



PREVENT POLICY

1. Statement of Purpose

The purpose of this Policy is to provide everyone connected to LITE (Stockport) Ltd with a clear outline of our position with respect to the safeguarding of learners and staff under the Prevent Duty.

Prevent is a strand of the Government's counter-terrorism strategy LITE (Stockport) Ltd is, through engagement with learners of all ages and from a variety of backgrounds, able to contribute towards the aim of preventing individuals from being drawn into terrorism or extreme violence.

As an apprenticeship provider, we have a statutory duty to prevent people being drawn into terrorism under the Counter-Terrorism and Security Act (2015).

2 Key Principles

As part of our approach to Safeguarding, Equality and Diversity and the promotion of fundamental British values, we will:

- Promote fundamental British values by ensuring that there is a culture of openness within our delivery and team and the opportunity for learners to explore what this means to them.
- Challenge segregation, promoting cohesion and building learner resilience with the aim of our learners and staff contributing actively to wider society.
- Operate a clear and consistent anti-bullying approach which challenges harassment and discrimination and enables learners and staff to feel safe and supported.
- Provide support, advice and guidance for learners and staff who may be at risk or radicalisation. This may include referral to Channel, the process by which multi-agency support is provided to individuals who are at risk of being drawn into terrorism.
- Ensure that staff, learners and employers are aware of their roles and responsibilities in preventing radicalisation and extremism.
- Have a leadership team which actively promotes the core values of shared responsibility and well-being for learners, and staff ensure that these are at the heart of everything that we do.

3. Responsibilities

- LITE (Stockport) Ltd's Designated Safeguarding Lead (DSL), Jackie Shopland-Reed, jsreed@liteltd.co.uk Tel 07836248604 is the companies Prevent Officer. Deputy Designated Person (DSP) Irene Boardman i.boardman@liteltd.co.uk will deputise in the DSL's absence.
- The DSL and the DSPs are responsible for making all decisions regarding referrals to Local Authority Channel Panels. All staff should be vigilant to extremist behaviour as a wider part of their safeguarding duties and report their concerns to the DSL or DSP in line with our wider safeguarding procedures.
- Learner facing staff will deliver learning and assessment which reflects fundamental British values.
- We will seek to actively safeguard all learners and provide welfare support at the point of need for learners identified to be at risk of harm as defined within Keeping Children Safe in Education (2015).
- We will implement anti-bullying strategies and challenge discriminatory behaviour.
- We will respond to identified community needs.
- We will work to actively narrow the achievement gap between different groups of learners.
- We will promote a culture of vigilance and operate a whistleblowing procedure which includes reference to the Prevent agenda.

4. Teaching and Learning

We will provide a curriculum that promotes fundamental British values with the view to encourage learners to participate in their local communities and use their voice to make positive changes.

We will take every available opportunity to match curriculums to local priorities whilst offering learners the opportunity to develop critical thinking skills.

We will use topical and relevant examples to stimulate thinking and actively tackle discrimination.

Learners will be encouraged to explore fundamental British values in a safe and supportive environment, without fear of discrimination.

5. ICT Use and Monitoring

IT equipment provided to both staff and learners is subject to monitoring. Staff identifying inappropriate use will report this to the DSL or DSP to enable this to be investigated for safeguarding purposes.

LITE (Stockport) Ltd operates an E safety policy which reflects the requirements placed upon us by the Prevent Duty.

6. Risk

We will ensure that there is a shared understanding amongst staff and learners as to the risks posed within the training environment by extremist behaviour by raising awareness through training and information sharing.

Steps will be taken to mitigate the risk posed to staff/learners by individuals vulnerable to radicalisation on a case by case basis.

Referrals to Channel will be made on a case by case basis and with consideration being made to the need for a multi-agency approach in advance of any referrals.

We will operate a critical incident management plan in dealing with terrorist related incidents.

We will ensure that there are plans in place which respond to any direct threats within our buildings.

We will develop effective ILT policies which promote responsible use as well as seek to monitor usage.

Display materials, including externally produced leaflets and posters, will promote fundamental British values and have due consideration to the Equality Act. We will seek to promote this ethos within employer premises through regular updates.

LITE (Stockport) Ltd will only promote its services within organisations that share its values for the need to safeguard, promote equality and prevent extremist behaviour. Where required risk assessments will be undertaken to consider the appropriateness of venues before agreements are made to provide information and advice to individuals within that organisation.

The culture of vigilance extends to our external relationships. Where employers with whom we are engaged are found to be either in breach of the Equality Act or advocating extremist views or behaviour this will be addressed as a Safeguarding issue by the DSL/DSP.

7. Promotion, Commitment and Training

The DSL and the DSPs and all staff and governors will undertake training relevant to their role.

Staff: Mandatory Safeguarding Training will equip staff with the ability to recognise signs that a learner or colleague might be on the path to becoming radicalised and outline the process by which concerns should be raised.

All staff are to commit to this policy and will receive annual update training in implementing this Policy, which is included in the staff handbook. New staff need to familiarise themselves with the expectations of their roles and responsibilities. Staff will receive training during their induction. Implementation and updates to the policy will be discussed in staff meetings.

Apprentices: The policy will be shared with apprentices at their induction with the manager. Apprentices will be required to commit to the policy as a part of the induction process. This policy will be included in the apprentice handbook, given to the apprentice at their induction, as well as promoted through our intranet / website.

Employers: Employers are made aware of this policy when they are considering working with us. Commitment will be a requirement of our apprenticeship agreement with employers. This policy will be included in the employer handbook as well as promoted through our intranet / website. Training will be provided through discussion at apprentice reviews. Relevant updates and news will be shared in our news 'Bulletin', with apprentices and employers.

8. Partnerships

LITE (Stockport) Ltd will work with the relevant Prevent Coordinators locally.

Where relevant, information sharing protocols will be developed with Prevent partners.

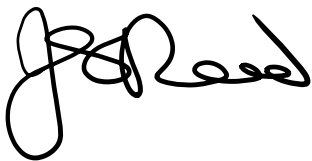
Multi-agency support will be sought as part of our approach to early help for any individual felt to be at risk from or vulnerable to extremism.

9. Policy Review

This policy will be reviewed annually in accordance with our quality assurance procedures; however, the policy may be updated to reflect changing requirements or circumstances by the Manager / DSL in consultation with the staff.

Date of next review: October 2022

Signed on behalf of LITE (Stockport) Ltd

A handwritten signature in black ink, appearing to read 'J Shopland-Reed', written in a cursive style.

Jackie Shopland-Reed
Manager

Date: 11/10/2021