

*Our mission: To improve employment opportunities through the delivery of high quality, high impact skills training, coupled with a strategy to move every learner to a better destination*

## Policy to Support the Prevention of Extremism and Radicalisation (Prevent)

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### Policy statement

Best Practice People takes the responsibility of safeguarding learners very seriously. Best Practice People is committed to the Safeguarding of learners and staff, and committed to supporting the recovery of individuals who may be targeted by the circumstances outlined in this policy. The policy of support and prevention of extremism and radicalisation (Prevent) has been devised to be complimentary to work alongside the main safeguarding policy. This policy, whilst a standalone policy is integral to other policies including Equality and Diversity, Health & Safety and Whistleblowing.

### Government prevent policy

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:

- 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.

The Prevent Strategy objectives are as follows;

- Terrorist ideas should be identified and challenged
- Vulnerable people should be supported and protected from becoming terrorists or supporting terrorists
- Communities, institutions and the Government should all work together to tackle the problem of extremism.

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

The United Kingdom 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 attacks in the near future. The current Government threat level from international terrorism in the UK is “severe” which means that a terrorist attack is a strong possibility.

This policy will be reviewed every 12 months by Best Practice People Limited. Last Update: 1st August 2024

## Definitions

### Terrorism

The current UK definition of terrorism is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

### Extremism

A 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. We also include in our definition of extremism call for the death of armed forces whether in this country or overseas.

### Ideology

A set of beliefs. These beliefs can be religious, political or personal.

### Prevention

Reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent involves the identification and referral of those at risk of being involved in violent extremism.

### Radicalisation

The process by which a person comes to support terrorism and forms of extremism leading to terrorism.

#### Radicaliser

A person who encourages others to develop or adopt beliefs and views that support terrorism and forms of extremism leading to terrorism.

### Radicalising locations

Venues, often unsupervised, where the process of radicalisation takes place.

#### Radicalisation materials

Literature or videos that are used by radicalisers to encourage individuals to adopt a violent ideology. Some of this material may openly encourage violence.

### Vulnerability

Describes the condition of being able to be injured, difficult to defend; open to moral or ideological attack. Within Prevent, the work describes factors and characteristics associated with being at risk of radicalisation.

## Aims and objects

The aim of Best Practice People Prevent Strategy is to ensure that we are 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. This strategy has five key objectives:

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- To develop staff and learner awareness of Prevent
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation
- 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 Best Practice People which effectively manages the risk of learners being exposed to extremism and becoming radicalised.

## **Our responsibilities**

To ensure that Best Practice People effectively manages risks and is able to deal appropriately with issues around radicalisation and extremism we will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on Best Practice People
- Understand and manage potential risks within Best Practice People and from external influences including the display of extremist materials and use of venues
- Respond rapidly and appropriately to events in local, national or international news that may impact on Best Practice People learners
- Ensure measures are in place to minimise the potential for acts of extremism within Best Practice People learning environments
- Ensure plans are in place to respond appropriately to a threat or incident within Best Practice People
- Adopt effective ICT security and responsible user policies and promote these to all staff and learners.

## **Teaching, learning & supporting learners**

Best Practice People is committed to providing learning programmes which promote knowledge, skills and understanding in order to build the resilience of all students, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion
- Promoting wider skill development such as social and emotional wellbeing.
- Delivering courses which recognises local needs, challenges extremism and promotes universal rights
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion
- Use of external organisations to support learning and promote respect.
- To ensure that the course venues remain safe the following support will be in place for learners:
- Effective support services which provide clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology
- Support for learners and staff and guidance on how to access support through community partners
- A clear Learner Engagement Strategy to ensure that the learner voice is heard, and concerns of the learner population are acted upon
- Clear channels of communication to listen to the voice of the local community and understand local tensions
- Support for at risk learners through safeguarding and mentoring processes

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## Staff Responsibilities

The designated Prevent Officer holds overall responsibility for ensuring that the Prevent strategy is implemented across Best Practice People and any concerns are shared with the relevant organisations in order to minimise the risk of learners becoming involved with terrorism.

The Prevent Officer at Best Practice People will work with the designated Safeguarding Officer to ensure that staff and learners are aware of the Prevent agenda and appropriate training is in place.

All staff at Best Practice People has a responsibility to:

- To provide an ethos which upholds Best Practice People's vision and values and promote respect, equality and diversity and inclusion
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels
- Report on literature displayed or used at any cause venue 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.

## Referrals

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 designated Prevent Officer is responsible for contacting the Police or the BIS Prevent Coordinator for further advice and guidance. Any member of staff who identifies such concerns will report these to the Prevent Officer. All relevant information will be documented.

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. In this situation, a 999 call will be made and Best Practice People' Senior Management team informed as soon as practicably possible.

Where a 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 in line with Safeguarding.

## Training

### Staff at Best Practice People

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

All new staff members of Best Practice People will receive Prevent training as part of their induction programme A Prevent section providing information, advice and guidance for staff will be regularly updated on the Staff Intranet site and relevant documentation will be sent to all staff via e-mail

## Related policies

- Safeguarding Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Whistle-blowing Policy
- Safer Recruitment Policy

## Safeguarding/prevent officer

The Safeguarding Officer for Best Practice People is Grant Basson and the overall responsibility for Prevent is Grant Basson who can be contacted on 07807 058006 or by email on [grant@bestpracticepeople.co.uk](mailto:grant@bestpracticepeople.co.uk)

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### **Monitoring and review**

This policy will be subject to review, revision, change, updating, alteration and replacement in order to introduce new policies from time to time to reflect the changing needs of the business and to comply with legislation. Any alterations will be communicated to you by the Human Resource Department.