



**Northern  
Regeneration CIC**

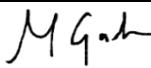
**NORTHERN REGENERATION CIC**

## **Prevent Policy**

September 2022

(Version 1.5)

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<b>Signature:</b>	 Melissa Gallimore, Operations Manager
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## 1. BACKGROUND

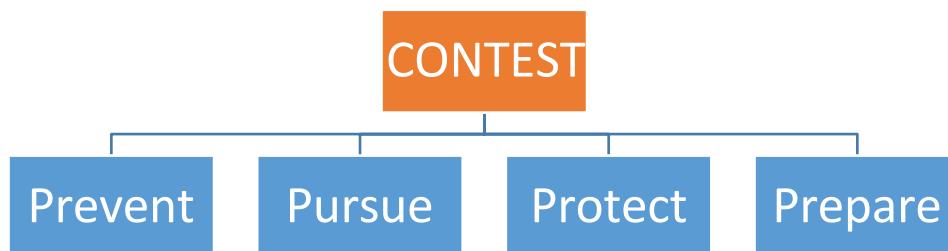
Section 26 of the *Counter-Terrorism and Security Act 2015* (the Act) places a duty on certain bodies (“specified authorities” listed in schedule 6 to the Act), in the exercise of their functions, to have *“due regard to the need to prevent people from being drawn into terrorism”*. It is the responsibility of all educational establishments to have regard to these duties from 1 July 2015.

## 2. INTRODUCTION AND CONTEXT

2.1 Northern Regeneration CIC has a legal responsibility to fulfil the Prevent Duty as an education establishment. The Prevent Duty is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. 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.

2.2 CONTEST has four key principles:



- **Prevent:** to stop people becoming terrorists or supporting terrorism
- **Pursue:** to stop terrorist attacks
- **Protect:** to strengthen our protection against a terrorist attack
- **Prepare:** to mitigate the impact of a terrorist attack.

2.3 A system of threat level has been created which represents the likelihood of an attack in the near future. There are 5 levels of threat:

- low - an attack is highly unlikely
- moderate - an attack is possible but not likely

- substantial - an attack is likely
- severe - an attack is highly likely
- critical - an attack is highly likely in the near future

The level is set by the Joint Terrorism Analysis Centre and the Security Service (MI5).

Threat levels do not have an expiry date. They can change at any time as different information becomes available to security agents.

2.4 The current threat level from terrorism in the UK can be found on the Government [‘Terrorism and National Emergencies’ page](#)

2.5 Education providers have a part to play in fostering shared values and promoting cohesion. They 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 Northern Regeneration’s and other training settings. This strategy has five key objectives:

- To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner/apprentice voice
- To break down segregation among different learner/apprentice communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners/apprentices in playing a full and active role in wider engagement in society.
- To ensure learner/apprentice safety and that Northern Regeneration is free from bullying, harassment and discrimination.
- To provide support for learner/apprentices who may be at risk and appropriate sources of advice and guidance.
- To ensure that learners/apprentices and staff are aware of their roles and responsibilities in preventing violent extremism.

### 3. Employees

3.1 As an employee, you have a key role in the **Prevent** strategy. **Prevent** focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorist-related activity. **Prevent** does not require you to do anything in addition to your normal duties. What is important is that if you are concerned that a vulnerable individual is being exploited in this way, you can raise these concerns.

3.2 Some of the following factors are already known to contribute to the vulnerability of individuals and could put them at risk of exploitation by radicalisers as follows:

- **Identity crisis**

Adolescents/vulnerable adults who are exploring issues of identity can feel both distant from their parents/family and cultural and religious heritage, and uncomfortable with their place in society around them. Radicalisers can exploit this by providing a sense of purpose or feelings of belonging. Where this occurs, it can often manifest itself in a change in a people’s behaviour, their circle of friends, and the way in which they interact with others and spend their time.

- **Personal crisis**

This may, for example, include significant tensions within the family that produce a sense of isolation of the vulnerable individual from the traditional certainties of family life.

- **Personal circumstances**

The experience of migration, local tensions or events affecting families in countries of origin may contribute to alienation from UK values and a decision to cause harm to symbols of the community or state.

- **Unemployment or under-employment**

Individuals may perceive their aspirations for career and lifestyle to be undermined by limited achievements or employment prospects. This can translate to a generalised rejection of civic life and adoption of violence as a symbolic act.

- **Criminality**

In some cases a vulnerable individual may have been involved in a group that engages in criminal activity or, on occasion, a group that has links to organised crime and be further drawn to engagement in terrorist-related activity.

Any change in an individual's behaviour should not be viewed in isolation and you will need to consider how reliable or significant these changes are. Signs might include:

- parental/family reports of unusual changes in behaviour, friendships or
- actions and requests for assistance
- patients/staff accessing extremist material online
- use of extremist or hate terms to exclude others or incite violence
- writing or artwork that promotes violent extremist messages or images

## 4. Delivery

In order to achieve the Prevent Strategy objectives Northern Regeneration will concentrate on the following areas:

### 4.1. Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all learner/apprentices, staff and visitors and promotes respect, Equality, Diversity & Inclusion and understanding. This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner/apprentice voice and participation.
- Building staff and learner/apprentice 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.
- To maintain regular contact with our Regional Prevent Coordinator to ensure that we continue to comply with the duty and update staff accordingly.
- To provide CPD and workshops to raise awareness of Prevent

#### **4.2. Teaching and Learning**

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

#### **4.3. Learner/Apprentice Support**

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Establishing strong and effective learner/apprentice support services.
- Listening to what is happening in Northern Regeneration and the community.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Helping learner/apprentices and staff know how to access support in Northern Regeneration and or through community partners.
- Supporting at risk learner/apprentices through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap for all learner/apprentices.

#### **4.4. Staff Training**

Northern Regeneration will deliver Prevent training, targeting staff at every level of the organisation. The focus of training will be to all Northern Regeneration staff to ensure that:

- They are able to spot the signs of potential radicalisation through on-line Prevent training
- They can appropriately challenge any extremist views expressed by learner/apprentices or other staff.
- They are clear on what to do should they fear that a learner/apprentice is becoming radicalised and refer through the staff safeguarding procedure (See Safeguarding policy).
- They know what further action will occur once a referral has taken place as identified in the Prevent e-learning training and Channel e-learning training.

### **5. Managing Risks and Responding to Events**

To ensure that Northern Regeneration 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 Northern Regeneration.
- Understanding and managing potential risks within Northern Regeneration and from external influences.
- Responding appropriately to events in local, national or international news that may impact on learner/apprentices and communities.
- Ensuring measures are in place to minimise the potential for acts of violent extremist within Northern Regeneration.
- Ensure that Northern Regeneration, where appropriate utilises Channel as support mechanism in cases of radicalisation and extremism.

- The Safeguarding Team will work in partnership with Local Authority and police regarding referral to Channel identifying a recognised pathway and threshold for referral
- Ensuring plans are in place to respond appropriately to a threat or incident within Northern Regeneration.
- Developing effective ICT security and responsible user policies.
- Having a clear and visible policy for managing whistle blowing and complaints.
- All relevant policies make reference to Northern Regenerations duties under the Prevent agenda.
- Have a clear policy covering events held by staff, learners/apprentices, visitors and community groups.

This will make a commitment to:

- Allow for sufficient notice so checks can be made on individuals and cancellation can take place if necessary.
- Insist on advance notice of the content of events, including an outline of the topics to be discussed and have sight of any presentations, clips or footage to be used.
- Having in place a system for assessing and rating risks associated with any planned events, including providing evidence to suggest whether an event should proceed, be cancelled or whether mitigating action is required.
- Having a mechanism in place for managing incidents or instances where off site events of concern are promoted in Northern Regeneration.

## 6. LOCATION AND ACCESS TO THIS POLICY

This policy is available on all our sites.