

PREVENT DUTY POLICY

Policy Update Record

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Department	HR / Quality Departments
Policy Author	Ronnie Morris
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This Version is Reviewed and Issued by	Harvey Parsons
Signature	
Position within GLP	Data and Quality Compliance Director

1. Our commitment

The Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard for the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider government CONTEST counter terrorism strategy as detailed below:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism and the Prevent strategy has three specific strategic objectives that GLP Training adhere to:

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

This policy forms part of the induction process followed by all employees upon commencing employment with GLP Training and includes the confirmation that they have read and understood the content. This policy along with all other policy's and revised versions are available within all employee's Bright HR account with revisions also being communicated to all staff as part of their ongoing continued professional development.

2. Objectives

GLP Training have a responsibility to ensure:

- Staff have undertaken training in the Prevent Duty as stipulated by the HR department.
- Staff have the ability to identify and report any concerns they have over learner vulnerabilities or indicators to being at risk of radicalization.
- Staff are all aware of when it is appropriate to refer concerns about learners or colleagues to the GLP Training safeguarding officer
- Staff are able to effectively deliver the British values of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” into the learning programmes we deliver.

3. Scope

This policy relates to all the staff, learners, contractors and consultants associated with GLP Training Ltd.

4. Key contacts

Lead Designated Safeguarding Officer

Megan Ince

megan.i@glptraining.co.uk

Telephone: 07375695948

GLP Training Ltd Safeguarding Team

safeguarding@glptraining.co.uk

UK: Report Extremist/Terrorism material

<https://www.gov.uk/report-terrorism>

Regional Prevent Team

E-mail: CTU_Gateway@west-midlands.pnn.police.uk.

Education concerns

<https://report-extremism.education.gov.uk/>

5. Definitions

Radicalisation - the action or process of causing someone to adopt radical positions on political or social issues.

Terrorism – an act of terror/violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights or
3. intentionally create a permissive environment for others to achieve the results in (1) or (2).

6. Leadership & Governance

The Prevent Duty forms part of the safeguarding agenda which is featured as part of Learner Experience Committee meetings. GLP Training Ltd has nominated a Director leading the Prevent initiative, and the CEO and all other Directors are actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the Prevent Strategy and Keeping Children Safe in Education, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. The Prevent Duty is also embedded within IT, Social Media and Safeguarding policies.

A Prevent Duty risk assessment is updated annually by the GLP Training Prevent coordinator and reviewed periodically to ensure GLP Training has identified and mitigated as much as possible, any areas of risk and are meeting the Prevent duty requirements.

7. Staff Training

All staff are trained how to identify vulnerabilities and Indicators of radicalisation, the Channel process and how the duty engages with requirements of their role and the Identification of risk at an early stage allowing early intervention and how this is crucial to the Prevent Duty and Channel process being successful. The GLP Bright HR system contains further guidance on the Prevent duty and Educational material around radicalisation and British values within all employees Bright HR accounts.

8. Engagement with External Partners

All employers will be made aware of GLP Training's and their own duty by their allocated account managers. The employer guide contains detail in relation to employer responsibility to learners and GLP Training.

Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established with Prevent coordinators nationwide.

9. Learner Safety, Engagement & Curriculum

The duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Individual liberty

Opportunities to educate learners and promote the above values and ensure learners are aware of how to keep themselves safe from radicalisation form an important part of the apprenticeship programmes that our learners undertake that include:

- Curriculum resources with built-in British Values to support embedding within workplace role and responsibilities at work.
- Hot topics with embedded British Values are renewed and published every month.
- Discussion with coach about topics learned and relevance to self.
- Hot topics and British Values discussed during master classes and one-to-one sessions.

To ensure we monitor and act upon accessing of inappropriate content and comments, filtering systems are in place on all company devices issued to learners for use during learning sessions held within our head office classrooms and at our Building Block learning sites

10. Referral Pathways

If a learner has concerns about themselves, or you have concerns about a learner being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process for escalating any safeguarding concerns. Appendix 1 will support with identifying vulnerabilities and indicators of someone being at risk of radicalisation.

Important: should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

Once the Designated Safeguarding team has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The Designated Safeguarding team/staff member that is involved with the referral will then support the Channel process as seen fit by the local Channel panel.

See Appendix 3 for the referral pathways. It should be noted that referral to the Channel process is not a criminal intervention.

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation, but it may do so. In all instances that concern you, you should report to the Designated Safeguarding Officer. The process for referral to a prevent coordinator involves risk assessing the learner's level of engagement, intent and capability. If guidance is required, the safeguarding officer will discuss with a local FE Prevent coordinator

11. Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted, if someone received a threat or the police felt someone was under threat without them knowing, then there are risk assessments, warnings and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc., such as markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

In all cases where you may be unsure of what course of action you need to take then in ALL circumstances refer your concerns to the GLP Training designated Safeguarding lead.