



POLICY

PREVENT

1. PURPOSE & SCOPE

1.1 This policy sets out RBLI's responsibilities and commitments with regards to Prevention from an act of terrorism or from radicalisation as outlined in the Government's Counter-Terrorism and Security Act 2015 which places a duty upon organisations to have regard to the need to prevent people from being drawn into terrorism. This duty forms part of the wider governments Counter Terrorism Strategy (CONTEST) and includes the following:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

1.2 The aim of this policy is to support the Prevent strategy in reducing the threat to the UK from terrorism by stopping people becoming terrorists by recognising, supporting and protecting people who might be susceptible to radicalisation. RBLI aim to support the Prevent strategy by training our staff and volunteers to:

- 1.2.1** Recognise and respond to any ideological challenge of terrorism or promotion of terrorism from learners or from those we work with and support back into work.
- 1.2.2** Prevent learners and customers from being drawn into terrorism or radicalisation and ensure that they are given appropriate advice and support.
- 1.2.3** Work collaboratively with sectors and institutions where there are risks of radicalisation and ensure that any concerns are escalated appropriately through the Channel Panel, Police and through our safeguarding policy.

1.3 The scope of this policy includes all RBLI staff and volunteers who engage with and support vulnerable adults and children, particularly those engaged with learners, including sub-contractors, in our endeavours to help them back into training and work.

2. DEFINITIONS

2.1 Ideology:
A set of beliefs or opinions of a group or individual often referring to a set of political beliefs or ideals.



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2.2 Radicalisation:

The process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo. This can include supporting terrorism and extremism that may lead to terrorism.

2.3 Terrorism:

An act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

2.4 Extremism:

An ideology that is far outside the mainstream attitudes of society, including ,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. This also includes calls for the death of members of the British armed forces.

3. OBJECTIVES

3.1 RBLI have a responsibility to ensure that:

- 3.1.1 All Staff and Volunteers are aware of when it is appropriate to refer concerns about beneficiaries or colleagues to the Divisional Safeguarding Leads (DSL), Divisional Director or any external body such as the Channel Panel or the Police, in relation to radicalisation or vulnerability to radicalisation.
- 3.1.2 Staff who deliver classroom based training, are provided with the necessary training in the Prevent Duty.
- 3.1.3 Staff responsible for the delivery of training, exemplify British values of “democracy, the rule of law, individual liberty and Mutual respect for and tolerance of those with different faiths, beliefs and for those without faith.”

4. RESPONSIBILITIES

- 4.1 RBLI and its employees and volunteers will comply with all legislation as outlined in the Government’s Counter-Terrorism and Security Act 2015.



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- 4.2** All RBLI employees and volunteers have a responsibility to create and support an ethos that upholds the organisation's mission, vision and values including British Values, to create an environment of respect, equality, diversity and inclusion.
- 4.3** All RBLI employees and volunteers have the responsibility to report and remove any literature displayed in RBLI premises that could cause offense or promote extremist views.
- 4.4** The relevant employee or volunteer is responsible for contacting the DSL with information that recognises possible issues. The DSL in conjunction with the Divisional Director are responsible for making the decision as to how to report any prevention issue to the Channel Panel and Police.
- 4.5** The DSL is responsible for completing the necessary documentation and ensuring that the Divisional Director and the Head of HR are copied in on the report (as outlined in our Safeguarding Vulnerable Groups Policy)
- 4.6** Internal reporting of any incident will follow the RBLI Safeguarding Vulnerable Groups Policy reporting procedures and all incidents will be reported to the SMT.
- 4.7** RBLI is responsible for providing adequate training to employees and volunteers about prevention from acts of terrorism in relation to the children and vulnerable adults we support.
- 4.8** RBLI will hold to account any employees or volunteers who are found to have breached this policy.

5. LEADERSHIP AND GOVERNANCE

- 5.1** Prevent forms part of the safeguarding agenda which is reviewed as part of SAR. RBLI'S Prevent policy protects people from being drawn into radicalisation and aligns with our current safeguards that are in place to protect our beneficiaries from the risks of safeguarding issues.
- 5.2** It is the responsibility of the Senior Management Team to create and maintain an organisation that upholds core values of shared responsibility and wellbeing for all beneficiaries, staff, volunteers and visitors whilst promoting respect, equality, diversity and understanding.



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6. TRAINING

- 6.1** Training for Prevent will be carried out with reference to specific Divisional Policies. All legislative documents, policies, training materials and additional resources to extend knowledge, challenge extremism and ideas to support promotion of British values is contained within the shared HR folder.

7. LEARNER SAFETY, ENGAGEMENT AND CURRICULUM

- 7.1** As a training provider (delivering Vocational Rehabilitation and Training Services), RBLI's duty encompasses building learner resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating British values:

- Democracy
- Rule of Law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths, beliefs and for those without faith.

- 7.2** Opportunities to promote all of the above British Values are currently facilitated within the learner induction process and through topical discussions, including current resources, Equality & Diversity and Safeguarding learning resources.

8. REFERRAL ROUTES AND EXTERNAL BODIES

- 8.1** If a beneficiary has concerns about themselves, or an employee or volunteer has concerns about a beneficiary being at risk of radicalisation, they should refer to the divisional process for escalating any safeguarding concerns.
- 8.2** Once the DSL has been informed and Disclosure Form completed, they will consult with the Divisional Director to make a decision on whether the issue needs to be escalated to the local police Prevent Officer. The DSL will then support the Channel process as seen fit by the local Channel Panel.
- 8.3** If an individual feels that they or anyone else are in immediate danger, they should contact the police without delay.



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9. KEY CONTACTS

- 9.1 Divisional Safeguarding Lead (DSL) and Deputy (DSL Deputy); up to date details for each Division can be found in the policy section of MyHR. A list can also be obtained from either the relevant Divisional Director or from the Human Resources Department.

Originator's Signature: 

Name: Steve Sherry

Position in Company: Chief Executive