



SAFEGUARDING AND THE PREVENT DUTY FOR EMPLOYERS



Essex County Council

All Further Education providers have a duty to safeguard their learners, which includes work-based learners. Prevent is about safeguarding our learners to keep them both safe and within the law.

The Prevent Duty is not about preventing learners from having political and religious views and concerns, but about supporting them to use those concerns or act on them in non-extremist ways.

What is the Prevent Duty?

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies, listed in Schedule 3 of the Act, to have “due regard to the need to prevent people from being drawn into terrorism”.

These statutory bodies include:

- Education
- Social Care
- Health
- Police

What is Extremism?

The government has defined extremism in the Prevent Duty as: “vocal or active opposition to fundamental British values”.

This also includes calls for the death of members of the British armed forces. Extremism and radicalisation might include; violent Islamist groups, the extreme right wing and other causes.

Radicalisation

Vulnerable individuals can be drawn into the process of radicalisation in a number of ways. In this context, vulnerability means individuals who, because of their circumstance, experiences or state of mind can be led towards a terrorist ideology.

What are British Values?

British values are defined as “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.” ACL encourages its learners and staff to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

What is Safeguarding?

At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Children includes everyone under the age of 18.

What are the signs of vulnerability?

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- loneliness or isolation leading to negative influence from other people or via the internet
- drugs, gangs, violence and crime against them or their involvement in crime, e.g. race/hate crime, anti social behaviour etc.
- family tensions and breakdown, poverty, homelessness and lack of self-esteem
- personal or political grievances or recent political or religious conversion.
- Sexual exploitation, physical or mental abuse

What is ACL’s role?

ACL has a legal responsibility under the Prevent Duty to make sure that:

- all staff have undertaken training in the Prevent Duty
- we are aware of when it is appropriate to refer concerns about learners or colleagues to the Designated Officer
- ACL staff, working with its partner organisations and employers, exemplify British values of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” into their practice.

We have a statutory duty to “prevent people from being drawn into terrorism” and as such we need your help and support to comply with this duty.

Many of the things we already do at ACL help learners to be positive, happy members of society, and these include:

- exploring other cultures and religions and promoting diversity
- challenging prejudices and racist comments and behaviours
- developing critical thinking skills and a strong, positive self-identity
- promoting spiritual, moral, social and cultural development
- active promotion of British values.

We provide learners with information so they understand how to protect themselves from extremist views contrary to British values, which they may encounter, now or later in their lives, helping to keep themselves safe.

We use a range of methods to protect learners from the risk of radicalisation, such as:

- embedding British values into our teaching and learning practice;
- monitoring of online activity;
- ensuring all staff have received training and by vetting visitors who deliver academic sessions.

All our academic staff are subject to DBS (Disclosure and Barring Service) checks.

Where staff have concerns, they would report them to the College’s Designated Safeguarding Officer, who would then determine what course of action to take and whether or not to make a referral to Channel. We ask that Employers do the same.

What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. It is a supportive approach and operates in the precriminal space. The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk;
- assessing the nature and extent of the risk; and
- developing the most appropriate support plan for the individuals concerned

Employer's responsibilities explained

You have a responsibility to:

- alert ACL to any concerns regarding your work-based learner to allow us to explore what the causes might be; and to
- provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British values.
- be alert to any changes in your work-based learner's behaviour, that in your professional opinion gives you cause for concern.

Reporting Safeguarding or Prevent concerns involving a Work-Based Learner

If you have a concern, would like more information or have any questions, please contact the ACL Safeguarding Team on 07788 301 629 or email ACLsafeguarding@essex.gov.uk

For more Information

The following sources may also be useful for further information:

- HM Government Prevent duty guidance: for England and Wales
- <https://www.gov.uk/government/publications/prevent-duty-guidance>
- What is Prevent? Let's Talk About It <http://www.ltai.info/what-is-prevent>
- Extremism takes many forms and some of these may be a greater threat in some areas. Your local council and police will be able to advise you if you have specific concerns or questions.