

## Prevent Policy

### Our commitment

HTFT Partnership Limited (hereon HTFT) are committed to informing staff of HTFT's 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 and the associated guidance covers all HTFT training programmes involving the delivery of advice, guidance, employability, assessing or training to individual learners/apprentices or beneficiaries or to groups.

### Responsibility

HTFT's Managing Director is responsible for this policy.

HTFT's Senior Management Team are responsible for monitoring this policy.

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## Introduction

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.’*

HTFT is a specified authority in respect of its professional accountancy training provision. It is committed to providing students with the necessary skills and knowledge to keep themselves and others safe. Education, like other key sectors, has a responsibility to promote values of openness and tolerance and to facilitate free debate which is characteristic of being a British citizen. It is in this context that HTFT provides a ‘Policy to Prevent Radicalisation & Violent Extremism’.

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”.

## Context

The aim of this strategy is to:

- Develop an awareness of Prevent in HTFT Partnership and in our learners/apprentices
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement
- Develop and deliver a coordinated action plan

Protection from Extremism and Radicalisation is referred to in our Safeguarding policy. All staff are trained and regularly updated on safeguarding, associated professional practice, conduct and the referral process. However, HTFT Partnership recognises that additional training and development for staff and students is necessary and the distinction made so that the strategy does not become diluted.

Whilst Protection from Extremism and Radicalisation sits within the wider context of safeguarding and is referred to within HTFT’s Safeguarding Policy and procedures, it is also integral to other policies, such as The Equality Policy and Health and Safety and is integral to HTFT’s vision and values.

## Staff

‘Keeping children safe in education – Statutory Guidance for Schools and Colleges’ is issued to all staff to keep students safe. This must be observed by staff as part of our safeguarding policy.

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.

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

If there are concerns that a member of staff is becoming radicalised or is radicalising others, this must be reported to the Safeguarding Officer or the Senior Management team. An investigation and any evidence found will be recorded and a decision made as to the seriousness of the case. Four potential outcomes are likely:

1. No further action is required.
2. There is substance to the case but at this stage only internal action is required.
3. HTFT may choose to refer the person to the Channel process. This is a voluntary safeguarding process.
4. A referral to the police is required because there are serious and immediate safety issues to the students, staff member or others, and/or there is evidence to suggest a criminal act may be committed or has been committed. This decision will only be taken in the most serious circumstances.

## Students

Students (learners, apprentices etc.) are made aware, through tutorial discussion, newsletters and distributed resources (via email), 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

Specifically, apprentices are required to work through British Values and Prevent training as part of their Apprenticeships and have to cover off questions during their regular reviews.

## What to be aware of

Our British Values and Prevent training provided to all staff and apprentices, explains how the following list (while not exhaustive) gives a good overview of the types of behaviours that we should all be aware of:

- Using inappropriate language
- Unwilling to engage with individuals that have different views, faiths or ethnic backgrounds
- Changing friends and appearance
- Distancing themselves from old friends and colleagues
- Converting to a new religion
- Being secretive
- Sympathetic to extremist ideologies and groups
- Spending increased amounts of time online
- Changing identify or friends online
- Endorsing material of an extremist nature

Additional resources we encourage students to read can be found via:

<http://www.educateagainsthate.com/>

<https://www.gov.uk/government/publications/prevent-duty-guidance>

[http://course.ncalt.com/Channel\\_General\\_Awareness/01/index.html](http://course.ncalt.com/Channel_General_Awareness/01/index.html)

<http://www.preventforfeandtraining.org.uk/>

<https://www.gov.uk/government/publications/prevent-duty-guidance>

## Online Safety

HTFT recognises its responsibility to ensure safe access to online information. HTFT 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.

## Delivering the Policy

HTFT has developed, and will monitor progress against, its Prevent Action Plan, reporting to the Senior Management Team.