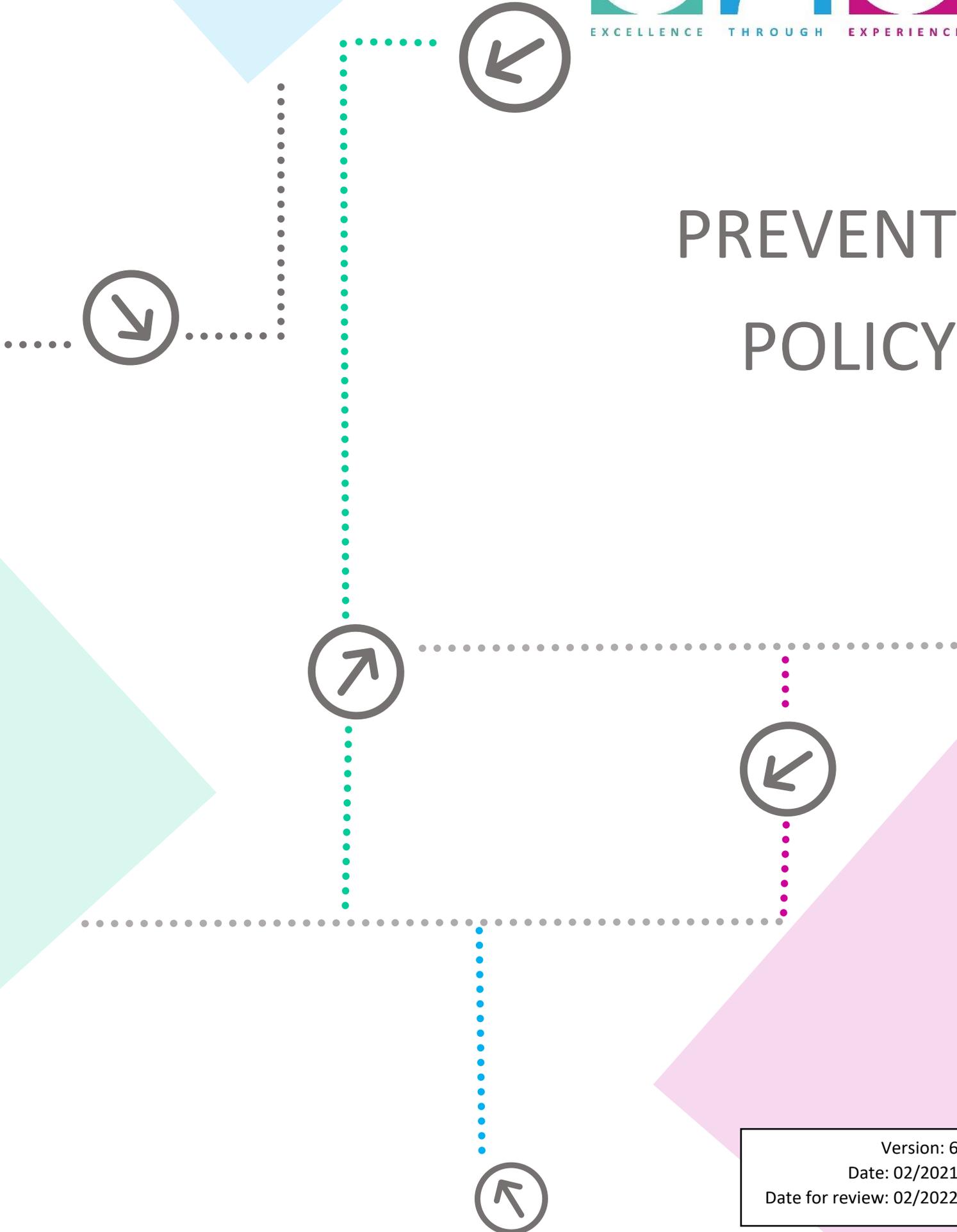


PREVENT POLICY



This policy has been developed to demonstrate C2C Training Limited's duty to exercise due regard of the need to prevent people from being drawn into extremist behaviour (terrorism) as outlined within Section 26 of the Counter Terrorism and Security Act 2015. This includes non-violent extremism that is designed to exploit vulnerable individuals and create an atmosphere conducive to terrorism.

C2C Training Limited is committed to working with partner and local safeguarding organisations, such as the local authorities, Channel, Prevent coordinators, the Police, Education Skills Funding Agency as well as any other community and referral groups to ensure the safeguarding of all our learners and employees.

Aims and objectives

As a company, we recognise that extremism and exposure to extremist materials and influences should be treated as a safeguarding concern, as set out in this policy. We recognise that if we fail to challenge extremist/radicalistic views then we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of people of all ages. We believe that education can equip learners with knowledge, skills and critical thinking to challenge in an informed way.

As a company, we are aware that learners can be exposed to extremist influences or prejudiced views. These can emanate from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners, stakeholders or staff will always be challenged and where appropriate dealt with in line with internal disciplinary procedure.

In order to achieve the successful implementation of this policy C2C Training Limited will:

- 1.1 Follow the guidelines set out by agencies such as ESFA and Ofsted.
- 1.2 Develop and reinforce awareness of 'Prevent' with all stakeholders linked with C2C Training Limited through information, advice, guidance and training.
- 1.3 Communicate our Prevent and Safeguarding policies to and discuss their implications with all relevant stakeholders.
- 1.4 Ensure all directors and employees have regular Prevent and Safeguarding training and updates.
- 1.5 Ensure our learning and assessment materials are inclusive and promote diversity and tolerance.
- 1.6 Review and update our policies and working practices in line with relevant legislation.
- 1.7 Reinforce and promote British Values throughout delivery and working practices.
- 1.8 Clearly identify the processes involved in making a Prevent Agenda referral.
- 1.9 Undertake a robust recruitment process for new staff to include identity and DBS checks.

Responsibilities

As a company we are aware that learners can be exposed to extremist influences or prejudiced views. These can emanate from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners, stakeholders or staff will always be challenged and where appropriate dealt with in line with internal disciplinary procedure.

Directors and management

The directors and management at C2C Training Limited will take the following steps to ensure that this policy is effectively implemented:

- 2.1 Ensure this policy is communicated to all staff, including updates, and made available via computer systems.
- 2.2 Ensure that our learner and staff recruitment processes include the necessary identity checks.
- 2.3 Will use the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust.
- 2.4 Ensure all staff have access to safeguarding and prevent training on a regular basis.
- 2.5 Complete monitoring activities across all learning programmes to assess the effectiveness of teaching, learning and assessment in relation to embedding British Values.
- 2.6 Ensure that all learning material and programme plans include content that promotes British Values.
- 2.7 Conduct and regularly review a Prevent (safeguarding) risk assessment and action plan.
- 2.8 Activities and (external) training which may pose a risk of radicalisation, including the presence of external speakers or trainers, will be risk assessed prior to the planned activity.

Tutors, Assessors and Internal Quality Assurance staff

C2C Training Limited expects that its tutors, assessors and quality assurance staff have a particular responsibility to ensure that they:

- 3.1 Deliver information, advice and guidance that is impartial and unbiased, and promotes British Values.
- 3.2 Ensure British Values are promoted to learners via their learning programme and are embedded throughout the learner journey.
- 3.3 Have a good awareness of the C2C Safeguarding and Prevent policies and procedures.
- 3.4 Foster a culture of respect and tolerance, promoting the core British Values: Democracy, the rule of law, individual liberty and mutual respect and tolerance.
- 3.5 Undertake regular training covering Safeguarding and Prevent arrangements.
- 3.6 Challenge any prejudice, discrimination or extremist views, including the use of derogatory language, displayed by learners, stakeholders or staff.
- 3.7 Be vigilant in the use of ICT and social media and report any activity or evidence of extremist views or behaviour, following the procedure noted at the end of the policy.
- 3.8 Immediately report any concerns regarding behaviour or views following the procedure noted at the end of the policy.

All staff – Prevent responsibilities

As part of wider safeguarding responsibilities, all company staff will also be alert to:

- 4.1 Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of the company/learning environment, such as in their homes or community groups, especially where learners have not actively sought these out.
- 4.2 Graffiti symbols, writing or artwork promoting extremist messages or images.
- 4.3 Learners accessing extremist material online, including through social networking sites.
- 4.4 Learners voicing opinions drawn from extremist ideologies and narratives.
- 4.5 Use of extremist or 'hate' terms to exclude others or incite violence.
- 4.6 Intolerance of difference, whether secular or religious, or based on (but not exclusive to) gender, disability, homophobia, race, colour or culture.
- 4.7 Attempts to impose extremist views or practices on others.
- 4.8 Anti-western or Anti-British views.

Where there are concerns of extremism or radicalisation, learners and staff will be encouraged to make use of our internal systems and raise any issue in confidence.

Learners and employers

C2C Training Limited recognises that learners and employers also have a role to play in recognising and being vigilant for the signs of potential extremist behaviour or those seeking to radicalise individuals.

Employers and learners will be encouraged to develop an awareness of terrorism and radicalisation, which will be reinforced through the training and development that they undertake with C2C Training Limited. This could include (but is not limited to):

- 4.1 Having an understanding of Safeguarding and Prevent policies and procedures in their workplace.
- 4.2 Fostering a culture of respect and tolerance, promoting the core British Values: Democracy, The rule of law, Individual liberty and mutual respect and tolerance.
- 4.3 Working in partnership with C2C Training Limited to promote awareness of Prevent, Channel and British Values.
- 4.4 Undertaking appropriate training covering Safeguarding and Prevent arrangements.
- 4.5 Challenging any prejudice, discrimination or extremist views, including the use of derogatory language, displayed by learners, stakeholders or staff.
- 4.6 Immediately report any concerns regarding radicalisation or extremism, following their workplace policies and procedures for safeguarding.

What are British Values

British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs", and C2C Training Limited are committed to encouraging learners (and other key stakeholders) to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010 (also outlined in the Equality, Diversity and Inclusion Policy).

The four components of core British Values are:

➤ Rule of Law

Although people may hold different views about what is right and wrong, all people living in England are subject to the laws set by its government.

➤ Democracy

Britain is a democratic society with a fair election system that gives the population the opportunity to elect representatives for government.

➤ Individual liberty

The liberty of an individual to exercise freely those rights generally accepted as being outside of governmental control. Freedom of speech thought and action (within the law).

➤ Mutual respect and tolerance of those with different faiths and beliefs and those without faith

We should have respect and understanding for all people with different religions and beliefs from our own, even if we don't agree with them. We also have a right to our own faith and beliefs.

Legislation and Code(s) of Practice

Legislation and Codes of Practice relevant to this policy include (but are not limited to):

- The Counter-Terrorism Act 2015
- The Prevent Strategy 2011
- The Equality Act 2010
- The General Data Protection Regulations 2018

Links to C2C Training policies

This Policy underpins all aspects of C2C Training Limited's work. It should however be read in conjunction with other C2C policies to include (but not limited to):

- Health, Safety and Welfare policy
- Safeguarding policy
- Equality, Diversity and Inclusion policy
- Privacy Policy

Procedures for reporting concerns under this policy:

In the first instance report any concerns or evidence of extremist behaviour (including potential extremist material, language or evidence of extremist views being promoted through the use of ICT/Social media) to:

Ian Shiers (SPOC) - Director

C2C Training Limited

Derwent Business Centre

Clarke Street

Derby, DE1 2BU

01332 987090

ishiers@c2ctrainingltd.com



**SPOC GATHERS INFORMATION AND IDENTIFIES
A PLAN OF ACTION**



**NO IMMEDIATE RISK – REFER TO RELEVANT SUPPORT
AGENCIES**

- Contact 101 and refer to Local Policing team
- Contact the relevant Regional Police Prevent Lead
- If funded through subcontract - Report to prime

IMMEDIATE RISK – CALL 999

In the event of a referral regarding Prevent, full details will be obtained by the SPOC (Ian Shiers) and an evaluation of the incident or circumstances will be made.

C2C staff will fully engage in this process and submit the relevant report within 24 hours of the incident, utilising the Safeguarding Report Form for this purpose.

Upon considering the submitted details and report, the SPOC will make any necessary contact with the regional Channel, Safeguarding or Police force and refer the matter for their attention. As C2C have delivery locations across the UK, any referral will be based on the location of the incident/concern and reported to the local agencies.

In addition to the above, C2C have an existing relationship with the DfE East Midlands Regional Prevent Coordinator who provides the necessary guidance and advice in any Prevent referral. This relationship allows co-ordinated access to other regional Prevent Coordinators, if required.

Any cause for concern will be reported by the SPOC to the relevant agencies within 24 hours of receipt.

It is imperative that C2C respond to any Prevent referral in a timely manner, with a clarity of purpose in highlighting genuine causes of concern to the relevant agencies, and to do so in a responsible manner.

Useful links to further information and resources:

Channel Duty Guidance – Protecting vulnerable people from being drawn into terrorism.
<https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance>

Prevent Duty guidance for England and Wales:
<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>