

Prevent Policy and Procedure

Introduction

The Managing Director Lorna Carter-Blake is responsible for the policy

Preventing radicalisation of learners is part of a Government initiative to develop a robust counter terrorism programme. The UK faces a range of terrorist threats. All terrorist groups who pose a threat to us, seek to radicalise and recruit people to their cause. The Government Prevent Strategy 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 ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including education, criminal justice, faith, charities the internet and health.

Likewise, DA Training and Consultancy Training is engaging and promoting the Modern Slavery Act 2015 by continually reviewing responsibility, policies and procedures to determine whether they address the issues covered by the Act.

- DA Training and Consultancy ensures that its employed learners and its own DA Training and Consultancy Training employees are in receipt of the minimum wage and that the learners' employers have robust immigration checks in place.
- The organisation reviews its supply chains to identify risk areas and undertakes due diligence where needed
- DA Training and Consultancy is integrating the good practice established by Stronger Together and including continual professional development for all its staff into the continual improvement cycle.

DA Training also promote British Values and comply with Section 26 of the counter-terrorism and security act 2015 (the Prevent Duty)

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical – an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

It is crucial that DA Training and Consultancy Training be involved in the Prevent strategy. Although our organisation should focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within colleges and other training settings. This strategy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate and to listen and support the learner 'voice'.
2. To break down segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding and to engage all learners in playing a full and active role in wider engagement in society
3. To ensure learner safety and that DA Training and Consultancy learners are free from bullying, harassment and discrimination
4. To provide support for learners who may be at risk and appropriate sources of advice and guidance
5. To ensure that learners and DA Training and Consultancy team members are aware of their roles and responsibilities in preventing violent extremism.

Procedure

Leadership and Values

Provide an ethos which upholds DA Training and Consultancy core values of equality and excellence for learners. We will do this by:

- Promoting our core values
- Building staff and learner understanding of the issues and confidence to deal with them
- Develop partnerships with other relevant agencies

Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners by undermining extremist ideology. We will achieve this through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- Encouraging active citizenship and learner voice

Learner Support.

To ensure that DA Training and Consultancy team members are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Establishing a strong and effective learner support service
- Listening to what is happening in the learner community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping learners and DA Training and Consultancy team members know how to access support through DA Training and Consultancy or through community partners
- Supporting at risk learners through safeguarding and crime prevention processes
- Narrowing the attainment gap for all learners

Managing Risk and Responding to Events

To ensure that DA Training and Consultancy monitors risk and is ready to deal appropriately with issues which arise. It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on DA Training and Consultancy
- Responding appropriately to events in local, national or international news that may impact on learners and communities
- Ensuring measures are in place to minimise the potential for acts of violence where DA Training and Consultancy team members meet with learners
- Ensuring plans are in place to respond appropriately to a threat or incident at DA Training and Consultancy HQ or where team members meet with learners
- Develop effective ICT and e-safety policies
- Dealing with anti-radicalisation and issues arising from it in the same way as other safeguarding issues