



PREVENT DUTY POLICY

1. Our commitment

All education providers in the UK must be committed in the need to prevent people from being drawn into terrorism. As a national provider of apprenticeships, GLP Training Ltd, in line with the government Counter-Terrorism and Security Act 2015, is fully committed to doing this and ensuring our Prevent policy incorporates the governments CONTEST counter-terrorism strategy:

- **PREVENT terrorism** – deter and stop people from becoming terrorists
- **PURSUE terrorism** – disrupt and stop potential terror attacks from happening
- **PROTECT against terrorism** – strengthen UK protection
- **PREPARE to deal with terrorism** – Mitigate the impacts of terror attacks that cannot be stopped.

On a national level, the allocation of resources shall be proportionate to the level of threat that is posed to national security at the time. Over time, there has been an increase in attacks inspired by the far-right and 'lone-wolf' style attacks, instead of the mass organized terror attacks that may have been seen in the past. The strategy implemented by the government now includes ways which help to identify the risks of these now more common instances.

The main aim of the prevent strategy is to stop terrorism at source by preventing people both becoming a terrorist or supporting terrorism. It is with this that the overall objective of reducing the threat to the UK can be achieved.

The main specific objectives of the Prevent strategy are:

- Prevent people from being attracted into terrorism and ensure they are given the appropriate advice and support to stop this.
- Work with high-risk sectors and institutions where there are heightened risks of radicalisation that need to be addressed.
- Respond to the threat we face from those who attempt to promote terrorism and the ideology behind it.

2. Objectives

GLP Training Ltd have a responsibility to ensure:

- Staff have both understood and undertaken training in the Prevent Duty as and when identified by their leaders and managers
- All at GLP Training Ltd are understanding and aware of when it is appropriate to refer any concerns they may have about learners or colleagues to our safeguarding officers.
- To exemplify British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs into our practice.



3. Scope

This policy relates to all staff and learners. GLP will ensure that all staff and learners have access to education and training on issues relating to the Prevent Duty and its requirements. This will, be undertaken by internal staff and external organisations.

All staff and learners will be provided with information of expectations and personal and professional development available to learners will include a consideration of extremism and how to address it. Information will be provided on the centre website and in the apprenticeship handbook.

Where there are concerns about extremism or radicalisation, learners and staff will be encouraged to make use of GLP's Whistleblowing Procedure to raise any issue in confidence.

Staff and learners will be provided with a confidential and safe mechanism for reporting to the Safeguarding Officer Harvey Parsons, or senior management member any matters of concern in relation to extremism. Should an individual raise concerns with another individual (e.g. a personal trainer or another colleague or learner), that person shall make a report as above. Appendix's 3 and 4 detail the Prevent/Channel referral process, which will always be adhered to.

4. Key Contacts

Role	Name	Email	Number
Lead	Harvey Parsons	harvey@glptraining.co.uk	07983302004
Officer	Louise Lowe	Louise.l@glptraining.co.uk	01905 670889
Officer	Eleanor Wise	Eleanor.w@glptraining.co.uk	01905 670884
Officer	Maurice Barnett	Maurice.m@glptraining.co.uk	01905 670887
Officer	Caroline Williams	Caroline.w@glptraining.co.uk	07554525335
Officer	Lorraine Parsons	Lorraine@glptraining.co.uk	07727479356
DoFE		counter.extremism@education.gov.uk	02073407264
Safeguarding@glptraining.co.uk Call 01905670884 and request to talk to a safeguarding officer			

5. Definitions

- **Radicalisation** - is a process by which an individual or group come to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo.
- **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** - an ideology that is far outside the mainstream attitudes of society, including 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.

6. Leadership & Governance

Prevent features as part of the company safeguarding agenda in our Senior leadership meetings. The nominated Director in leading the Prevent initiative is Harvey Parsons (Data and Compliance). Along with this, the CEO and all members of the company's Senior Management Team (SMT) and Directors are actively engaged with the company's Safeguarding and Prevent Agenda. As outlined in the Prevent Strategy and Keeping Children Safe in Education, protecting people from being drawn into radicalization should align with the current safeguards that we have in place to protect learners from the risks of safeguarding issues. The Prevent Duty is also embedded within our Internet and email usage, Social Media and Safeguarding policies.

An annual risk assessment is produced which aims to review whether and ensure GLP Training has highlighted all risk areas and are meeting the obligations of the Prevent duty.

7. Staff Training

At GLP Training, we ensure that all of our staff are trained to identify vulnerabilities and indicators of radicalization, along with the Channel process and how the Duty engages with the requirements of their role. The aim is that by identifying risk at an early stage we can allow for early intervention which is crucial to the Prevent Duty and Channel process being successful.

British Values can be found. As well as this, there are also CPD training sessions for all staff members as part of the GLP colleague CPD programme and an ongoing awareness programme which includes formal annual training, community spotlights as well as forums and news feeds.

8. Engagement with External Partners

All of the employers we engage with will be made aware of both their own duty and GLP Training's by means of Account Managers, Tutors and employer corner communication. Our employer guide contains detail that outlines the employer responsibility to both learners and GLP Training.

Necessary channels are in place to help assist with meeting the obligations of the Prevent Duty and avenues of raising concerns are established with national Prevent co-ordinators.



9. Learner Safety, Engagement and Curriculum

An important components of the Prevent duty is building learner resilience to the threat that is posed to them of radicalisation, the challenging of extremism and the raising of awareness of and demonstration of British values. The British values are:

- Democracy
- Rule of Law
- Tolerance and understanding of different faiths
- Challenging discrimination
- Individual Liberty

The opportunities to promote the values specified above are within our apprenticeships, included within specific monthly hot topics and resources. Knowledge, Skills and Behaviour monitoring tools, alongside surveys are used to measure the impact of such materials.

10. Referral Pathways

In the event that a learner has concerns about themselves, or you have concerns about a learner potentially being at risk of radicalisation, you should refer to Appendix 3 and 4 for the process on escalating any safeguarding concerns. If you're unsure on whether they are at risk, Appendix 1 will support you with identifying the vulnerabilities and indicators of someone who may be at risk of radicalisation.

NB – However, should you feel that your learner, yourself or any members of the public are in immediate danger then report this to the police by calling 999 immediately.

Once this process has begun by the Designated Safeguarding team being informed, a decision will be made by them on whether the issue needs to be escalated to the local police Prevent officer. The Designated Safeguarding team/staff member that is involved with this referral will then support the channel process in a way that is seen fit by the local channel panel. Please refer to Appendix 3 for the referral pathways. It should also be noted referral to the Channel process is not a criminal intervention.

Importantly, it should be noted that a learner displaying one or a few of the vulnerabilities and indicators listed in Appendix 1 does not mean the learner will definitely be risk of radicalisation, but it may do so. In all instances that concern you, you should report this to the Designated Safeguarding Officer. The referral process to a Prevent coordinator involves the risk assessment of the learners level of engagement, as well as their intent and capability. If further guidance is required, the safeguarding officer will discuss this 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.

APPENDIX 1

Vulnerabilities & Indicators of Radicalisation

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching
Isolation and social exclusion	Change in appearance - dress/body art
Bullied	Change in behaviour within work and learning environment
Media influence	Change in social circles
Seeking purpose of focus for life	
Seeking revenge	
Seeking acceptance/social standing	



APPENDIX 2

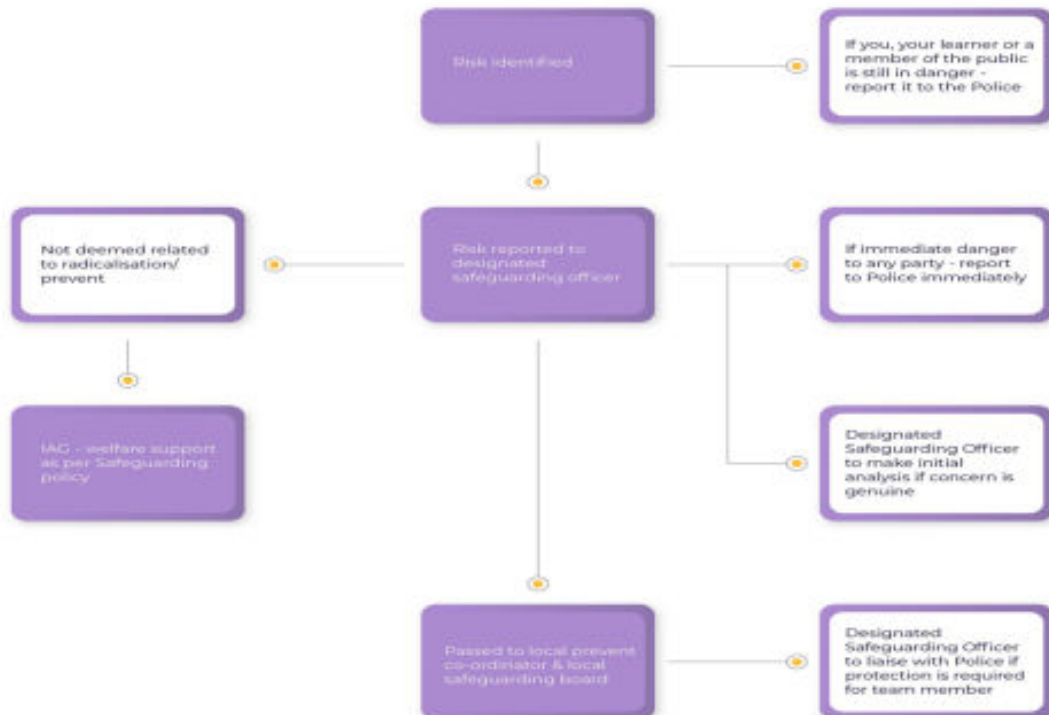
Factors of Vulnerabilities



APPENDIX 3

Referral and Channel process Prevent Duty - Reporting Procedure

INTERNAL



EXTERNAL

