

Prevent Duty Policy

Introduction

Cavity Training is committed to providing a safe and respectful environment for the safeguarding of learners and staff. This is also linked to the Prevent Agenda.

This policy is written under the guidance of the Prevent Duty 2023 within the Counterterrorism and Security Act 2015, which aims to prevent people from being drawn into terrorism.

https://assets.publishing.service.gov.uk/media/64f8498efdc5d10014fce6d1/14.258_HO_Prevent_Duty_Guidance_v5c.pdf

This policy outlines the approach Cavity Training takes to meet the compliance requirements of the Prevent Duty 2023 and the Counter-Terrorism Act 2015.

Policy Scope

The Prevent Policy applies to all staff and learners.

Associated policies

This policy should be considered alongside the following policies:

- Safer Recruitment
- Safeguarding Policy

Responsibilities

Cavity Training recognises its responsibility to:

- Educate staff and young people about the potential for radicalisation and terrorism.
- Ensure that staff and learners feel safe and know what to do if they have concerns.
- The Safeguarding team will promote British Values and share updates with staff and learners.
- The senior DSL or their deputy, will refer all concerns or allegations to the appropriate authorities.
- The senior DSL or their deputy will attend multi-agency meetings as requested by external agencies.
- Vet all staff under the Disclosure Barring Service

Staff Responsibilities

- Undertake Safeguarding Training and Prevent Modules.
- Take note of regular updates about any local concerns and the reporting process within the safeguarding policy.
- Be aware of potential risks and concerns and report immediately using the safeguarding policy.
- Risk assess all activities to ensure any potential link to terrorism is reduced.
- Support any learners who may be at risk of terrorist ideology.

- Promote British Values through their actions and communications.

British Values

Cavity Training values freedom of speech whilst being mindful of the need to protect the vulnerable members of the organisation. All concerns regarding freedom of speech will be considered under Human Rights.

British Values will be promoted through the behaviours, policies, and actions of the Training organisation as well as through the education and raising awareness the of staff and therefore the Young People.

The British Values recognised are:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect
- Tolerance

Training and Awareness

Staff will receive training to be able to recognise inappropriate materials, symbols, and language, to:

- recognise the behaviours and language that should cause concern.
- deal with intolerance of faith, beliefs and differences and be aware of anti-British views.
- Learners will be made aware of British Values through educational delivery, and online resources. This will include being aware of potential harm to themselves and others and how to share these concerns.

Partnerships and Links

Cavity Training aims to develop good relationships with the Police, and the Local Authorities across the regions where learners are based to ensure effective communication regarding any potential threats. Regional meetings will be attended regularly, and relevant information disseminated to staff.

Assessing Risks

Cavity Training has a Prevent Risk Assessment and Action Plan which is regularly updated and shared with staff. The risk assessment should identify the potential for terrorism to occur and the appropriate mitigations for awareness and prevention.

Reporting Concerns

Any member of staff or young person should share concerns with the senior DSL# or their deputy.

Cavity Training will follow the local authority and Channel Panel referral process with all concerns raised.

The referral will be made by the senior DSL or their deputy, who will inform the Company Director, keep records of the concern and referral within MyConcern and provide the appropriate support to the young person.

Policy review

This policy will be reviewed annually, however, where any concerns arise it may be appropriate to review the policy and procedure and make in-year updates for board approval.