

Prevent Policy

Introduction

Prevent is part of a Government initiative to develop a robust counter terrorism programme. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause.

Prevent 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

The Prevent agenda will be addressed as a safeguarding concern and dealt with in accordance with guidance from the National Office of Counter-Terrorism.

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of organisations and 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 violent extremism and ensure they are given appropriate advice and support; and
- work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

Purpose

Gym Free has adopted the Prevent Duty in accordance with legislative requirements with a view to maintaining a safe, healthy and supportive learning and working environment for our learners and staff alike.

Gym Free recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for apprentices. We further recognise that if we fail to challenge extremist views, we are failing to protect our apprentices from potential harm.

The purpose of Gym Free's Prevent Policy is to:

- Ensure an awareness of "Prevent" within Gym Free;

- Provide a clear framework to structure and inform our response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism;
- Provide a framework to embed British Values into the curriculum and ways of working; and
- Recognise current practice which contributes to the Prevent agenda and identify areas for improvement

Definitions

The following are commonly agreed definitions within the Prevent duty:

- an **ideology** is a set of beliefs;
- **radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism;
- **safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism related activity;
- **terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological agenda;
- **vulnerability** describes factors and characteristics associated with being susceptible to radicalisation; and
- **extremism** is vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs.

Aims

Gym Free aims to create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all apprentices and staff whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, apprentice voice and participation;
- Building staff and apprentice understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials and awareness campaigns etc;
- Actively working with external partners and public services.

Roles and Responsibilities

Whilst this is a stand-alone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Gym Free's current and established safeguarding procedures.

Prevent Lead for Gym Free

Managing Director Lee Brogan is the Prevent Lead, with responsibility for ensuring that our Prevent Policy is implemented across Gym Free and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

The Prevent Lead will ensure that all new members of staff will receive Prevent training as part of their induction programme.

The Board

All Board Members have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty.

Additionally, the Board must ensure that policies and procedures to implement the Prevent Duty are in place and acted on where appropriate and that all staff:

- Have undertaken training in the Prevent Duty;
- Are aware of when it is appropriate to refer concerns about apprentices or colleagues to the Prevent Lead;
- Exemplify British Values into their teaching; and

Staff

All staff have a responsibility to:

- Create and support an ethos that upholds Gym Free's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- Attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels;
- Support the development of staff and learner understanding of the issues around extremism and radicalisation;
- Participate in engagement with external organisations as appropriate.

Teaching and Learning

Gym Free will encourage all staff and apprentices to promote a positive ethos throughout the learning environment. This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum;
- Promoting wider skills development such as social and emotional aspects of learning;
- A curriculum adapted to challenge extremist narratives and promote universal rights;

- Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis;
- Encouraging active citizenship and supporting the learner voice.

To ensure that Gym Free are preparing staff and apprentices in the management of risks of extremism, Gym Free provide mandatory training to assist viewers understand the nature of the threat from extremism and how this may directly impact apprentices as well as managing risks within Gym Free and from external influences.

Training will be delivered in the form of online recorded webinars and is a key component of the staff / apprentice induction process. Prevent / Counter-terrorism is part of the safeguarding remit and all staff and Board Members are required to refresh their safeguarding and equality and diversity training annually.

Identifying Potential Signs of Radicalisation

Research from a variety of organisations has shown that there are possible indicators that contribute to a person potentially being radicalised.

Indicators of an individual being radicalised include, but are not limited to:

- The use of inappropriate language
- An increase in extreme views relating to a social sector or Government policy
- The downloading, viewing and sharing of extremist propaganda
- Withdrawn or isolating themselves from friends, family and colleagues
- An increasingly intolerance of modern views or an unwillingness to engage with individuals that have different views, faiths or ethnic backgrounds
- A change in appearance or behaviour
- The expression of a desire or intent to support or take part in terrorist activity

Gym Free staff will be asked to report any concerns and record incidents.

Managing Risks and Responding to Events

Gym Free will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on Gym Free;
- Identifying, understanding and managing potential risks within Gym Free from external influences;
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities;

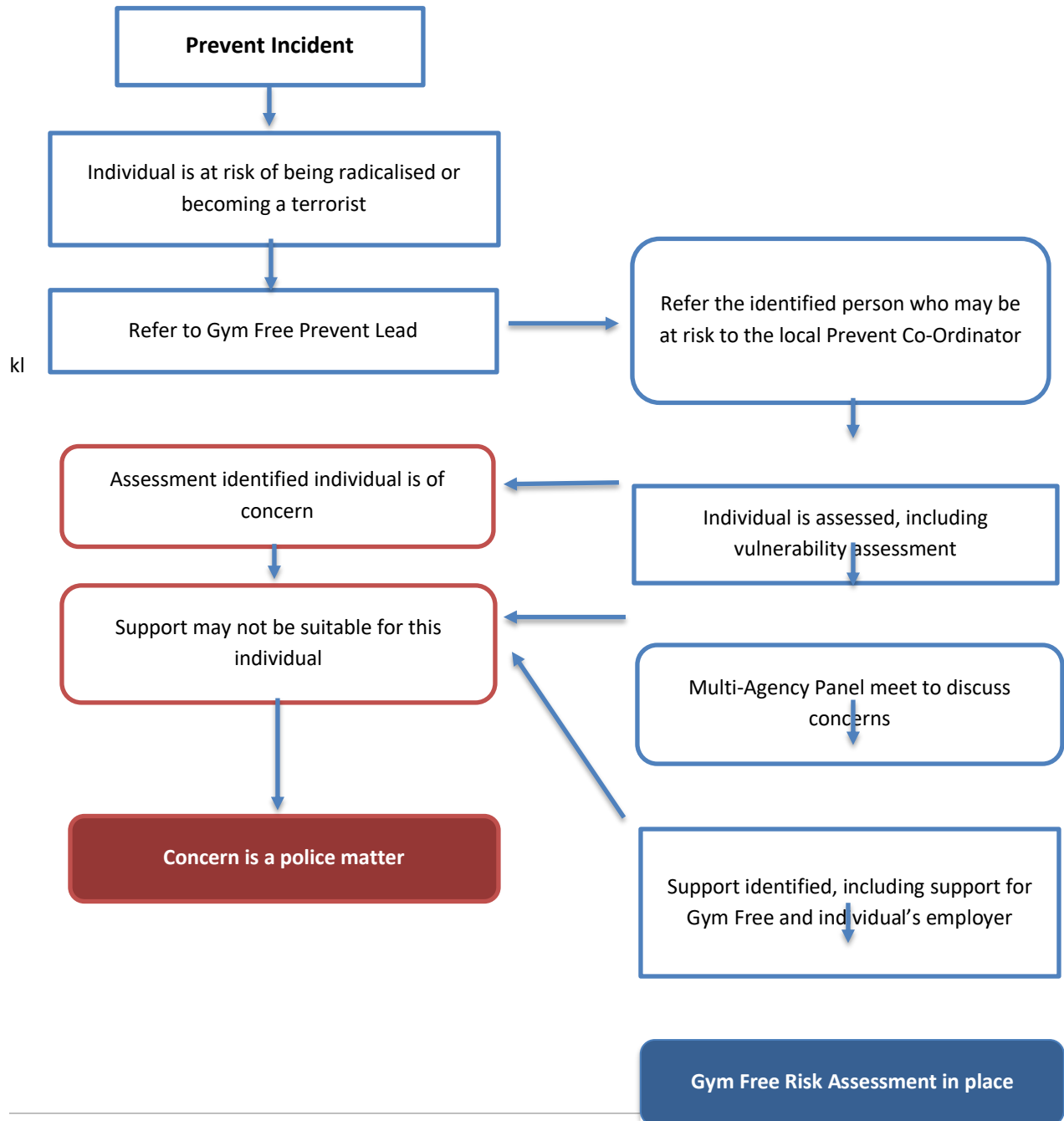
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Gym Free;
- Ensuring measures are in place to respond appropriately to a threat or incident within Gym Free; and
- Continuously developing effective ICT security.

Incidents / Concerns

Staff are to report any incidents or concerns to the Prevent Lead and this information must be recorded on Gym Free's Contact Management System (CMS).

Any incidents that are reported must be referred to the local Prevent Co-Ordinator using the Channel programme where external agencies will be informed and will assess the threat and / or risk and will provide advice and guidance.

Appendix 1 – Process Overview



Appendix 2 – What to do if a Prevent incident occurs

