

Prevent Policy

Introduction and Context

Welcome Skills Limited fully recognises its responsibilities for safeguarding and Prevent. The designated person who is responsible for Safeguarding is Waseem Sherwani wsherwani@welcomeskills.com. He can be contacted 24/7 on 0790416324. The deputy designated Safeguarding lead is Carol Greenham. She can be contacted on 07719 645800.

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. The Prevent strategy 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
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical- an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

All providers of education and training for the 16 – 25 year age group, particularly young people from ethnically diverse, and socially and economically disadvantaged areas can be at risk of radicalisation. The age and profile of students make it a requirement for Welcome Skills Limited to be involved in the Prevent strategy. Providers have a part to play in fostering shared values and promoting cohesion. All providers should focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within training settings.

This strategy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.

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2. To break down segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all students in playing a full and active role in wider engagement in society
3. To ensure student safety and that the Organisation is free from bullying, harassment and discrimination
4. To provide support for students who may be at risk and appropriate sources of advice and guidance
5. To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives the strategy will concentrate on four areas;

A) Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff, visitors and customers and promotes respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation
- Building staff and student understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local schools, local authorities, police and other agencies

B) Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- Encouraging active citizenship/participation and learner voice.

C) Student Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities.

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This will be achieved through:

- Establishing effective student support services
- Listening to what is happening in the workplace and the community
- Challenging discriminatory behaviour
- Helping students and staff know how to access support or through community partners
- Supporting at risk students through safeguarding and crime prevention processes

D) Managing Risks and Responding to Events

To ensure that the company monitors risks and is ready to deal appropriately with issues which arise.

It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on the company
- Understanding and managing potential risks within the company and from external influences
- Responding appropriately to events in local, national or international news that may impact on our students and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within the workplace
- Ensuring plans are in place to respond appropriately to a threat or incident within the Company
- Developing effective ICT security and responsible user policies

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