

Logic4training (L4T) Prevent Policy

1.0 Introduction

Logic4training takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in any training activity. Logic4training is committed to the promotion of an inclusive learning environment which does not allow any individual or group of individuals to be marginalised, stigmatised or excluded from learning as detailed in the Equality and Diversity policy.

All educational establishments have a responsibility to promote values of openness and respect and to facilitate free debate which is characteristic of being a British citizen. It is in this context that Logic4training has developed this strategy. The Prevent Strategy will be updated in line with emerging government information, advice and guidance.

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”.

The Government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting individuals who might be susceptible to radicalisation.

2.0 The Prevent Strategy

The 2011 Prevent Strategy objectives are as follows:

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

The Government’s Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can

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create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

The United Kingdom (UK) currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack in the near future. The current threat level as per <https://www.gov.uk/terrorism-national-emergency> from international terrorism in the UK is ‘substantial’ which means that a terrorist attack is likely.

2.1 Definitions

For the purposes of this strategy the following definitions have been adopted.

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups.

Extremism is 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.

In the Common Inspection Framework updated in September 2015 inspectors make their judgement on Safeguarding under the effectiveness of leadership and management based on whether “learners are suitably protected from the risks associated with radicalisation and extremism”.

In order to safeguard and promote the welfare of children and vulnerable adults Logic4training will act in accordance with the following legislation and statutory guidance:

- Prevent duty guidance: a consultation (HM Government Dec 2014)
- Challenge It, Stop It, Report It (May 2014)
- Keeping Children Safe in Education (April 2014)
- Safeguarding Children, young people and vulnerable Adults Policy Ofsted (February 2015)
- HM Government Prevent Strategy (2011)
- The Role of Further Education Colleges in Preventing Violent Extremism: Next Steps (DIUS 2009)
- Counter Terrorism and Security Act 2015 (section 21)

3.0 Aims and Objectives

The aim of the Logic4training Prevent Strategy is to ensure that the organisation is able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief.

- To develop staff and learner awareness of Prevent
- To ensure that candidates, employees, sub-contractors and suppliers are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

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- To promote and reinforce shared values, to create space for free and open debate, and support the learner voice.
- To document and recognise current practice across Logic4training which effectively manages the risk of candidates being exposed to extremism and becoming radicalised.

4.0 Roles and Responsibilities

To ensure that all staff effectively manage risks and is able to deal appropriately with issues around radicalisation and extremism Logic4training will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the learning environment
- Understand and manage potential risks within the learning environment and from external influences including the display of extremist materials and the hiring of outside premises
- Respond rapidly and appropriately to events in local, national or international news that may impact on the training/education community
- Ensure measures are in place to minimise the potential for acts of extremism within the provision
- Ensure plans are in place to respond appropriately to a threat or incident within the provision
- Adopt effective ICT security and responsible user policies and promote these to all staff and learners

The ultimate responsibility for safeguarding and prevent rests with the highest level of management. The Board of Directors (BOD) have a key duty to safeguard their candidates and staff from issues arising from safeguarding and prevent.

The designated senior person (DSP)

The DSP who will lead on Prevent concerns, is the Human Resources Director Caroline Lay.

The responsible person at each location is the Centre Manager:

Northolt	-	Tony Simmons
Basildon	-	Mark Ashley
Luton	-	Kevin Green
Sittingbourne	-	Phil Hickey

Line Managers are responsible for managing their employees in line with this policy, and communicating this policy to others in their team(s).

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All staff at Logic4training have a responsibility to:

- To provide an ethos which upholds Logic4training’s mission, vision and values and promote respect, equality and diversity and inclusion
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels (see Referrals)
- Report and remove any literature displayed that could cause offense or promote extremist views
- Support the development of staff and learner understanding of the issues around extremism and radicalisation and participate in training when requested
- Participate in engagement with local communities, schools and external organisations as appropriate.
- All staff and sub-contractors have a responsibility to ensure that their activities are in line with the Prevent Policy and that they stay up to date on any policy updates.

5.0 Procedures for Dealing with Referrals and Reporting Concerns

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions.

The responsible person at each centre is responsible for notifying the DSP of any Safeguarding and Prevent concerns arising at their centre.

The DSP is responsible for contacting either the local Police anti-terrorism hotline for further advice and guidance or via <https://www.gov.uk/terrorism-national-emergency/reporting-suspected-terrorism>

Any member of staff who identifies such concerns must report these to the DSP.

Incidents in relation to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession of a learner or a community member. In this situation, a 999 call will be made and the DSP informed as soon as practicably possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out a referral to the Social Services will be made following advice from the appropriate Prevent Coordinator /DSP.

5.0 Training

Staff at Logic4training

- Training on Prevent will be delivered as part of the 3 yearly Safeguarding refresher training programmes which all staff are required to complete.

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- All staff at all levels will be provided with appropriate training regarding changes to the Prevent agenda as part of the annual staff development programme.
- All new members of staff will receive Prevent training as part of their induction programme.
- Where necessary identified groups of learners who are most at risk will receive targeted Prevent training as part of the course induction programme.

6.0 Access and Monitoring of IT Systems

In order to safeguard learners and prevent individuals from accessing extremist materials while using IT networks Logic4training will ensure:

- There is the ability to log and retain records of all electronic communication (web browsing, email exchanges etc.) by users on the company network.
- Appropriate staff are able to monitor aspects of the company’s telephone, mobile phones and computing facilities that are made available to staff, learners and visitors.
- Only approved software will be supported and allowed to be used as per the IT and Email Policy.
- All unauthorised software that breaches policy or presents a risk to staff or learner safety will be removed and appropriate action taken which may result in disciplinary action and/or notifying the necessary bodies.
- All unusual or suspicious events, and any breaches of security are reported via the safeguarding reporting channels for further investigation.

8.0 Monitoring Effectiveness

Where a prevent/safeguarding allegation has been made the DSP should, at the conclusion of the investigation and any disciplinary procedures, consider whether there are any matters arising from it that could lead to the improvement of the safeguarding procedures and/or policies. Consideration should also be given to the training needs of staff.

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