

**Prevent Strategy**

**Current Year: 2019** (Jan. – Dec.)

**Version: 2**

**Date: Apr. 2019**

**Protected**

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| Strategy Lead/ Author + Job Title: | Karenza Morgan, Compliance Manager & Designated Safeguarding Officer |
| Company Lead (if different to above) | Sandra Cowley, Interim CEO |
| Priority Level:  Red - within 1 year; Amber – within 2 years; green - within 3 years | **Red** |
| Review Date: | Formal Review: April 19 Formal Review due: April 20 |
| Whom applicable to: | All Futures colleagues, employers and apprentices |

**Approval of strategy (including revisions if required)**

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| Name | Position | Signature (if required) | Policy Version No. | Date |
| Annette Temple | Futures Policy Lead | N/A | 2019 – V1 | 3.1.19 |
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**All strategies and policies are located in the policy zone of the intranet.**

**Strategy: Revision History and distribution**

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| Strategy Version No. | Date – revision/ distribution | Summary: Revisions and distribution | Updated by – initials |
| 2018, V3 | 27.12.18 | Check by Futures Policy Lead and minor changes made. Now 2019, V1 | AT |
| 2019, V1 | 3.1.19 | Review, changes on names. Now V2 | KM |
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1. **Purpose**
   1. **For information:** The Futures Group – which we’ll refer to as ‘Futures’ in this strategy – is made up of a number of related brands and businesses: Futures for You, Futures for Business and Futures Employment Solutions. To keep things simple throughout this document, ‘we’ and ‘us’ means the Group and its brands.
   2. This Prevent Strategy sets out our expectations around our approach to ensuring that all of our customers and learners, supported by Futures’ staff and by our employers are aware of/adhere to the principles of the Prevent Duty. This document must be used in conjunction with the Prevent Action Plan and the Futures Safeguarding Policy which sets out the procedures all staff should follow in the event of a potential Prevent incident. It has been developed to set out our commitment to address the statutory duties as defined by: The ‘Prevent’ Duty 2018.
   3. Prevent is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy seeks 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 ensure they are given appropriate advice and support
* Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed.
  1. Prevent & British Values

To comply with the Prevent Duty, providers are expected to exemplify British Values in their management, teaching practice and general behaviours. British Values are defined as:

* Rule of Law
* Individual Liberty
* Mutual respect and tolerance of those from other backgrounds, religions, beliefs
* Democracy
* Compliance with the Equalities Act & those protected by it

The protected characteristics in the equalities act are:

* + - * Age
      * Gender reassignment
      * Disability
      * Marriage & civil partnership
      * Pregnancy and maternity
      * Race
      * Religion or belief
      * Sex
      * Sexual orientation
  1. Training providers and Further Education colleges are major education and training providers for the 16 – 25 year age group, particularly young people from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of our learners make it crucial to be involved in the Prevent strategy, however, this strategy document applies to all our customers/learners and staff who are vulnerable to radicalisation. Futures has a part to play in fostering shared values and promoting cohesion.
  2. This strategy has four key objectives:

1. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the customer/learner and staff voice.
2. To ensure customer/learner and staff safety and ensure that Futures is free from bullying, harassment and discrimination
3. To provide support and appropriate sources of advice and guidance for customer/learner and staff who may be at risk
4. To ensure that customer/learners and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives the strategy will concentrate on four areas;

1. **Leadership and Values**
   1. To provide an ethos which upholds core values of shared responsibility and wellbeing for all customers, learners, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:
2. Promoting core values of respect, equality and diversity, democratic society, customer/learner and staff voice and participation
3. Active engagement from board members, managers, leaders and staff with other partners including the police and the regional prevent coordinators
4. Risk Assessment is carried out to address the organisations implementation of Prevent and H&S of learners and staff.
5. Subcontractors are aware of and adhere to Futures Prevent and Safeguarding Policy
6. Clear, visible policies and procedures for managing whistleblowing and complaints
7. Policies are in place for staff, customers/learners using IT equipment and Internet safely, legally and securely
8. Building staff and customer/learner understanding of the issues and confidence to deal with them
9. Appropriate training of all staff in Prevent
10. Staff exemplify British Value in their management, teaching and through general behaviours in the organisation.
11. Deepening engagement with local communities
12. Actively working with local schools, local authorities, police and other agencies
13. **Teaching and Learning**
    1. To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of customers and learners, by undermining extremist ideology and supporting the customer/learner voice. This will be achieved through:
14. Undertake appropriate training and development for board, leaders managers and staff
15. Embedding equality, diversity and inclusion, wellbeing and community cohesion
16. Promoting wider skill development such as social and emotional aspects of learning
17. Encouraging active participation and learner voice.
18. Opportunities within the curriculum are used to promote and embed British Values with learners.
19. Learners understand how to keep themselves protected from risks associated with radicalisation, extremism, forms of abuse, grooming, bullying & staying safe on line.
20. **Support**
    1. To ensure that staff are confident to take preventative and responsive steps working with referral professionals. This will be achieved through:
21. Establishing strong and effective support services
22. Implementing anti-bullying strategies and challenging discriminatory behaviour
23. Helping customers/learners and staff to know how to access support.
24. Supporting at risk customers/learners and staff through safeguarding and crime prevention processes
25. Focussing on narrowing the attainment gap for all customers/learners and staff
26. Pastoral care is available to all learners and particularly those who are vulnerable to being exploited
27. **Managing Risks and Responding to Events**
    1. To ensure that Futures monitors risks and is ready to deal appropriately with issues which arise. It will do this through:
28. Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on Futures
29. Understanding and managing potential risks within Futures and from external influences
30. Responding appropriately to events in local, national or international news that may impact on customers/ learners and staff.
31. Ensuring measures are in place to minimise the potential for acts of violent extremist within Futures.
32. Ensuring plans are in place to respond appropriately to a threat or incident within Futures
33. Developing effective ICT security and responsible user policies

1. **Links to Further Strategies, Policies and Plans**
   1. The policy should be read in conjunction with the following:
2. Safeguarding strategy, policy and Impact plan
3. Prevent Action Plan
4. HR Policies - Recruitment, Disclosure and Barring Service Checks, Ex-Offender, staff allegations, Whistleblowing, prayer room policy.
5. CPD Policy/Training
6. Commissioning policy
7. IT and Data Security
8. Information Sharing/Disclosure of Information, Data Protection policies
9. Online safety policy
10. Harassment and Bullying policy
11. Equality and Diversity strategy, policy and Impact plan
12. Health and Safety policies
13. Terrorism policy
14. Events Policy
15. Complaints Policy and Procedures