

Salutem Ltd

Prevent Policy and Action Plan

November 2017

Due for review November 2020

**Prevent Policy & Action Plan**

**PURPOSE:** To inform staff of the Company response to Section 26 of the Counter-Terrorism and Security Act 2015 (the Act), which places a duty on specified authorities to have ‘Due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism.’

**SCOPE:** This policy applies to staff and learners.

**RESPONSIBILITY:** The Operations Director is responsible for this policy.

**ADDITIONAL INFORMATION:** N/A

**Policy:** Prevent Policy & Action Plan

**Legal Context:** The Prevent Duty

This policy applies to the training brand known as Salutem

**Policy to Prevent Radicalisation & Violent Extremism**

**The Prevent Duty**

1. **Introduction**
	1. Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a

 duty on specified authorities to have:

*Due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism.*

* 1. Salutem Training is a specified authority in respect of its training provision. It is committed to providing learners with the necessary skills and knowledge to keep themselves and others safe.

1.3 The Government has defined Extremism in the Prevent strategy as: “vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faith and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces”.

**2. Context**

 2.1 The aim of this strategy is to:

* Develop an awareness of Prevent in the Company
* Recognise current practice which contributes to the Prevent agenda
* Identify areas for improvement
* Develop and deliver a coordinated action plan
	+ 1. Protection from Extremism and Radicalisation is referred to in our Safeguarding Young People & Vulnerable Adults policy. All staff are trained and regularly updated on safeguarding, associated professional practice, conduct and the referral process. However, we recognise that additional training and development for staff and learners is necessary and the distinction made so that the strategy does not become diluted.
		2. Whilst Protection from Extremism and Radicalisation sits within the wider context of safeguarding and is referred to within the Company Safeguarding Policy and procedures, it is also integral to other policies, such as The Equality Policy and Health and Safety and is integral to the Company’s vision and values.
		3. Issues related to radicalisation are included in safeguarding reports to the

Corporation.

1. **Risk Assessments**

Salutem will establish clear policies and risk assessments of where and how learners might be at risk of being drawn into terrorism (including violent *and* non-violent extremism). The assessment will include policies regarding learner welfare and safety, equality and diversity and the physical management of the estate, including events for or led by external visitors.

**4. Staff**

4.1 All staff receive awareness training on an on-going basis to ensure they have an understanding of the factors that make people support terrorist ideologies or engage in terrorist activity and to recognise vulnerability to being drawn into terrorism.

4.2 All staff are responsible for responding appropriately to learners with challenging and inappropriate behaviour. Staff will be supported and use the skills required to challenge appropriately, as part of this strategy.

**5. Learners**

5.1 All learners receive training in order to raise awareness and contribute to Preventing Radicalisation & Violent Extremism

5.2 Learners are made aware, through tutorial discussion, so they:

* are informed about the current risks associated with radicalisation and extremism
* made aware of extremist groups and how that affects us
* develop awareness of how young people are groomed and persuaded to join or take part in extreme action
* have increased awareness of the government’s ‘Prevent’ agenda and work including how CTU officers respond to a concern

5.3 Welfare and pastoral care are readily available for all learners in particular 16 – 18

 and vulnerable adults and are a key element of the Company’s commitment to the

 Prevent Duty.

**6. Online Safety**

The Company recognises its responsibility to ensure safe access to online information. The Company will regularly review its policies and practices in relation to IT and internet access, in particular to social media, to ensure appropriate levels of filtering.