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VERSION	REVIEWER/APPROVAL SIGNATURE	REVIEW NOTES
Version 1 – 01.10.2020	<i>John Pitchforth</i>	On behalf of the Leadership Team
Version 2 – 01.10.2021	<i>John Pitchforth</i>	On behalf of the Leadership Team
Version 3 – 04.03.2025	<i>John Pitchforth</i>	On behalf of the Leadership Team

Prevent Policy

Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our students, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students. We further recognise that if we fail to challenge extremist views, we are failing to protect our students from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern and added to the Safeguarding Procedure.

Prevent is one of 4 strands of the Government’s counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity, before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

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1. Aim

Heritage Skills Academy aims 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 violent extremism and ensure they are given appropriate advice and support.

2. Key Objectives

- To promote and reinforce fundamental **British values** of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- To ensure student safety and that the establishment and community is free from bullying, harassment and discrimination.
- To provide support for students who may be at risk of radicalisation, and appropriate sources of advice and guidance.
- To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

This will be achieved through:

- Ensure core values of respect, equality and diversity, democratic society, learner voice and participation are promoted at all stages of a student's learning programme.
- Building staff and student understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.

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

- Strong, effective and responsive student support services.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a student, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Supporting 'at risk' students through safeguarding processes.
- Working collaboratively with employers and other stake holders to promote support for all students.

3. Roles and Responsibilities

Senior staff members: - have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, we must ensure that:

- All relevant staff have undertaken training in the Prevent Duty.
- Staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer.
- Staff exemplify British Values into their own values.

All Staff have a responsibility to:

- Create and support an ethos that upholds to create an environment of respect, equality and diversity and inclusion.
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels or to their line manager to do so.
- Participate in engagement with local communities, schools and external organisations as appropriate.
- Managing Risks and respond appropriately to a threat or incident within the establishment.

4. Links with other policies and key documents

Ensure compliance by using this policy in conjunction with the following policies and procedures (this list is not exhaustive): Safeguarding & Child Protection Policy, Equality & Diversity Policy, Health and Safety Policy, Anti-Bullying and Harassment Policy, E-Safety Policy, Data Protection and ICT security and responsible user Policy.

5. Monitoring Arrangements

This policy will be reviewed by the Training and Development Director at least annually.