PREVENT POLICY

Introduction and Context

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, including education, criminal justice, faith, charities, the internet and health.

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

1. **Critical** - an attack is expected imminently
2. **Severe** – an attack is highly likely
3. **Substantial** – an attack is a strong possibility
4. **Moderate** – an attack is possible but not likely
5. **Low** – an attack is unlikely

The age and profile of our Learners make it crucial to be involved in the Prevent strategy. Train'd Up have a part to play in fostering shared values and promoting cohesion. Train'd Up will focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within training settings.

This strategy has five key objectives

1. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice
2. To break down segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all Learners in playing a full and active role in wider engagement in society
3. To ensure Learner safety and that learning environment is free from bullying, harassment and discrimination
4. To provide support for Learners who may be at risk and appropriate sources of advice and guidance
5. To ensure that 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

To provide an ethos which upholds core values of shared responsibility and wellbeing for all Learners, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation
- Building staff and Learner understanding of the issues and confidence to deal with them;
- Deepening engagement with local communities
- Actively working with external agencies.

2. Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of Learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- Encouraging active citizenship/participation and learner voice.

3. Learner Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities.
This will be achieved through:

- Establishing strong and effective Learner support services (Contact: Abbey Carter or Sarah Lane, Safeguarding & Prevent Champions)
- Listening to what is happening in learning environment and the wider community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping Learners and staff know how to access support internally, and or through community partners
- Supporting at risk Learners through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all Learners.

4. Managing Risks and Responding to Events

To ensure that the Train'd Up monitors risks and is ready to deal appropriately with issues which arise. It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on our services
- Understanding and managing potential risks within the learning environment and from external influences
- Responding appropriately to events in local, national or international news that may impact on Learners and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within the learning environment
- Ensuring plans are in place to respond appropriately to a threat or incident within the learning environment
- Developing more effective IT security and responsible user policies.

IF YOU HAVE ANY QUESTIONS OR CONCERNS AROUND PREVENT PLEASE CONTACT:

Respecting People – Developing Business

Abbey Carter, Safeguarding & Prevent Champion e-mail: abigail.carter@traindup.org or
Sarah Lane, Safeguarding & Prevent Champion e-mail: sarah.lane@traindup.org
TEL: 0330 058 8300

5. Director Policy Approval

This Policy is reviewed as a minimum on an annual basis and is approved and endorsed by the Board of Directors and Senior Management Team.

Signed on behalf of Company Directors:

Laura Thompson

Name: Laura Thompson
Position: Finance Director
Date: 13/10/2025