

PREVENT POLICY



Introduction

Mercury Training Services Ltd takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in any activity. There are robust safeguarding arrangements in place at Mercury Training Services Ltd which are regularly reviewed and documented on the radicalisation and prevent risk assessment. assessed using a to keep all learners safe. Mercury Training Services Ltd is committed to the promotion of an inclusive learning community which does not allow any individual or group of individuals to be marginalised, stigmatised or excluded.

We have a responsibility to promote values of openness and respect and to facilitate free debate which is characteristic of being a British citizen.

In accordance with our standard practice the Mercury Training Services Ltd PREVENT Policy will be updated annually in line with emerging government information, advice and guidance or before that should the necessity arise.

Government 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 detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is the 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 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 create an atmosphere conducive to terrorism and can popularise the views which terrorists 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

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which represents the likelihood of an attack 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.

Definitions

For the purposes of this document 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 Education inspection framework (EIF) inspectors make their judgement on safeguarding under the Effectiveness of Leadership and Management.

Key Documents

This policy should be read in conjunction with the following documents and guidance

Mercury Training Services Ltd Policies and Procedures:

- Safeguarding and Child Protection Policy
- Single Equality Scheme
- Health & Safety Policy
- Data protection Policy & Procedure
- Safeguarding Policy and Code of Conduct
- Employee Handbook

External documentation:

- Prevent Duty Guidance – updated in July 2015
- Keeping Children Safe in Education – September 2022
- HM Government Prevent Strategy (2015)
- The role of Further Education Organisations in Preventing Violent extremism: Next Steps (DIUS 2009)

Aims and Objectives

The aim of the Mercury Training Services Ltd Prevent Policy 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.

1. To develop staff and consortia members knowledge of Prevent.
2. To ensure that learners, and all employees of Mercury Training Services Ltd are aware of their roles and responsibilities in preventing violent extremism and radicalisation.
3. To promote and reinforce shared values, to create space for free and open debate, and support the learner voice.

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4. To document and recognise current practice across the company which effectively manages the risk of learners being exposed to extremism and becoming radicalised.

Mercury Training Services Ltd Responsibilities

To ensure that Mercury Training Services Ltd effectively manage risks and is able to deal appropriately with issues around radicalisation and extremism the company will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the company.
- Understand and manage potential risks within the organisation and from external influences including the display of extremist materials and the hiring of external premises
- Respond rapidly and appropriately to events in local, national or international news that may impact on the organisation.
- Ensure measures are in place to minimise the potential for acts of extremism within the organisation.
- Ensure plans are in place to respond appropriately to a threat or incident within the organisation.
- Adopt effective IT security and promote this to all staff and learners

Teaching, Learning & supporting Learners

Mercury Training Services Ltd is committed to providing a curriculum which promotes knowledge, skills and understanding in order to build the resilience of all learners, 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 emotional wellbeing Developing a curriculum 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 organisation community remains 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
- 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
- A focus on closing the achievement gaps for all learners

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Staff Responsibilities

The Managing Director of Mercury Training Services Ltd, Paul Lawton-Jones (who is the Designated Safeguarding Lead) holds overall responsibility for ensuring that the Prevent policy is implemented across the company and any concerns are shared with the relevant organisations in order to minimise the risk of learners becoming involved with terrorism. He is assisted by the two DSL's Donna Kedzierski and Stacey Wood.

The Safeguarding Lead will ensure that staff and learners are aware of the Prevent Agenda and appropriate training is in place. She will also ensure that as far as is possible all consortia members undergo consistent training from reputable training organisations, including Counter Terrorism units.

All staff have been trained in Understanding Prevent and Safeguarding Strategies.

All staff at Mercury Training Services Ltd have a responsibility to:

- Provide an ethos which upholds the organisation'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
- Report and remove any literature displayed around the organisation 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. A Designated Safeguarding Officer is responsible for contacting the local Police or the Local Children's Safeguarding Board for further advice and guidance.

Any member of staff who identifies such concerns must report these to the Designated Lead as soon as possible for action – this will be recorded in the usual manner on the Mercury Training Services Ltd Safeguarding Report Form.

Incidents in relation to extremism are expected to be very rare but immediate action 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 organisation's Senior Management team 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 Social Services via LSCB will be made in line with the organisation's safeguarding procedures following advice from the appropriate agencies.

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Training

- Training on PREVENT will be delivered as and when there is a necessity to ensure that all staff members have up to date information and briefings. This will be delivered by the Safeguarding Lead. We also have links with the West Midlands Counter Terrorism Unit who have briefed staff.
- All new staff to the organisation will receive Prevent training as part of their Induction programme, and certificates are kept on personnel files.
- All staff (to whom it is relevant) are asked to register with the DBS update Service and a check is made on their current status 6 monthly.
- The statutory guidance – Keeping Children Safe in Education – September 2022 – the Safeguarding Lead does offer briefing sessions on the updates on statutory guidance.

Access & monitoring of IT systems

In order to safeguard individuals from accessing extremist materials while using company equipment Mercury Training Services Ltd will ensure:

- Appropriate staff are able to monitor any aspects of its mobile phones and computing facilities that are made available to staff, learners and visitors
- Only organisation approved software will be supported by the organisation and allowed to be used
- All unauthorised software that breaches organisation policy or presents a risk to staff or learner safety will be removed and appropriate action taken
- All unusual or suspicious events, and any breaches of security are reported via the safeguarding reporting channels for further investigation.

Partnership Working

Mercury Training Services Ltd maintain well-established partnerships; including Police CTU, Local Children's Safeguarding Board for the Black Country and Birmingham boroughs and established agencies throughout the area, this enables a network of support to be created and for information exchange where possible to take place.

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Prevent Improvement Plan

| RAG RATING | Criteria | Areas for improvement & Action | Responsibility | Review |
|------------|---|--|----------------|-----------------------------|
| | workshops to be delivered to learners, Staff and Employers to increase awareness | Increase the awareness of wider safeguarding, prevent and E&D issues to include Modern slavery, British values, domestic violence, Radicalisation, Disabilities and SEND | PLJ | 03/09/2022 – ongoing |

| RAG RATING | Criteria | Areas for improvement & Action | Responsibility | Review |
|------------|---|--|----------------|-----------------------------|
| | Local contacts for learners, staff and employers | Develop learners awareness of local contacts for safeguarding, prevent, All Staff, Apprentices, Learners and Young people are trained in the Run, Hide, Tell staying safe from Terrorism, ACT, CPNI Eyes wide open | PLJ | 03/09/2022 – ongoing |

Policy Ownership

This Prevent Policy is owned by all relevant Mercury Training staff. Its lead originator and point of contact in relation to its content is:

Paul Lawton Jones, Managing Director of Mercury Training Services LTD

Reviewed

Signed: *Paul Lawton-Jones*

Date: 03/09/2022

Position: Managing Director

Next review: 02/09/2023

RESPONSIBLE PERSONS

Overall responsibility

Paul Lawton-Jones

Position: Managing Director

Paul Lawton-Jones

Managing Director

Mercury Training Services Ltd