



T A N G E R I N E

PREVENT POLICY

2021-2022

Prepared By: Georgia Fitzgerald - October 2021

A handwritten signature in cursive script, appearing to read "G Fitzgerald", on a light-colored background.

Authorised by: Hannah Lee - October 2021

A handwritten signature in cursive script, appearing to read "H Lee", on a light-colored background.

Review date: October 2022

INTRODUCTION

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen at The Juice Academy and ensure that we work alongside other professional bodies and agencies to ensure that our apprentices and staff are safe from harm.

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind. Extremism is defined as the holding of extreme political or religious views.

At The Juice Academy, we are fully committed to safeguarding and promoting the welfare of all apprentices and staff members. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At The Juice Academy, all employees and apprentices are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The principle objectives of this policy are that all staff will understand what radicalisation and extremism are and why we need to be vigilant. All apprentices and staff will know that The Juice Academy has policies in place to keep them safe from harm and that we regularly review our systems to ensure they are appropriate and effective.

The Juice Academy's curriculum promotes respect, tolerance, and diversity. Apprentices and staff are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

It is recognised that those with low aspirations are more vulnerable to radicalisation and, therefore, we strive to equip our apprentices and staff with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

PROMOTING THE POLICY

1) We will ensure that the policy is circulated amongst staff and apprentices, a copy of the policy will be made available for all employees, employers and apprentices.

2) The policy will be uploaded to The Juice Academy website

3) The policy will be made available to all staff via induction, training and other communication channels.

4) The apprentices will be introduced to the policy during their induction, and uploaded onto their shared cohort drive, accessible at all times. Training will include workshop delivery, 1:1 coaching and mentoring as well as on our website.

5) we also promote Prevent within the terms of our Contract for Services and commitment statement

Apprentices and staff are briefed during their Induction phase (1st month) about how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet.

The Juice Academy staff, contractors, associates and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

Through various training opportunities within The Juice Academy, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process

of radicalisation and how this might be identified early on.

Employees and apprentices will commit to this policy their responsibility during the induction training and commitment statement. Employers will complete a Safeguarding and Prevent declaration where they will commit to their responsibilities.

PREVENT

One aspect of safeguarding is the PREVENT duty, which requires the Education sector to have "due regard to the need to PREVENT people from being drawn into terrorism", supporting terrorism or being drawn into non-violent extremism.

Section 26 Counter-Terrorism and Security Act places a duty on certain bodies (specified authorities – listed in Schedule 6) regarding the above.

Guidance is issued under Section 29 of the Act:

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

PURPOSE OF PREVENT

- PREVENT aims to safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities.
- It also aims to support institutions, such as schools, colleges and universities where this may happen.
- All frontline staff have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Designated Safeguarding Officers.

RESPONSIBILITIES

The Juice Academy has the primary legal responsibility. All staff, have a legal responsibility under the PREVENT Duty to make sure that:

- They have undertaken training in the PREVENT Duty as identified by their management
- They are aware of when it is appropriate to refer concerns about apprentices to the 'PREVENT officer' otherwise known as the provider's Designated Safeguarding Officers.
- They promote British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice.

THE PREVENT STRATEGY

Will ensure that we:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- PREVENT people from being drawn into terrorism and ensure that they are given appropriate advice and support and work with sectors and institutions where there are risks of radicalisation which we need to address
- PREVENT people from extreme radicalisation by a combination of increasing awareness and improving knowledge on strong influencers and being able to identify early behavioural changes that should be reported.
- Have a clear and easily accessible internal and external reporting procedure for all.

We will follow the process:

- Concern arises- it's been brought to your attention a vulnerable person may be at risk or being radicalised
- Refer concern- complete referral form on the Main Provider [website](#) and send to The Juice Academy DSO's
- Referral received- Safeguarding team (our DSO's and Apprentify team) to meet and discuss referral
- DSO reach out to individual- for further information, discuss anything in their life that might be making them vulnerable
- Referral review- Safeguarding team to discuss and determine action out of the following options:
 1. Internally manage- monitor the individual
 2. Refer to the policy- call the policy and/or anti-terrorist hotline 0800789321

The police will carry out a Police Gateway Assessment (PGA) to decide if the case is appropriate for Channel. If they refer to Channel, a panel will decide the risk of radicalisation. If the case doesn't meet the threshold for Channel, it will be referred to other safeguarding agencies for support or early help

RESILIENCE TO EXTREMISM

To ensure apprentices and employees are resilient to extreme narratives, we will:

- 1, Treat extremism like other safeguarding issues
- 2, Build up emotional intelligence and critical thinking skills
- 3, Facilitate open dialogue and honest realism
- 4, Increase knowledge of extremism and its roots
- 5, Focus on digital critical thinking and internet safety
- 6, Increase awareness of propaganda

7, Encourage positive social activism

8, Use the curriculum to implement the above

WHAT IS CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- PREVENT - to stop people becoming terrorists or supporting violent extremism
- PURSUE - to stop terrorist attacks through disruption, investigation and detection
- PREPARE - where an attack cannot be stopped, to mitigate its impact
- PROTECT - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places

WHAT IS EXTREMISM?

The Government has defined 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". This also includes calls for the death of members of the British armed forces.

WHAT IS TERRORISM?

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 of threat must be designed to influence the Government or to intimidate the public and is made for advancing a political, religious or ideological cause.

WHAT IS RADICALISATION?

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of several factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature

- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

The Government has defined extremism as "vocal or active opposition to fundamental British Values", which include:

- Individual liberty
- Rule of law
- Democracy
- Mutual respect and tolerance of different faiths and beliefs.

This includes not discriminating against those with protected characteristics (Equality Act 2010), namely:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

IDENTIFY THE INDICATORS

In order to identify indicators of changes in behaviour of employees and apprentices, during sessions, whether it be online or face-to-face, we will always have a facilitator that could pick up on behaviours that potentially a tutor wouldn't, due to focusing on their training delivery. We will have 1:1 phone calls and catch ups with apprentices. We will be vigilant for indicators through learner feedback, work scrutiny, emails and cohort WhatsApp groups and social media activity, where The Juice Academy social media accounts follow apprentices' accounts.

WHAT IS CHANNEL?

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

WHO DOES CHANNEL WORK WITH?

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

Each Channel Panel is chaired by a local authority and brings together a range of multiagency partners to collectively assess the risk and can decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals. If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support.

WHAT DOES CHANNEL SUPPORT LOOK LIKE?

Channel interventions are delivered through local partners and specialist agencies. The support may focus on a person's vulnerabilities around health, education, employment or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport. Each support package is tailored to the person and their circumstances.

HOW WILL THE PERSON BE INVOLVED IN THIS PROCESS?

A person will always be informed first if it's felt that they would benefit from Channel support. The process is voluntary, and their consent would be needed before taking part in the process. This process is managed carefully by the Channel Panel.

WHO CAN MAKE A REFERRAL?

Anyone can make a referral. Referrals come from a wide range of partners including education, health, youth offending teams, police and social services.

WHAT HAPPENS WITH THE REFERRAL?

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary. Raising a concern If you believe that someone is vulnerable to being exploited or radicalised, please use the established safeguarding or duty of care procedures within your organisation to escalate your concerns to the appropriate Officers, who can raise concerns to Channel if appropriate.

REPORTING A CONCERN

All staff will adhere to the following guidelines:

- Inform our Designated Safeguarding Officers as soon as possible.
- Inform our Main training provider partner. The most efficient way to do this is to report it via the relevant form on their [website](#).
- Maintain confidentiality and do not discuss with others
- Stay calm

INVESTIGATION

If any member of staff has a Prevent issue brought to their attention, they must treat it as a matter of urgency and contact one of our Designated Safeguarding Officers. Any concern must be documented using the form on the Main Provider website within 2 hours of the disclosure. Unless the individual/s is in immediate harm, where the relevant authorities will be contacted immediately. In this situation ensure that the individual is accompanied and kept

safe, pending advice from the relevant authorities. It is the Designated Safeguarding Officer's responsibility to follow up, investigate and determine the best course of action, and appropriate organisations and/or local authorities to involve

LOCATION AND ACCESS TO THIS POLICY

- On request from The Juice Academy in print or digital form
- On The Juice Academy website: <https://www.juiceacademy.co.uk/policies>
- On the staff and apprentice shared drive

Policy will be reviewed annually or earlier if necessary