

PREVENT POLICY

The Prevent procedures are intended to support staff and learners in identifying people who may be at risk of radicalisation. EMPI Awards is committed to providing learners with the necessary skills and knowledge to keep themselves and others safe.

Educational Organisations have a responsibility to promote values of openness and tolerance and to facilitate free debate. EMPI Awards recognizes its role in preventing people from being radicalized and being drawn into terrorism and ensuring it challenges views and ideas that create an atmosphere conducive to terrorism. In this context, EMPI Awards will exclude those promoting extremist views that support or are conducive to terrorism.

CONTEST and PREVENT

Prevent forms one of the four parts of the British governments contest strategy which aims to mitigate the effects of terrorism in the United Kingdom of Great Britain and Northern Ireland.

- Pursue those who intend to commit terrorist attacks;
- Protect key parts of the UKs infrastructure;
- Prepare to mitigate the impact of terrorist attacks;
- Prevent people becoming terrorists or supporting terrorism.

Prevent is the part of the Home Office and the Police counter-terrorism strategy which is in the public sphere. It aims to stop people from becoming terrorists or supporting terrorism by working with individuals and communities to address issues before they become a criminal matter, to stop people moving into extremism and then into terrorist-related activity. It aims to;

'...stop individuals being drawn into terrorism. This includes violent and nonviolent extremism which in turn can create an atmosphere conducive to terrorism and can popularize views which extremism may seek to exploit.'

Prevent defines extremism as;

'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.'

STATUTORY DUTY

EMPI Awards do not hold any statutory duties under The Counter Terrorism and Security Act 2015 and therefore are not required to have;

'...due regard to the need to prevent people from being drawn into terrorism'

However, EMPI Awards will;

- establish a single point of contact for Prevent;
- assess risk of learners being drawn into terrorism;
- work in partnership with other partners;
- manage extremist speakers and events;
- manage access to extremist material;
- challenge extremist ideas that promote terrorism;

LOCAL PARTNERSHIPS

EMPI Awards will maintain links with the Dyfed-Powys Police Prevent Team.

PREVENT & SAFEGUARD

Prevent is part of the safeguarding agenda as its aim is to ensure vulnerable young people do not suffer from harm through being targeted for radicalisation and undertaking extremist activities that will do harm to themselves and others.

By using safeguarding principles to identify vulnerable learners who may be being groomed, and supporting them early, EMPI Awards will work to stop them being criminalized and protect their life chances.

Young people in the UK are potentially vulnerable to engagement with extremist ideologies or to targeting by extremist organisations. EMPI Awards is aware of these risks and will ensure support networks and processes are in place to protect its learners from becoming radicalised or drawn into terrorism.

The Institute of Strategic Dialogue defines radicalisation as:

“the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence.”

WHO IS BEING SAFEGUARDED?

There is no stereotype for people who could end up holding extremist views.

Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

Recent experience by the Home Office shows that there are people who are searching for vulnerable young people through social media, youth organisations and education to radicalise them in much the same ‘grooming’ processes used for sexual purposes.

The same Home Office experience indicates that some of the driving factors which make young people between the ages of 14 and 24 particularly vulnerable to radicalisation can include;

- Lack of integration and/or polarization;
- Isolation or identity crisis;
- Family breakdown;
- Political and/or democratic disenfranchisement;
- Discrimination;
- Political decisions, foreign policy and/or international crises or disputes;
- Political movements;
- Ideologies and/or faiths;
- Low self-esteem and feelings of loss/anger and fear; ☒ Peer pressure.

This is not meant to be an exhaustive list but an indication that the issues that make young people vulnerable to all kinds of harm are the same that would make an individual susceptible to being targeted for radicalisation.

There is no typical gender, age, religion or background of vulnerable learners that extremists will target but they use a sense of “Duty” (belonging to a specific group), “Status” (need for reputation) and “Spiritual Rewards” (test of faith) as a way of drawing them in.

The signs of radicalisation will look like the signs that all staff need to look for as part of the focus on safeguarding. They will look a lot like troubling behaviour:

Emotional	angry, mood swings, new found arrogance;
Verbal	expressing opinions that are at odds with generally shared values;
Physical	appearance (tattoos), change in routine, change in displays of wealth.



EMPI Awards

Independent End Point Assessment

EMPI AWARDS IMPLEMENTATION OF THE PREVENT REQUIREMENTS

- **Establish a single point of contact** for Prevent; the single point of contact is the Responsible Officer.
- **Assess risk** of learners being drawn into terrorism in their institution and **work in partnership** with other partners
- **Manage extremist speakers** and events; staff at EMPI Awards will ensure that all external visitors and speakers comply with the safeguarding requirements and the need to challenge extremist views.
- **Manage access to extremist material**; all staff will ensure learners do not access extremist materials
- **Challenge extremist ideas** that promote terrorism; all staff will challenge extremist ideas that promote terrorism in any assessment context.

Values including democracy, rule of law, individual liberty, mutual respect and tolerance will be positively promoted on EMPI Awards premises.

WHAT TO DO IF YOU BELIEVE SOMEONE TO BE AT RISK OF RADICALISATION

EMPI Awards will adopt the ethos of “Notice, Check, Share” where there are concerns that an individual may be vulnerable.

Notice	Recognise any changes in behaviour or appearance similar to those outlined above
Check	Speak to someone you trust and check your concerns but trust your own instincts
Share	Speak to the single point of contact to report your concerns.

Remember trust your instinct

If you are a learner and concerned about another learner, please “Check” with your Assessor or employer in the first instance and “Share” with the single point of contact.

If you are a learner and are concerned about a member of staff, or a person who is not a member of EMPI Awards e.g. guest speakers, again please “Check” with your Assessor in the first instance and “Share” with the single point of contact.

If you are a member of staff and are concerned about a learner, please “Check” and “Share” with the Responsible Officer and use the Safeguarding process.

If you are a member of staff and are concerned about another member of staff please “Check” and “Share” with the Responsible Officer.

If you are a member of staff and are concerned about a person who is not a member of EMPI Awards, e.g. guest speaker, please “Check” and “Share” with the Responsible Officer.

RESPONSIBILITY FOR CONTACTING PREVENT

Any of the following people are responsible for making decisions to contact the Counter- Terrorism Team at Dyfed-Powys Police if serious concerns are raised about a learner, member of staff or visitor to EMPI Awards:

- Responsible Officer
- Chair of Board of Governors

However everyone has the right to refer any concerns for an individual. EMPI Awards gives this right with regards to extremism and anyone can report a concern to Dyfed-Powys Police via 101 or through the appropriate referral process.