



Bespoke Professional Development and Training Limited

Anti-Radicalisation and Prevent Policy

Updated: June 2021

Next renew due: June 2022

Version Number	Last Amended	Reason for Revision	Amended By-
v1	July 2019	Standard Review	Tracey Carter
v2	July 2020	Standard Review	Tracey Carter
v3	June 2021	Standard Review	Tracey Carter

1. Our commitment

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. There has been an increase in far-right inspired terror attacks and lone acts of terror as opposed to mass organised terror activities. The government strategy now includes ways in which to identify risk of these instances. 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 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.

Work with sectors and institutions where there are risks of radicalisation that we need to address.

2. Objectives

BePro as a training provider have a responsibility to ensure:

- We have undertaken training in the Prevent Duty as identified by their leaders and managers
- We are all aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer
- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice.

3. Scope

This policy relates to all staff and learners. While it has been noted that Apprenticeship Training Providers do not fall into the FE Prevent guidance in Scotland, BePro will apply the same process for all learners.

4. Key contacts

Designated Safeguarding Lead

Bev Harland – beverley@beprodevelopment.co.uk

Cleveland Police Contacts

Prevent Team: Lesley.Clelland@Cleveland.pnn.police.uk Tel: 01642 303397

Local Authority Prevent Contacts

Hartlepool:	Clare Clark 01429 523100 clare.clark@hartlepool.gov.uk Ken Bennett 01429 523100 ken.bennett@hartlepool.gov.uk
Middlesbrough:	Andy Shippey 01642 728690 andy_shippey@middlesbrough.gov.uk
Redcar and Cleveland	Sue Beevers 01642 837752 sue.beevers@redcar-cleveland.gov.uk
Stockton	Steve Hume 01642 527610 steve.hume@stockton.gov.uk

5. Definitions

Radicalisation - is a process by which an individual or group come to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.

Terrorism – an act of terror/violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including 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.

6. Leadership & Governance

Prevent forms part of the safeguarding agenda which is featured as part of Senior Board meetings. It has been well documented within current literature, namely the Prevent Strategy 2011 and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues.

Prevent Duty is also embedded within IT, Social Media, Social Learning platform and Safeguarding policies. A risk assessment is produced annually and reviewed periodically, in order to ensure BePro has highlighted any risk areas and are meeting the Prevent duty.

7. Staff Training

All staff are trained on the vulnerabilities and indicators of radicalisation, the Channel process and how the duty engages with requirements of their role, via certificated learning. Identifying risk at an early stage allows early intervention and is crucial to the Prevent Duty and Channel process being successful.

Learner Welfare is embedded throughout our curriculum by way of activities and learning materials for the Prevent Duty, to extend knowledge, challenge extremism and ideas to support promotion of British values There is a CPD training programme and an ongoing awareness programme via updates and reminders vthrough our learner welfare newsletter, the Trending Topic.

8. Engagement with External Partners

All employers will be made aware of BePro's and their own duty by means of Development Coach communication. The employer guide contains detail in relation to employer responsibility to learners and BePro.

Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established with Prevent coordinators nationwide.

9. Learner Safety, Engagement & Curriculum

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Challenging discrimination
- Individual liberty

Opportunities to promote the above values are currently facilitated within the Apprenticeship curriculum, including various resources. Knowledge, skills and behaviour monitoring tools, alongside surveys are used to measure the impact of such materials.

10. Referral Pathway

Although incidents involving radicalisation have not occurred at BePro to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, cities and society in which we operate.

Employees are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels.

We believe that it is possible to intervene to protect people who are vulnerable. Early intervention is vital, and employees must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practice.

Everyone within BePro is trained in Safeguarding and will deal swiftly with any referrals from whatever source.

The Designated Safeguarding Lead will liaise with the Management Team to discuss the most appropriate course of action on a case-by-case basis; they will jointly decide when a referral to external agencies is needed.

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns.

Appendix 1 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

NB – should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding Lead has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The Designated Safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel. See Appendix 3 for the referral pathways.

It should be noted that referral to the Channel process is not a criminal intervention. It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation, but it may do so. In all instances that concern you, you should report to the Designated Safeguarding Lead. The process for referral to a prevent coordinator involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding lead will discuss with a local FE Prevent coordinator.

11. Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted, if someone received a threat or the police felt someone was under threat without them knowing, then there are risk assessments, warnings and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc., such as markers on people’s mobile phone numbers or addresses, warnings to parties involved, or other measures.

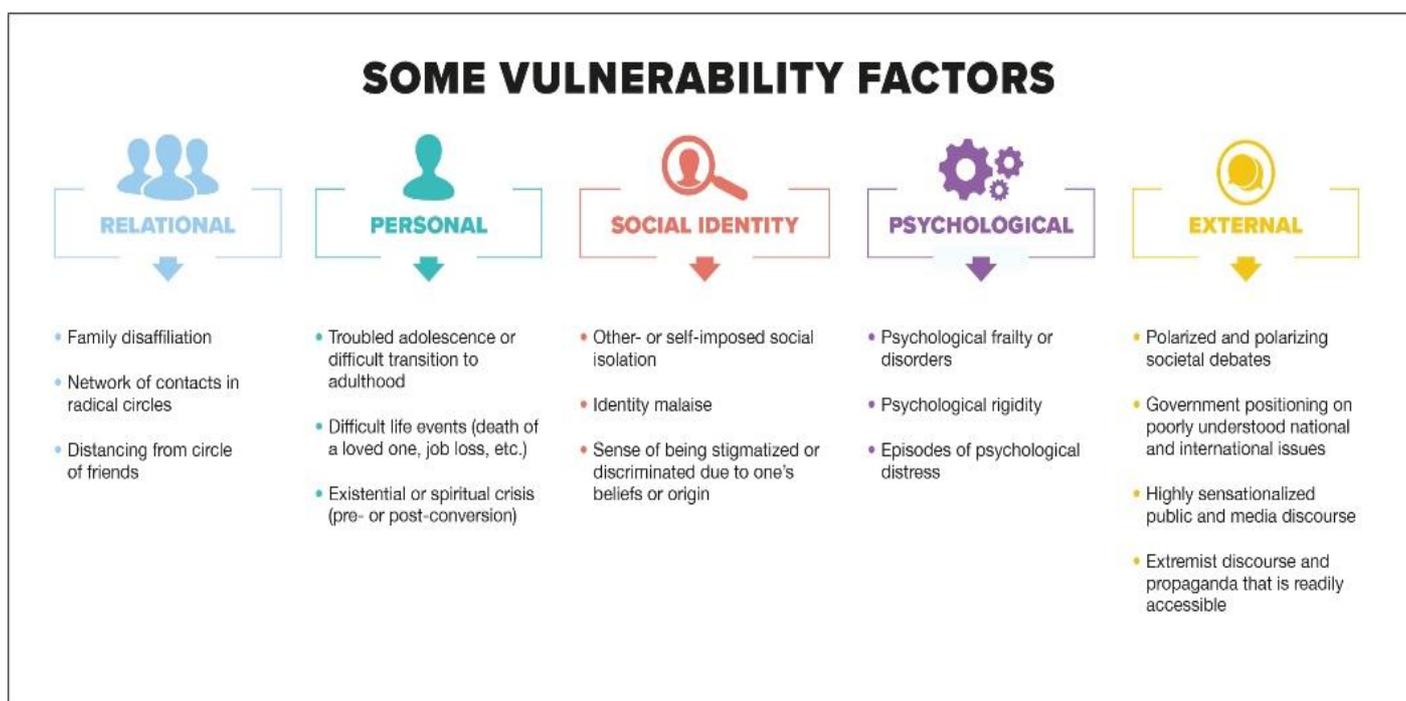
Appendix 1

Vulnerabilities & Indicators of Radicalisation

Vulnerabilities	Indicators
Identity crisis	Withdrawn
Personal crisis	Changes in behaviour
Personal circumstances	Changes in social circle
Special educational need	Using extremist language
Experiences of criminality	Change in appearance
Isolation and social exclusion	Justifying the use of violence
Seeking acceptance	Possessing or accessing extremist material
Media influence	Accessing violent and extremist websites
A need to belong	

Appendix 2

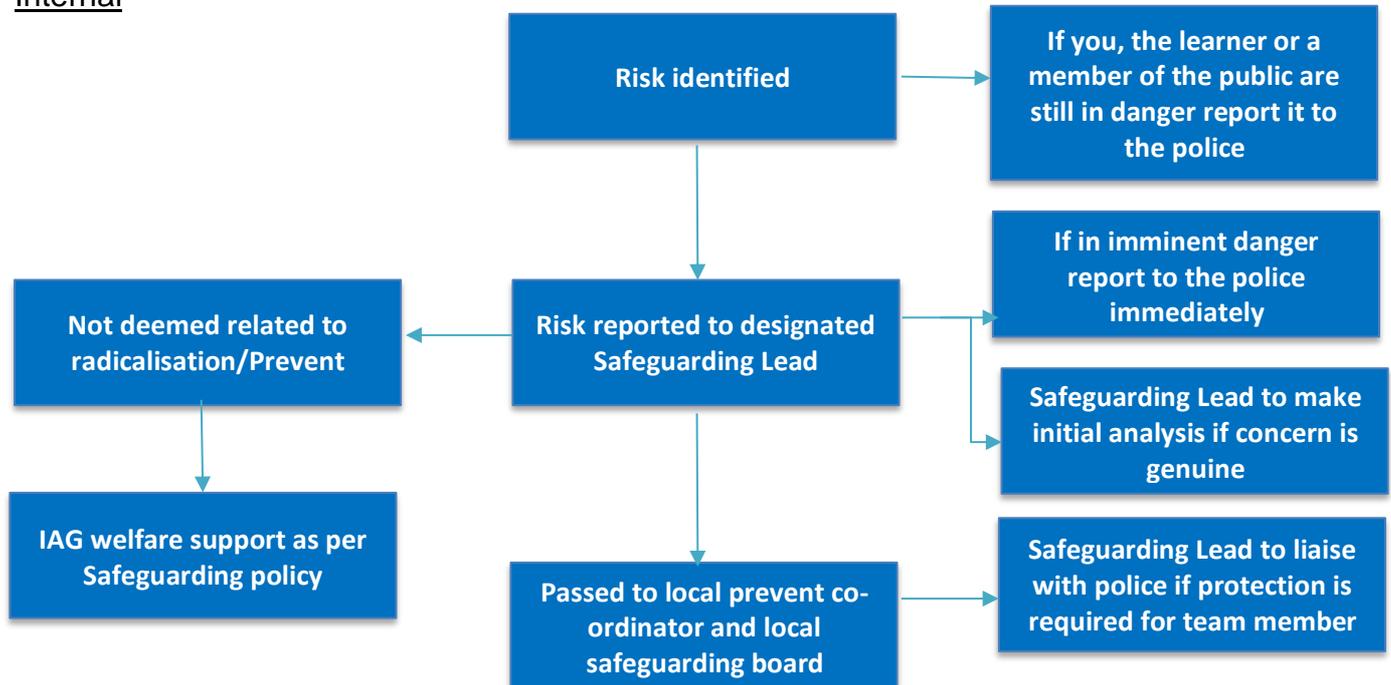
Factors of Vulnerabilities



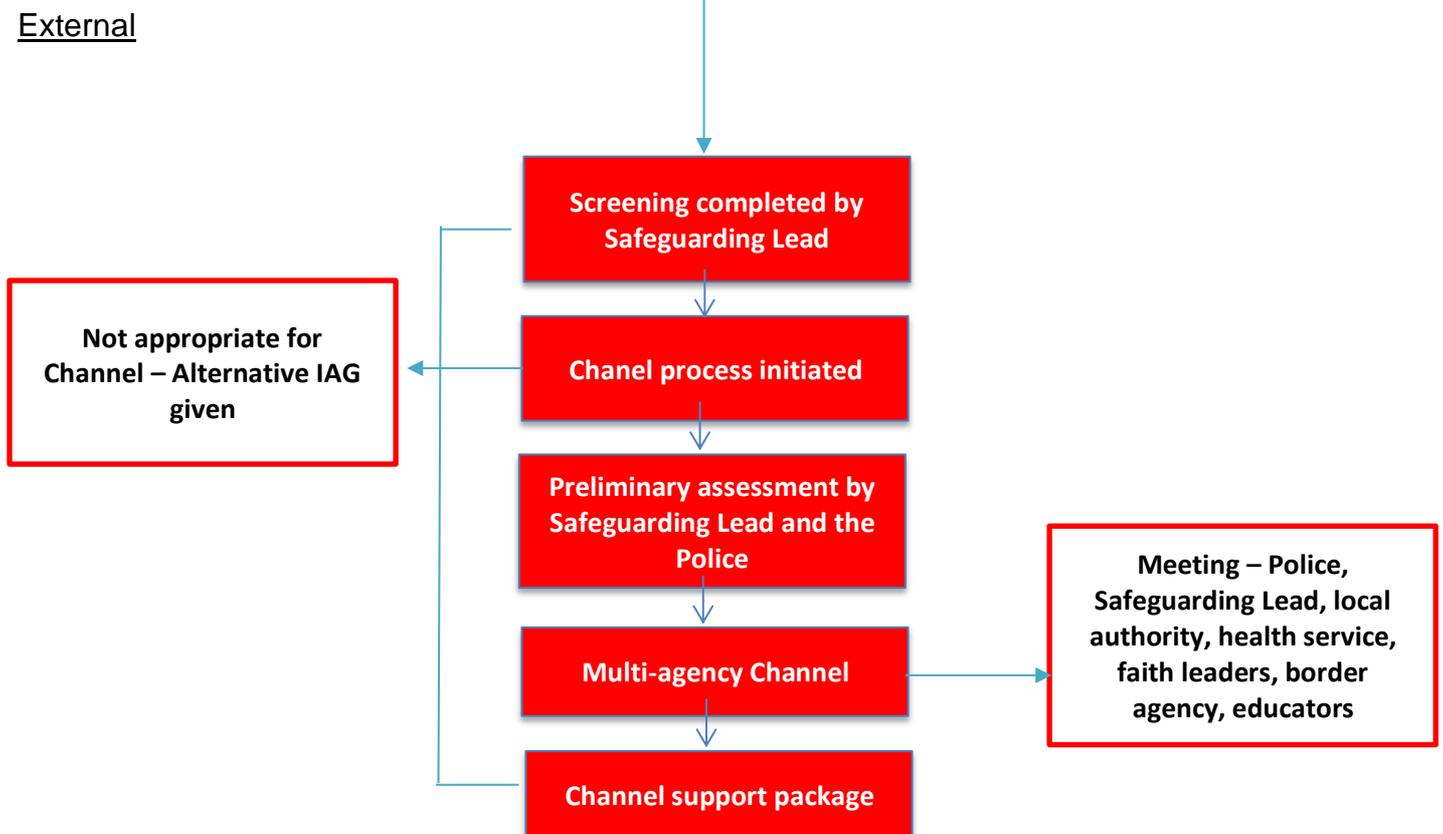
Appendix 3

Referral and Channel process Prevent Duty - Reporting Procedure

Internal



External



Appendix 4 Disclosure Recording Form



Disclosure Record



<p>This record will be used by members of BePro staff to record disclosures specifically relating to radicalisation and Prevent. The completed form should be sent to the Safeguarding Lead dealing with the allegation.</p>	
Staff Details	
Name	
Position	
Learner Details	
Name	
Location	
Telephone Number	
Date of Birth	
Date and time of disclosure:	<i>Dd/mm/yyyy</i>
Details of the disclosure:	
Action taken so far	
<p><i>Discussed with Learner's Line Manager Yes/No</i> <i>Agreed Action:</i></p>	



Disclosure Record

Name of staff member completing the form	
Signature of staff member completing the form	
Date	
The Disclosure Record should now be passed to the Safeguarding Lead to follow up and investigate further	
To be completed by Safeguarding Lead:	
Action taken:	
Safeguarding Lead Signature	
Date	

Disclosure Record v1 June 2021

Review

This policy will be reviewed at intervals of 1 year to ensure it remains up to date and compliant with the law.

The policy was last updated June 2021 and is due for review May 2022

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.



Georgina Selmi
CEO



Tracey Carter
Head of Quality and Compliance