

## 1. Statement of Intent

Unitas is committed to supporting and protecting people who might be susceptible to being drawn into terrorism. Unitas recognises its duty under the government’s Prevent Strategy to deliver our services with “due regard to the need to prevent people from being drawn into terrorism” [Section 26 of the Counterterrorism and Security Act 2015]

The aim of Prevent is to stop people from becoming terrorists or supporting terrorism.

The objectives of Prevent are to:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

This will have regard for the three Prevent objectives in CONTEST:

- ‘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 to disengage and rehabilitate’ [GOV.UK 2020 p5]

The overall aim of the government’s counter-terrorism strategy, [CONTEST](#), is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence. Prevent remains one of the key pillars of CONTEST, alongside the other three ‘P’ work strands:

\* Prevent: to stop people becoming terrorists or supporting terrorism

- Pursue: to stop terrorist attacks
- Protect: to strengthen our protection against a terrorist attack
- Prepare: to mitigate the impact of a terrorist attack

## 2. 'Prevent' Principles

In accordance with the 2011 Prevent strategy, Unitas recognises in executing its functions, it needs to:

- respond to the ideological challenge of terrorism and the threat it presents
- prevent people involved with Unitas from being drawn into terrorism and signpost them to appropriate advice and support
- promote a strength-based constructive learning environment that is person-centred, and evidence based
- work with partner organisations in order to promote a sound educational foundation that incorporates 'British' values [for example respect and tolerance]
- ensure all concerns, and allegations of abuse will be taken seriously by trustees, staff, contractors and volunteers and responded appropriately and immediately.
- Identify and be compliant with its legal responsibilities for dealing with concerns about terrorism or radicalisation

## 3. Responsibilities

This policy applies to all staff, volunteers, associates, contractors and trustees.

All the above have a responsibility to refer any concerns in relation to both safeguarding and radicalisation to the appropriate person.

Unitas undertakes to:

- Offer effective support systems for students and apprentices to build resilience
- Ensure that staff are adequately prepared to identify and respond to related concerns by providing 'Prevent' training at induction and ongoing 'refresher' training
- Recognise the overlap of this policy with that of the Unitas Safeguarding Policy and IT Security & Data Protection Policy

## 4. Promotion of this Policy

Commitment to the 'prevent' policy will be expected throughout the organisation: including from permanent staff, Trustees, associates, partner agencies, learning coaches, students and apprentices. The policy will be:

- Made available to staff, learning coaches and associates along with other policy documents via shared drive and/or 'Learning Coach - Communications area (via Teams) and/or via email notifications.

- Included in induction training
- Included in the relevant 'Handbook' and guidance for the course/apprenticeship

This policy document will be reviewed on an annual basis to ensure that it is updated in line with government policy and guidance.

## 5. Implementation of Policy

Implementation of the policy will occur through:

### 5.1 Recruitment

- Rigorous recruitment of staff, contractors and associates- though the application and interview process
- Vetting procedures that include the use of references and Disclosure and Barring Service [DBS] checks

### 5.2 Training

- Prevent Policy training will be included as part of the induction of new staff
- There will also be a requirement to undertake mandatory training for appropriate staff in Safeguarding under the Charity Learning Consortium medium. Although this is not Prevent direct training it indicates an awareness of changes in behaviour and attitude and feeds into the Prevent requirements.
  - Training of staff, learning coaches and associates who are in contact with students/apprentices will relate to:
    - The legal framework
    - Educational provider responsibilities
    - Identifying vulnerable students and apprentices
    - How to respond to and report concerns
  - All staff working with students and apprentices will be provided with updates in relation to policy, guidance or legal requirements related to 'prevent' and the broader 'Contest Strategy' via the "Learning Coach - Communications area (via Teams), and/or email notifications.
  - In addition to in-house training staff will be expected to access the Home Office E-learning on Prevent duty training available at:
 

**<https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/>**

### 5.3 What to do if there is suspicion/concern regarding radicalisation

When a concern about radicalisation is raised with any member of Unitas staff it is important to remember the 5 Rs of safeguarding:

- Recognise
- Respond
- Report
- Record
- Refer

#### 5.3.1 Recognise:

The government website [Gov.UK 2022] advises that:

*'Everyone is different, and there is no checklist that can tell us if someone is being radicalised or becoming involved in terrorism. But these common signs may mean someone is being radicalised:*

- *expressing an obsessive or angry sense of injustice about a situation, and blaming this on others*
- *expressing anger or extreme views towards a particular group – such as a different race or religion*
- *suggesting that violent action is the only way to solve an issue*
- *sharing extreme views or hatred on social media'*

See also Appendix 2: Sources of Information, for links to relevant information about how to identify concerns.

#### 5.3.2 Respond

Once a concern about radicalisation has been raised with a student support coordinator /learning coach /associate or workplace partner this person is expected to take the matter seriously and responded immediately by reporting this to the Unitas Designated Safeguarding Lead. It is important to be mindful that your concern might not be welcome at first, and the person may get angry or defensive.

Unitas will also work to protect students and apprentices from potential ideological 'grooming'. Unitas will ensure that contracted contributors are subject to rigorous selection process and that staff are aware of the need to raise concerns and seek advice if there are any issues related to sharing extreme ideas. For example, where there is a concern about an educational contributor [ e.g., an external speaker] and the ideas that they are presenting.

### 5.3.3 Report

If a member of staff has concerns about possible 'radicalisation' or promotion of extreme ideas, they should initially share this with the person in Unitas they normally report to. So, for Learning Coaches this is the Head of Learning Programmes. For Student Support Coordinators the Business Manager or the Prevent Lead (Lesley Olesen).

A formal report then needs to be sent to the **or** Designated Safeguarding Lead (Emma Hannant) using the **Prevent Concern Log** provided in Appendix 1.

### 5.3.4 Record

An individual concern should be recorded on the **Prevent Concern log** [Appendix1] The Designated Safeguarding Lead will ensure that all concerns are recorded and monitored.

**5.3.5 Refer:** The Designated Safeguarding Lead who receives a report of an allegation will notify the Business Manager and Chief Executive and follow the relevant Prevent Channel Referral process as appropriate.

## 6 Protection of Students/Apprentices

### 6.1 Building Resilience to extreme narratives

Research has identified three ways to help build resilience with young people which suggest an approach for all learners and apprentices:

- Making a connection through good design and a young-person centred approach
- Facilitating a safe space for dialogue and positive interaction
- Equipping young people with appropriate capabilities - skills, knowledge, understanding and awareness. [DFE, 2011, p1]

A key strand of the Unitas approach is the importance of the relationship between the student/apprentice and their dedicated learning coach. This relationship is maintained throughout the course/apprenticeship and students/apprentices are encouraged to see their learning coach as a point of access for information and support. Unitas students and apprentices are helped to build resilience through the provision of quality learning materials which provide a balanced range of information and activities designed to enhance critical thinking skills. So, encouraging the ability to interrogate and challenge new ideas.

## 6.2 Training and Induction

*“It is important that specified authorities know why radicalisation is relevant to their setting and how it may present. As a starting point, all specified authorities should demonstrate an awareness and understanding of the risk of radicalisation by ensuring and recording that appropriate staff undertake training, particularly on radicalisation. By understanding the risk, as well as how to raise a concern, those under the Prevent duty play a role in ensuring that people who are at risk of being radicalised can have their views challenged where appropriate, receive suitable support and be diverted away from terrorism.*

*People with responsibility for Prevent within a specified authority should ensure that relevant staff have appropriate training on Prevent.*

*We anticipate that appropriate training may differ depending on a person’s role. This guidance makes sector-specific recommendations, and specified authorities should ensure they undertake any training required for their sector at the earliest opportunity to ensure they are adequately equipped for their role. The frequency and type of training required may depend on factors such as the local context and risk, or the nature of their responsibilities and functions, and should be determined by an organisational assessment of training needs.”*

*(Prevent Duty guidance: Guidance for specified authorities in England and Wales, OGL 2023)*

### 6.2.1 Training

Training will be provided to those staff, learning coaches and associates who are in contact with students and/or apprentices – this will including the following:

- provide information on safeguarding and the prevent strategy
- how to identify vulnerable students who show unusual changes to behaviour
- support students to help build their understanding and resilience to radicalisation
- Identify signs of abuse in vulnerable students
- know how to respond to and report concerns
- Continuing Professional Development training for staff in direct contact with students and apprentices and updates.

### 6.2.2 Recruitment

- Recruitment of staff, contractors and associates through a rigorous application and interview process
- Vetting procedures that include the use of references and Disclosure and Barring Service [DBS] checks

### 6.2.3 Induction

- Induction that promotes the Unitas ‘Prevent’ and ‘Safeguarding’ Policies.


### 6.3 Support for students and apprentices

Support is offered to students and apprentices about related matters such as keeping safe online and they are made aware of the IT Usage Policy through the course handbook provided at the beginning of their course. Apprentices and Students undertaking the Foundation Degree in Youth Justice, BA/BA(Hons) Youth Justice are also able to access support resources from the University of Suffolk.

### 6.4 Code of behaviour

All those working with Unitas are required to demonstrate exemplary behaviour in their work. The code of behaviour helps to protect the apprentice as it requires Unitas staff and associates:

- To conform to the Unitas Equality, Diversity & Inclusion Policy and to treat other colleagues, partner agency staff, students and apprentices and the children and young people they work with, with respect and dignity
- To build constructive relationships based on mutual trust
- Give feedback that is strengths-based and constructive rather than negative
- Conform to Unitas' IT Security & Data Protection Policy

Last review date	11.12.2023
Next review date	31.12.2024
Signed by:	Jayne Cowley Business Director
	

## Glossary & Additional information

**‘Channel’:** ‘Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. Channel refers to panels operating in England and Wales.

The programme uses a multi-agency approach to protect vulnerable people by:

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

[Gov.uk ,2020]

[Channel Fact Sheet

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/912093/2019-02-12\\_Channel\\_Panel\\_Fact\\_Sheet\\_RA.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/912093/2019-02-12_Channel_Panel_Fact_Sheet_RA.pdf)]

**‘Extremism’:** ‘a 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. [Gov.uk 2011]

**‘Non-violent extremism’** is extremism which is not accompanied by violence.

**‘Radicalisation’** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

**‘Safeguarding’** is the process of protecting vulnerable people, whether from crime, other forms of abuse or (in the context of this document) from being drawn into terrorist related activity.

## References

DFE [2011] *Teaching Approaches that help to build resilience to extremism among young people* Available @

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/182675/DFE-RR119.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/182675/DFE-RR119.pdf) [Accessed 8th November 2022]

GOV.UK [2021] *Revised Prevent duty guidance : for England and Wales* Available at <https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales> [Accessed 8<sup>th</sup> November 2022]



GOV.UK [2020] *Channel Duty guidance*. Available @ <https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance> [Accessed 9<sup>th</sup> November 2022]

GOV.UK [2022] '*Get help for radicalisation concern*' Available @ <https://www.gov.uk/guidance/get-help-if-youre-worried-about-someone-being-radicalised#spot-the-signs-of-radicalisation> [Accessed 8<sup>th</sup> November 2022]

[Counter-terrorism strategy \(CONTEST\) 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/counter-terrorism-strategy-2023)

### Sources of information

Educate Against Hate

<https://educateagainsthate.com/signs-of-radicalisation/>

NSPCC Protecting Children from radicalisation

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/protecting-children-from-radicalisation/>

Suffolk Safeguarding Partnership

<https://suffolksp.org.uk/parents-and-carers/radicalisation/>

'An introduction to Prevent Duty in Higher Education Power Point Presentation

*Use of <https://www.gov.uk/government/publications/an-introduction-to-the-prevent-duty-in-higher-education-he-training-materials>*

Home Office E Learning Training on Prevent

<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html#>

Prevent duty guidance: Guidance for specified authorities in England and Wales  
[www.gov.uk/government/publications](https://www.gov.uk/government/publications)

Appendix 1

**'Prevent' Concern Log**

<b>Details of Person Reporting Prevent Concern</b>		
Name of person reporting concern	Date	Role
Email:	Contact telephone number(s)	Work address:
<b>Details of Person to whom Concern relates</b>		
Name	Email	Phone number
<b>Description of Concern</b>		
Date and time of the incident/concern	What has prompted the concern?	
Details [Please provide an account of what is known about the concern]		
What action has been taken to date and by whom		
<b>Signature of person completing the log</b>		
Signature	Name in print	Date
<b>Next section to be completed by Unitas Designated Safeguarding Lead</b>		

Date form received	
Name of USL	
Email	
Phone	
Job title	
Action taken	
Next steps	
Outcome	
<b>Signature of Safeguarding Lead</b>	
Signature	Name in print
	Date