



Prevent Policy

Introduction

DRL Services Ltd aims to ensure that learning takes place in a safe environment where extremism in its many forms is challenged, or where appropriate reported and that no employee, trainee or potential employee will receive less favourable consideration or treatment by virtue of his or her gender, race, colour, marital status, sexual orientation, disability, age, nationality or ethnic origin. Furthermore, we aim to ensure that no person will be disadvantaged by any condition or requirement, which cannot be shown as, justified.

DRL Services ("DRL") recognises its duty to protect our learners from any form of extreme ideology and radicalisation which may lead to the harm of self or others. We are committed to contributing to the prevention of terrorism by safeguarding and protecting vulnerable individuals.

This policy sets out our commitment to challenge the ideology that supports terrorism and those who promote it and prevent vulnerable people from being drawn into terrorism and ensure that they are given appropriate advice and support. DRL Services have a legal responsibility to have due regard to the need to prevent people from being drawn into terrorism. For this policy to be successful, the cooperation of all employees is vital.

This policy operates alongside our Safeguarding Policy.

Scope

This policy applies to all staff, contractors and any other people working on behalf of DRL. There is a responsibility to follow the guidance laid out in this policy, and to pass on any concerns using the relevant procedures.

We expect all staff, contractors and other people working on behalf of DRL, irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not, to promote good practice by being an excellent role model, contribute to discussions about Prevent and to positively involve people in developing safe practices.

DRL Services Ltd are committed to providing a secure environment for students, where they feel safe and are kept safe.

Preventing Extremism and Radicalisation is one element within our overall arrangements to safeguard and promote the welfare of all students in line with our statutory duties. This policy also draws upon the Government's 'Prevent' agenda and Department of Education Guidance, 'Prevent violent extremism' and DfE Guidance "Prevent Duty Guidance: for further education institutions in England and Wales 2015".

General Guidelines

Prevent is a government strategy to safeguard vulnerable people from becoming radicalised. The current threat from terrorist extremism in the United Kingdom can involve the exploitation of vulnerable people, including children, young people and vulnerable adults to



involve them in terrorism or activity in support of terrorism.

The accepted governmental definition of extremism is:

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; and/or calls for the death of members of our armed forces, whether in this country or overseas’.

Extremism is more than simply stubbornness in one's views or general intolerance to others. It involves holding views which are considered by equals, peers and society as being at odds with the core beliefs of the whole.

Within DRL there is no place for extremist views of any kind - whether from internal sources, staff or directors, contractors, suppliers, learners or external sources. Any prejudice, discrimination or extremist views, including derogatory language, displayed by customers, staff, partners, suppliers and other individuals will always be challenged.

DRL has a duty to ensure we will provide a broad and balanced learning experience, delivered by skilled professionals, so that our learners understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized. We will promote respect and raise awareness of the value of diversity, as well as develop an understanding of how to make safe, well-considered decisions.

To implement this, DRL will do the following:

- Raise awareness of Prevent amongst all staff. All staff will be made aware of this policy as part of their staff induction. It will be available on the shared drive to promote full access.
- Support prevent to respond to the ideological challenge of terrorism and the threat faced by the UK from those who promote it
- Ensure staff are equipped to recognise, and skilled and confident enough to challenge, signs of extremism and radicalisation, staff will be fully trained to identify any vulnerabilities or changes in behaviour that may seem worrying, this will also ensure that learners feel safe within their working environment.
- Ensure that all organisational policies and procedures support staff in raising genuine concerns.
- Embed Prevent and share concerns raised with all partner companies, suppliers, and any other organisations we deal with.
- Instil “British Values” of democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs, as part of our learning and development programmes.
- Protect apprentices, learners and employees from radicalising influences and ensuring that this policy is well communicated.
- Encourage our learners, apprentices and employees to build a resilience to extreme narratives.
- Promote a safe and supportive environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, that will not be tolerated.

- Educating apprentices and learners on prevent and the appropriate use of social media and the dangers of downloading and sharing inappropriate material.

As part of wider safeguarding responsibilities, DRL staff will be alert to:

- Disclosures by students, of their exposure to the extremist actions, views or materials of others outside, such as in their homes or community groups, especially where students have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner colleges, local authority services, and police reports of issues affecting students in other colleges or settings.
- Students voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our Equalities Policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture

Extremist views in any form or encouraging others to extremist view can result in learners and or staff being reported to appropriate support or appropriate authorities DRL will take disciplinary action where appropriate which can include removal from learning for Learners and dismissal in the case of staff.

What we will do

As part of wider safeguarding responsibilities, staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing extremist material online, including through social networking sites.
- Learners voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.

We will implement teaching methods that help to build resilience to extremism. The main points that are important to for resilience-building teaching activities can be grouped into three key ingredients:

1. making a connection through good design and a young person-centred approach

2. facilitating a safe space for dialogue and positive interaction
3. equipping young people with appropriate capabilities - skills, knowledge, understanding and awareness
4. making a connection through good design and a young person-centred approach
5. facilitating a safe space for dialogue and positive interaction
6. equipping young people with appropriate capabilities - skills, knowledge, understanding and awareness

Full details of each heading can be viewed on the .gov website under the document reference - Ref: DFE-RR119 – which we have made available on the shared drive to all staff.

Training:

- DRL will ensure that job descriptions are accurate to the post and frequently reviewed and updated where appropriate.
- All staff regularly evaluated to identify any additional training needs including those related to Prevent and Safeguarding.
- To encourage staff to apply for training and employment opportunities within the company.
- Where a need is identified, to recruit competent staff to deliver suitable training and support.
- Staff are required to comply with our Prevent Policy, Safeguarding Policy and Equality and Diversity policy which we see as integral ensuring learner's develop, and are kept safe within DRL Conditions of service:
- All personnel records will be kept confidential and accessed by authorised person/s only.
- Records on staff will include details on gender, racial origin and disability.
- Staff will have restricted access to view files held on them and where necessary issue instructions for corrections.
- All complaints and grievances should be addressed in the first instance to the line manager; DRL has clear guidance on complaints and appeals procedures.
- There are further eLearning packages accessible which we encourage all staff and people working on behalf of DRL Services Ltd to complete and are available here:

<http://www.elearning.prevent.homeoffice.gov.uk>



Learner Delivery

Delivery staff including Subcontractors will be required to demonstrate that the integrated promotion of equality and diversity, active delivery of the Prevent aims within their schemes of work and delivery, including active aims and Improving of learners understanding of Equality and Diversity, British values, and how to raise concerns over extremism. Delivery staff will be risk rated on delivery this will be reflected in DRL teaching and assessment rating procedure delivery staff will be expected to develop and improve based on feedback to agreed timescales.

Whistleblowing

Where there are concerns of extremism or radicalisation, any staff, contractors and other people working on behalf of DRL, can raise the issues in confidence by using the internal whistleblowing process.

They must inform the designated safeguarding officer or directors straight away (or if it relates to one of the Directors inform the relevant manager or an external body). If any Prevent related issues or a learner or member of staff has concern that an issue related to extremism, or radicalisation is not being dealt with by DRL Services Ltd. Or in relation to another provider/college/or school the Department of Education has provided the following contact details.

If you are concerned about extremism in a FE or training provider organisation, or if you think a learner might be at risk of extremism, contact the DfE helpline. Open Monday to Friday from 9am to 6pm (excluding bank holidays).

The DfE counter extremism helpline

Telephone 020 7340 7264

Email counter.extremism@education.gov.uk.

Essex Police – prevent@essex.pnn.police.uk

Thurrock Council – chinvest@thurrock.gov.uk

The following are the Department of Education Regional Prevent Coordinators

- **East Midlands** - Sam Slack: Sam.Slack@education.gov.uk
07384 452156
- **Eastern region** - Dave Layton-Scott: David.Layton-Scott@education.gov.uk
07702 948298
- **South West** - Salam Arabi-Katbi: Salam.Katbi@education.gov.uk
0117 9455533 / 07824 083307
- **North West** - Nigel Lund: Nigel.Lund@education.gov.uk
07384 452146



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- **South East** - Sheriyar Alamgir: Alamgir.Sheriyar@education.gov.uk
074687 14372
- **Wales** - Barrie Phillips: Barrie.Phillips@education.gov.uk
02920 873281 / 07800711318
- **West Midlands** - Hifsa Haroon-Iqbal: Hifsa.Haroon-Iqbal@education.gov.uk
07825 400099 / 0121 303 3642
- **London** – Jennie Fisher jennie.fisher@education.gov.uk
07880 469 588
- **Northeast** - Chris Sybenga: Chris.Sybenga@education.gov.uk
07384 456640

Compliance

Regular evaluations and reviews of this policy – including reporting procedures and concerns.

Monitoring – will be undertaken to ensure compliance of the Act throughout DRL. Also, to ensure the policy accurately reflects the practices of DRL.

Key details

Policy prepared by David Jamieson
Approved on 16th July 2019

Annual reviewed date: 29th March 2020
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