

## 1. Introduction

This policy applies to all employees, students and apprentices in Lavender International (the Company) and is in relation to the Safeguarding policy QD 996. It is important that all students/apprentices are protected from the risk of radicalisation.

To reduce the risk of terrorism in the UK and its citizens and interests overseas from terrorism, the Government have introduced Prevent as part of the Counter Terrorism Strategy called CONTEST. This policy focuses on the safeguard and support of vulnerable people to stop them from becoming terrorists or supporting terrorism.

Prevent Objectives within CONTEST are as follows:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
- Safeguard and support those most at risk of radicalisation through early.
- Intervention, identifying them and offering support.
- Enable those who have already engaged in terrorism and extremist behaviour to disengage and rehabilitate.

## 2. Prevent

The Counter-Terrorism and Security Act 2015 section 26 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 The Company in its capacity as a training provider, to have regard to these duties. The duty also requires the Company to 'actively promote' the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

All employees who have direct contact with or who work with students/apprentices have completed safeguarding awareness training by Education Training Foundation (ETF) which includes Prevent Duty and Equal Opportunities.

The employees at Lavender International are fully aware of the importance of preventing people from being drawn into indoctrination into any form of extreme ideology which may lead to the harm of self or others. Our aim is to protect our employees, students and apprentices through implementation of this policy.

## 3. Prevent Definitions

**Terrorism** - The unlawful use of violence and intimidation, especially against civilians, in the pursuit of: political, religious, social class, ethnicity aims.

**Extremism** - The holding or advocacy of extreme views (political, religious and ethnic etc).

**Radicalisation** - The action or process of causing someone to adopt radical and potentially dangerous positions on political or social issues.

#### 4. Children and Adults Radicalisation Risk

Those at risk of radicalisation could:

- Be bullied or domestic abuse victims
- Have been discriminated against
- Feel anger toward other people, the government, how they deem society has treated them
- Be experiencing rapid change within their life
- Be struggling with mental illness e.g., depression
- Feel stress, isolation, loneliness or low self-esteem
- Be experiencing confusion about their identity, faith and belonging

Indicators to look out for:

- Those in possession of potentially dangerous content/literature about military training, weapons, explosives, extremist propaganda etc
- Idolisation of 'Martyrdom'
- Paranoia e.g., being secretive on the internet (particularly around extremist websites), refusing to share their views
- Increased feelings of anger, particularity toward others
- Expressing religious or political based criticism
- Endorsing violence toward nations, cultures or religions
- Any artwork deemed to be promoting extremist values
- Speaking 'as if from a script' or using extremist language to isolate/exclude people and instigate violence

Although, these indicators do not necessarily mean that the individual is being radicalised. It could indicate another issue within the individual's life or be a display of teenage traits.

#### 5. Company Management and Leadership

The Company Directors and management team are fully aware of the importance of Prevent and Safeguarding its employees, students, and apprentices. We will make available and provide training material to ensure that all members of the company are informed and vigilant in their personal Prevent responsibilities.

It is the responsibility of the technical team and management to make sure that the teaching material and programmes endorse Prevent and British values. Internal training sessions are provided to review and update any information necessary for management and tutors.

## **6. Staff and Teacher Training**

During induction, employees receive compulsory Prevent Duty and safeguarding awareness training by Education Training Foundation (ETF) which includes Equal Opportunities. This will give them an overview of the organisation and ensure they know its purpose, values, services and structure, as well as how to identify and report concerns of potential radicalisation within the appropriate levels of confidentiality.

Employees will also receive further training days and workshops throughout their employment to ensure all Prevent training is relevant and up to date and employees are committed to implementing and adhering to the Prevent policy.

## **7. Student/Apprentice Safety During Training**

Safeguarding and Prevent will be a key part of a student's Induction programme and will cover: Prevent, British values and Safeguarding.

The company aims to protect students/apprentices from and prevent any potential risk of radicalising influences through building our apprentice's resilience to extreme narratives. As is our legal responsibility, the company will fulfil a Prevent Duty statement and apprentices will be given Prevent and British value material to complete, as well as training sessions throughout their apprenticeship training, to encourage them to commit and adhere to the Prevent policy.

Safe environments will be created for them to express themselves and promote open discussion, whilst promoting the policy and the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Apprentices will be supported by staff members to encourage civil debate, allowing them to voice opinions, develop self-confidence, critical thinking skills and have a hand in decision making processes.

Online content will be controlled using a PF Sense firewall device filtering enabled to ensure that no extremist content is being accessed or making individuals vulnerable.

## **8. External Partners and Stakeholders**

Any employers that we associate with are knowledgeable of their duty to Prevent and, if not, will be provided with material promoting safeguarding and Prevent within apprenticeship teaching programmes.

## **9. Reporting a Concern and Prevent Process**

If any student/apprentice is deemed to be at risk of being radicalised or extremism, they will be referred to the designated Safeguarding Officer, who will follow the escalation process outlined in QD 996 Safeguarding Policy.

Likewise, if any student/apprentice is deemed to be inciting radicalism or extremism, they will be referred to the Safeguarding Officer, who will follow the escalation process outlined in QD 996 Safeguarding Policy. All causes for concern must be recorded and passed to the Operations Director.

Once the incident has been recorded, the Operations Director will determine the seriousness of the concern and will involve the necessary authorities. Their main aim is to find ways of intervening at an early stage to protect and steer the at risk individual clear of any activity influenced by radicalisation.

Such methods used are:

- Identifying and addressing vulnerabilities
- Involving the vulnerable person's family where necessary and providing deradicalisation 'Support packages'
- Providing/recommending a mentor or specialist to help the vulnerable person deradicalise

If a student/apprentice is deemed to be in immediate danger, then the incident should be reported directly to the Police and Designated Safeguarding Officer.

National Anti-Terrorism Hotline: 0800 789 321  
Police: 101

You can also send concerns via the following link:  
<https://www.gov.uk/report-terrorism>

We will work with any relevant authorities if necessary to resolve the issue. Completed records will be treated as confidential and retained by the Safeguarding Officer.

## **10. National Threat Level**

There are 5 national threat levels as to the likelihood of an attack as set by the Joint Terrorism Analysis Centre and the Security Service (MI5):

- Low - highly unlikely
- Moderate – possible, but unlikely
- Substantial - likely
- Severe - highly likely
- Critical - highly likely in near future

Currently, the National threat level for international terrorism is substantial. Therefore, our Prevent policy responds to this by addressing the risk of radicalisation to employees, students and apprentices by presenting materials and programmes that teach people to recognise signs of radicalisation and promote Fundamental British values.

For more information, please access these sites:

<https://www.gov.uk/government/publications/prevent-duty-guidance>

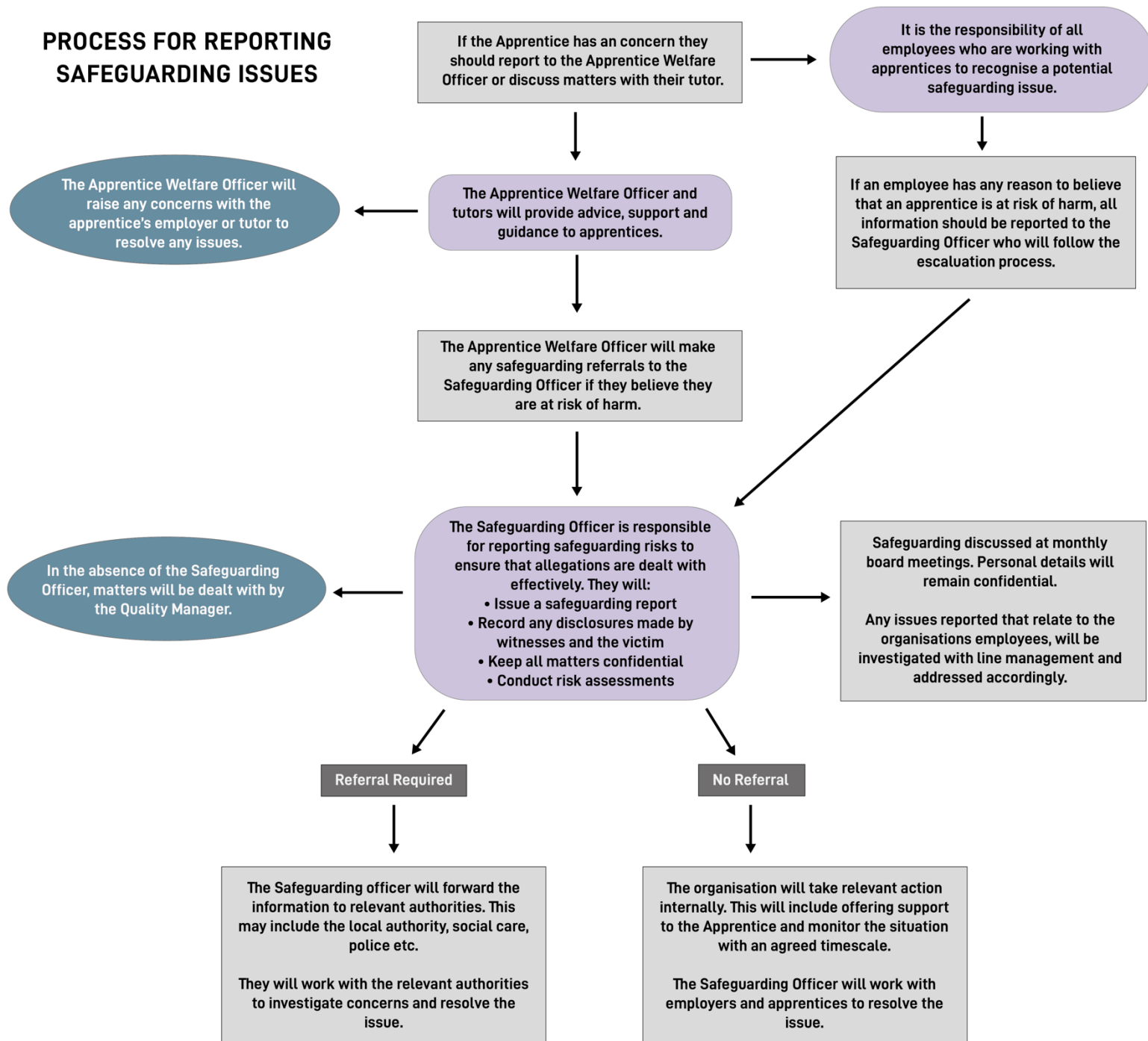
<https://www.gov.uk/government/news/action-counters-terrorism>

<https://act.campaign.gov.uk/>

For related policies and procedures please see Lavender International NDT Ltd. Safeguarding policy QD 996, Equality and Diversity Policy QD 998 and the IT acceptable use policy QD 992.

## 11. Process for Reporting Safeguarding Issues

### PROCESS FOR REPORTING SAFEGUARDING ISSUES



## 12. Policy Review Log

This policy is to be reviewed annually with additional updates should new legislation be provided.

### Approved/Authorised by:



Tim Armitt  
**Managing Director**



Nicola Dodsley  
**Operations Director**