PREVENT DUTY POLICY

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1   INTRODUCTION

1.1   Primary Goal's Safeguarding & PREVENT policies are distributed to all personnel including consultants, who have a duty of care to safeguard young people and vulnerable adults whilst employed by Primary Goal and a legal obligation to prevent them from being drawn into terrorism.

1.2   They are also shared with all learners and employers as part of Primary Goal meeting its statutory duty with regard to PREVENT.

2   CONTEXT

2.1   PREVENT is part of CONTEST, the Government's Counter Terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism. The Prevent strategy has three main objectives:

2.1.1   to respond to the ideological challenge faced from terrorism and aspects of extremism, and the threat faced from those who promote these views

2.1.2   to provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support

2.1.3   to work with a wide range of sectors where there are risks of radicalisation that needs to be dealt with.

2.2   As part of the Prevent Strategy, Primary Goal has a duty to have "due regard to the need to prevent people from being drawn into terrorism".

2.3   The Prevent Duty: Guidance for further education institutions in England and Wales (2015) defines our role as helping prevent people being drawn into terrorism (violent and non-violent extremism), which can create an atmosphere conducive to terrorism and can popularise views which terrorist exploit.

2.4   Extremism is defined in the Prevent Strategy as: "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." This also includes calls for the death of members of the British armed forces.

2.5   Prevent also encourages promotion of the nine protected characteristics under the Equality Act 2010 (age; disability; gender reassignment; marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex; sexual orientation).

2.6   If an individual is identified as vulnerable to extremism they would be referred through the Channel process. This process is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism.

3   STAFF TRAINING

3.1   During the onboarding stage of their employment, personnel are required to commit to understanding their responsibility for safeguarding by reading and formally acknowledging this policy and the Keeping Children Safe in Education Part 1 document issued by the Dept for Education. Personnel are also required to complete the Home Office Prevent training module to be able to understand their responsibilities around the Prevent agenda

3.2   All Primary Goal personnel undertake online Safeguarding & Prevent training modules. These modules are certified, and documents are held in the CPD files.

3.3   The Safeguarding and Prevent policies are reviewed annually or sooner if updates are released by the Department for Education. All personnel receive CPD session to support the updates released by the Government which are documented in the Safeguarding training file.

3.4   The company holds regular Standardisation meetings and Safeguarding and Prevent are standard items on the agenda.

3.5   Board members are also required to complete Prevent training, to ensure they understand their role and responsibilities in relation to the safeguarding of staff, learners and members of the public.

4   PROMOTING PREVENT AND COUNTER EXTREMISM

4.1   Safeguarding and Prevent forms part of the onboarding process for learners and is built into the curriculum at sequential stages of the apprenticeship programme. Work-based Coaches are responsible for the delivery of awareness training in the workplace to learners to ensure they have a full understanding of keeping themselves safe, e-safety, prevention of abuse including sexual harassment, County lines, radicalisation & British values etc.

4.2   Work-based Coaches are also responsible for educating learners in understanding how they could bedrawn into radicalisation and identifying individuals at risk of being drawn into extremism. It is the Work-based Coach's responsibility to identify changes in behaviour or vulnerabilities of the learners and to report their concerns to the Safeguarding team. It is the Work-based Coach's responsibility to ensure the learner is aware of the Safeguarding procedure for reporting a cause for concern, which is outlined in the Apprentice Handbook which they are given upon commencement of the Apprenticeship.

4.3   Primary Goal's PREVENT Policy is available to all interested parties on the company's website https://primarygoal.ac.uk/policies

4.4   Further information regarding Primary Goal's approach to safeguarding vulnerable individuals from harm can be found in Primary Goal's Safeguarding Policy at the same URL. or by accessing the Government's guidance regarding Prevent Duty:-
www.gov.uk/government/publications/prevent-duty-guidance

5   SIGNS AND INDICATORS OF ABUSE

5.1   Signs and Indicators of Extremism and Abuse are wider ranging and varied. It is important to note that abuse can:

- ✓   Consist of a single act or repeated acts;
- ✓   Be intentional or unintentional or result from a lack of knowledge;
- ✓   Be an act of neglect, an omission or a failure to act;
- ✓   Cause harm temporarily or over a period;
- ✓   Occur in any relationship;
- ✓   Be perpetrated by anyone, individually or as part of a group or organisation;
- ✓   Often constitute a crime, i.e. physical, sexual abuse, e.g. downloading or using pornographic images of children and/or storing them on Company

computers or equipment.

5.2   There are several possible factors that make individuals more likely to be vulnerable to exploitation by extremist, sexual exploitation or other forms of exploitation. Factors that may contribute to vulnerability include:

- ✓   Being rejected by peer, faith or social group/family
- ✓   Pressure from persons linked to extremism
- ✓   Victim or witness to race or religious hate crime
- ✓   Conflict with family over religious beliefs/lifestyle/politics
- ✓   Identity confusion
- ✓   Recent religious conversion
- ✓   Under-achievement
- ✓   May possess literature related to extreme views
- ✓   Experience poverty, disadvantage or social exclusion
- ✓   Extremist influences
- ✓   A series of traumatic events - global, national or personal.

6   REPORTING INCIDENTS AND CONCERNS AND INFORMATION SHARING

6.1   The process for raising, recording and investigating concerns is outlined in the Apprentice and Employer handbook and is available on Primary Goal's website. It is also included in Primary Goal's Safeguarding Policy and in Appendix A of this document.

6.2   All personnel are trained in the process for reporting a 'cause for concern' and the Safeguarding team are trained to a minimum of level 3 to be able to competently deal with and conclude a concern.

6.3   All concerns are documented in protected files, discussed in quarterly Safeguardingmeetings and form part of the monthly Board reporting process.

6.4   The Safeguarding team has links with the local safeguarding boards/authorities in the areas where learners are located and are aware of the referral procedure for multi-agency support & Channel where necessary and a process is in place for sharing of information.

6.5   Below are the local authority links for Coventry which is the main point of reference for Primary Goal's Head Office safeguarding team:

https://www.coventry.gov.uk/info/233/coventry_safeguarding_adults_board/2414/coventry
Safeguarding Adults Board

https://www.coventry.gov.uk/lscb
Safeguarding Children Partnership

6.6   In instances where contacts are required in other Local Authority areas, Primary Goal works with the Local Authority Safeguarding Lead to access their network across the country.

7   REVIEW

Primary Goal will review this Policy annually. The review will be undertaken by the Management Team, with a nominated member of the Governance Board or Management Team responsible for leading the review.

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Safeguarding – Reporting a Safeguarding Incident

Potential Safeguarding incident occurs

Is there an immediate risk of significant harm to the learner?

Yes

No

CALL:
- **101 Police**
- **111 NHS**
- **0808 800 2222 Social Services Helpline**

If there is a requirement for immediate medical attention, arrange this and ensure that medic is informed that there may be a child protection concern or allegation

LOG A SAFEGUARDING CAUSE OF CONCERN VIA MICROSOFT FORMS

If you are unable to access Microsoft forms, then contact the dedicated phone number **07809 901247**

OR you can email or call the office:

Email: safeguarding@primarygoal.ac.uk

Call 02475 267600

The office is staffed 0830- 1700 Monday to Friday. Any safeguarding issues are reported to safeguarding lead immediately

Safeguarding lead have access to the Microsoft reporting form

Safeguarding lead monitors the inbox regularly and responds to emails immediately

Document as much information as possible pertaining to the incident

You will be contacted by a Primary Goal Safeguarding lead by the next working day after reporting your concern