



# Prevent Policy



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## Document Details

<b>Policy Title:</b>	Prevent Policy
<b>Date:</b>	15.02.2022
<b>Version:</b>	v6.1
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<b>Authorised By:</b>	Stuart Crosby

## Document History

Version	Date	Editor	Reason for Changes
V1	01.08.15	John Stirling	Policy review
V2	07.09.16	John Stirling	Policy review
V3	24.10.17	John Stirling	Policy review
V4	20.09.18	John Stirling	Policy review
V5	10.09.20	John Stirling	Policy review
V6	21.07.21	Katie Thornton	Policy Review
V6.1	15.02.2022	Katie Thornton	DSL Update

## Other Linked Policies

Policy Title
<ul style="list-style-type: none"> <li>Equality, Diversity &amp; Inclusion Policy</li> </ul>
<ul style="list-style-type: none"> <li>Safeguarding Policy</li> </ul>
<ul style="list-style-type: none"> <li>The UK Strategy for Counter Terrorism</li> </ul>
<ul style="list-style-type: none"> <li>HM Government Prevent Strategy</li> </ul>
<ul style="list-style-type: none"> <li>Health, Safety &amp; Wellbeing Policy</li> </ul>
<ul style="list-style-type: none"> <li>IT Policy</li> </ul>
<ul style="list-style-type: none"> <li>Recruitment and Selection Policy</li> </ul>

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# Introduction

As a training provider, Ensis Solutions fully recognises its statutory and moral duties to promote the safety and welfare of those learners who are under the age of 18 years and those adult learners who are deemed to be vulnerable. Ensis Solutions is committed to the safeguarding of all learners regardless of their age and vulnerability in order to support the requirements of Prevent.

This policy has been developed in accordance with the principles established by the:

- Prevent Duty as set out in the Counter Terrorism and Security Act 2015. and in line with the government publications:
- 'The Official Referral Process for Prevent – Training Providers' Scope

This policy and its procedures apply to:

- Ensis Solutions its Board and employees in respect of all of its activities;
- any other group company for whom Ensis Solutions provides trainers and related services in respect of such training and any other services funded by the Education and Skills Funding Agency;

and to:

- learners enrolled with them;
- their contractors;
- employers with which they provide apprenticeships; and
- other users of their services.

The policy and procedures will always apply when Ensis Solutions is providing services or activities that come under the responsibility of the organisation.

The Prevent strategy, published by the Government in 2011, is part of our overall counter-terrorism strategy, CONTEST (update June 2018). The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to "prevent people from being drawn into terrorism".

The UK faces a range of terrorist threats not all of which are limited to the threat from religious extremists and we therefore need to be mindful of all potential threats to which our staff and learners could be potentially exposed. All terrorist groups who pose a threat to us seek to recruit and radicalise individuals to their cause. Nationally Prevent seeks to:

The Prevent strategy has three specific strategic objectives:

- 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 a wide range of sectors and institutions where there are risks of radicalisation that we need to be addressed.

The UK has a system of threat levels 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.

Terrorist groups often draw on extremist ideology, developed by extremist organisations. Some people who join terrorist groups have previously been members of extremist organisations and have been radicalised by them. The Government has defined extremism in the Prevent duty guidance 6 strategy 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. We also include in our definition of extremism calls for the death of members of our armed forces”

## Aims of the Prevent Policy

This policy has the following aims:

1. To promote and reinforce a set of shared values, founded on tolerance and respect for others.
2. To create a safe space for free and open debate.
3. To promote a sense of community cohesion within the wider external community.
4. To ensure that staff and learners are safe and that we create an environment that is free from bullying, harassment and discrimination.
5. To support individuals who may be at risk from radicalisation and to be able to signpost them to further external sources of support where appropriate.
6. To ensure that staff are aware of their responsibilities under this policy and are able to recognise and respond to vulnerable learners.

This policy should be read in conjunction with Ensis safeguarding policy and procedures and Ensis equality and diversity Policy.

### Defining British Values

For the purposes of this policy British values will be defined as:

“democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different backgrounds, characteristics, beliefs and faiths”

# Managing Risks & Responding to Events

## Embedding Values

Equality and Diversity, the values of respect and tolerance will be embedded within teaching and learning sessions. This will be supported by additional staff development on a range of subjects through working groups and training sessions working in partnership with other training organizations, specialist groups and partners.

## Coordination and Overall Responsibilities

The designated safeguarding person for Ensis will have overall responsibility for the coordination of Prevent activity. This is Julie Linfield, Operations and EPA Manager, Ensis Solutions Limited. She will be supported by the Head of Quality and Curriculum and the Directors in the implementation of this task.

## Partnership and Working with other agencies

Ensis will foster good working relationships with other agencies including local authorities, police and regional Prevent coordinator. Ensis will share information with external agencies as appropriate to safeguard learners.

## Risk assessment

Ensis will undertake a prevent risk assessment (Listed as a separate document) this risk assessment and subsequent action plan will be reviewed on a Quarterly basis by the Senior Management team who will have overall responsibility for prevent activities within Ensis.

## Staff training

All members of staff are required to undertake Prevent training; this will be extended to include the prevention of radicalisation and extremism awareness training. Training will enable staff to identify and understand the factors that make people vulnerable to being drawn into extremism and the knowledge of Ensis processes and procedures to report concerns. This will form a mandatory element of staff training. This includes mandatory reading of internal and external policies and e-learning modules.

All staff are required to read this policy and support the effective implementation of the Prevent policy and procedures.

## Speakers and events held under the Ensis Banner

Ensis welcomes and actively encourages guest speakers and external agencies into its programmes as a powerful mechanism to enrich the learning and wider learning experience for our staff and learners. However, Ensis will refuse entry to those speakers whose values are contrary to our own and who may be wishing to engage with Ensis staff and learners as a mechanism to promote extremist views.

Guest speakers are, in the main, booked and authorised by the Head of Quality and Curriculum, however if staff are unsure about the validity of speakers or organisations wishing to host events, advice should be sought from the Directors or the designated safeguarding person.

External agencies wishing to hold an event should provide at least a month's notice and be willing to share an outline of the event and presentational content prior to the event.

## Online safety

Ensis will continue to promote online safety and educate staff and learners about safe and responsible internet use.

Reporting concerns about vulnerable learners

Concerns specifically related to staff or learners who may be vulnerable to radicalisation should be reported using Ensis safeguarding procedures.

Making a referral to Channel or other agencies

The designated safeguarding person or in their absence an Ensis Director will make the decision as to whether concerns should be raised with an external agency. The designated safeguarding person for Ensis is Julie Lindfield Ensis Operations and EPA Manager, they may decide to call a special meeting of the Senior Management Team to discuss concerns, make a referral to Channel and monitor issues.

# Responsibilities

## All staff

Are responsible for undertaking training on preventing radicalisation and extremism and for making themselves aware of the procedures contained within this document.

**Ensis Directors** - Ensis Directors have oversight responsibility for Ensis response to prevent duties.

**Senior Management Team** - Have oversight responsibility for the prevent policy and action plan. They will monitor and review prevent procedures on at least a Quarterly basis.

**Head of Quality and Curriculum** - Will have oversight responsibility for the promotion of British values and how these values are embedded as part of Ensis teaching and learning sessions.

**Designated safeguarding officer** – Julie Linfield (LPQC)

Has overall strategic responsibility for the implementation of this policy and for reporting concerns to external agencies as appropriate.

The safeguarding designated officer is:

<p>The safeguarding designated officer is:</p> <p><b>Julie Lindfield:</b> Operations and EPA Manager</p>	<p>The safeguarding designated lead is:</p> <p><b>Stuart Crosby:</b> Director (Senior Leadership Team)</p>
<p>Contact Details are:</p> <p><b>Julie Lindfield</b></p> <p><b>Mobile:</b> 07387 110274</p> <p><b>Direct Dial:</b> 01942 265859</p> <p><b>Email:</b> <a href="mailto:Julie@ensissolutions.co.uk">Julie@ensissolutions.co.uk</a></p>	<p>Contact Details are:</p> <p><b>Stuart Crosby</b></p> <p><b>Mobile:</b> 07775956725</p> <p><b>Direct Dial:</b> 01942 265859</p> <p><b>Email:</b> <a href="mailto:stuart@ensissolutions.co.uk">stuart@ensissolutions.co.uk</a></p>

## References

This policy should be read in conjunction with the following UK Government issued documents:

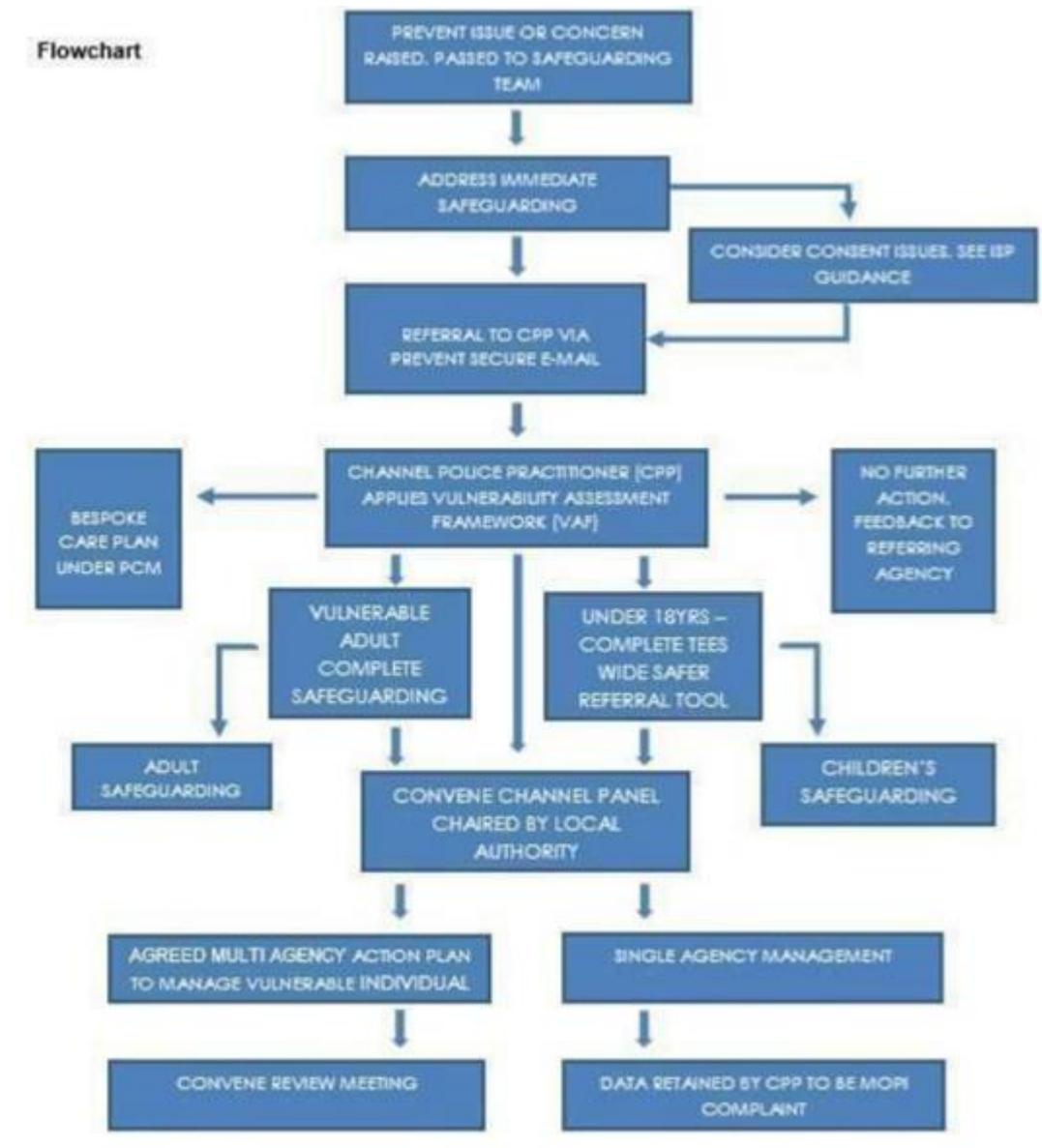
- a) HM Government Prevent Strategy; June 2011
- b) Contest The UK Strategy for Countering Terrorism; June 2018

Name: Stuart Crosby

Position: Director

Signature: S Crosby (signed electronically)

# The Official Referral Process for Prevent – Training Providers



CPP - Channel Police Practitioner

CPP - Channel Police Practitioner

PCM - Primary Care Manager