refer concerns about staff, service users or colleagues to the Chief Executive Officer;
- all relevant staff exemplify British Values into their values;
- policies and procedures and accident/incident reporting to implement the Prevent Duty are in place and acted on where appropriate.

## **9: Prevent Lead**

There is an identified designated Safeguarding Officer (currently the Business Manager), with responsibility for ensuring that our Prevent Strategy is implemented across the Charity and that any concerns are shared with the relevant organisations, in order to minimise the risk of our staff and service users becoming involved with terrorism.

## **10: Safeguarding and Prevent Training**

All relevant staff have a responsibility to:

- create and support an ethos that upholds our mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;

- attend 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;
- report and remove any literature displayed around the Charity that could cause offense or promote extremist views;
- support the development of staff and service user understanding of the issues around extremism and radicalisation through activities such as training and awareness workshops;
- participate in engagement with local communities and external organisations as appropriate.

### **Managing Risks and Responding to Events**

The Charity 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.
- Identifying, understanding and managing potential risks from external influences.
- Responding appropriately to events reported via local, national or international news.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism.
- Ensuring measures are in place to respond appropriately to a threat or incident.
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies and cyber security/bullying.

### **Links to Charity values and other policies**

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding & Child Protection Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Anti-Bullying and Harassment Policy
- Whistleblowing Policy
- Data Protection Policy

**11: Who needs to understand this policy and how will they know about it?**

Prevent training is mandatory for all relevant staff such as those engaging in learning, development and support and will be delivered by the following methods:

- Information about Prevent is delivered through mandatory training and resources for all relevant staff.
- Management Team receive updates with regular discussions at meetings
- Dedicated Managers and Leaders receive mandatory Prevent training
- New members of staff will receive Prevent training as part of their induction programme where relevant.