

# Safeguarding and the Prevent Duty for Employers

## Employer's responsibilities explained.

### You have a responsibility to:

- alert Smart Training and Recruitment 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.

## For more Information

You will find more details about the Prevent Duty in our Safeguarding and Prevent policy, available on our website at [www.smarttar.co.uk](http://www.smarttar.co.uk)

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.

## 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
- Health
- Social Care
- 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

The process by which a person comes to support terrorism and extremist ideologies.

"Radicalisation is a vague and non-specific word which different people may use to mean different things... this nation and our culture are tolerant of religious diversity ..." Justice Holman, March 2014.

## 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."

Smart Training and Recruitment encourages its students and staff to respect other people about 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 the Provider's role?

Smart Training and Recruitment 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 students, learners or colleagues to the Provider's Designated Safeguarding and Prevent Lead. Smart 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 Smart Training and Recruitment 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 sessions.

All our staff are subject to DBS (Disclosure and Barring Service) checks. The Training Provider has access to a range of support services, both internally and externally, which include: Drug, Alcohol and Health Awareness, Careers and Employability Support, Education and Training Support, Special Educational Needs and Disabilities Services, Life and Social Skills Development, Mentoring and Counselling.

Where staff have concerns, they would report them to Smart Training and Recruitment's Designated Safeguarding and Prevent Lead, 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 pre- criminal 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

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