

Policy No: LIEURAPP22004

Policy Name: Prevent Duty Policy

1.0 Background to Prevent Duty

As part of the government's strategy for countering terrorism, all institutions have a legal responsibility to fulfil the prevent duty statement and all apprenticeship training providers are required to comply with the Prevent Duty under the Counter Terrorism Act 2015.

The Prevent strategic objective is to challenge all forms of extremism and terrorism, prevent radicalisation and stop people from supporting or becoming terrorists. The Prevent duty is to protect people from all varieties of extremist activity and is not aimed solely at one specific group.

LI Europe recognises that protecting people from radicalisation and extremism is a form of safeguarding. LI Europe is committed to safeguarding and promoting the welfare of learners and expects all staff to share this commitment.

LI Europe recognises the importance of academic freedom of speech and the right to preserve freedom of speech for all employees, learners and visiting speakers and will balance this with the obligations towards the Prevent Duty.

2.0 Definitions

Radicalisation

Radicalisation is defined as the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism

Extremism is defined as vocal or active opposition to fundamental British values, including:

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

The protected characteristics in the Equality Act are:

- Age.
- Gender reassignment.
- Disability.
- Marriage & civil partnership.
- Pregnancy & maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

3.0 Preventing Extremism

To meet its obligations under the Prevent Duty, LI Europe will:

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- Raise awareness to all learners of the Prevent Duty and the threat posed by violent extremist groups, including the risks and signs of radicalisation and the actions to take if they have any concerns.
- Exemplify fundamental British Values in our management, teaching practice and general behaviours.
- Work with employers to ensure that learners are not exposed to any risks associated with extremist groups and radicalisation and ensure that workplace mentors have adequate awareness of the Prevent Duty and British Values.
- Operate a consistent anti-bullying, anti-harassment and anti-discrimination approach in accordance with the Bullying and Harassment policy, that creates a safe and supportive environment.
- Conduct risk assessments in relation to the Prevent Duty with the aim of evaluating where and how learners or staff may be at risk of radicalisation and being drawn into terrorism and take steps to mitigate any risks that are identified. (LIEURAPP22004(A) Risk Assessment).

4.0 Identifying Signs of Radicalisation

Possible signs of radicalisation include, but are not limited to:

- Viewing or downloading extremist material on the internet.
- Adopting icons or symbols used by extremist groups.
- Publicly displaying behaviour consistent with hatred and division.
- Travelling to a conflict area.
- Becoming withdrawn and focussing on one ideology.
- A change in appearance.
- Becoming isolated from family, friends, peers and social groups.

LI Europe will provide all staff, trainers and delivery partners with the support they need to implement the prevent duty. If any LI Europe employees notice any changes in behaviour of apprentices or employees, then the safeguarding policy and procedures must be referred to. All issues raised by an apprentice or employee will be investigated, ensuring that a copy of the Complaints policy and other related policies are made available with relevant contact details.

5.0 Related LI Europe Policies

LIEURAPP22001 – Apprenticeship Continuity Plan

LIEURAPP22002 – Equality and Diversity Policy

LIEURAPP22003 – Safeguarding Adults Policy

LIEURAPP22004 – Prevent Duty Policy

LIEURAPP22005 – Health & Safety Policy

LIEURAPP22006 – Concerns, Complaints and Compliments Policy

LIEURAPP22007 – Recognition of Prior Learning Policy

LIEURAPP22008 – Quality and High Standards in Apprenticeship Training Policy

LIEURAPP22009 – Employee Professional Development Policy

LIEURAPP22011 – GDPR Policy

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LIEURAPP20014 – Safer Recruiter Policy

LIEURAPP22017 – Functional Skills Subcontracting Policy

LIEURAPP22018 – Intervention Policy

LIEURAPP22019 – Plagiarism and Malpractice Policy

LIEURAPP22020 – External Speaker Policy

LIEURAPP22021 – Bullying and Harassment Policy

LIEURAPP22022 – Additional Learning Support Policy

LIEURAPP22023 – Whistleblowing Policy

LIEURAPP22024 – Malpractice in Certification and Assessment Policy

LIEURAPP22025 – Recruitment of Ex-Offenders Policy

LIEURAPP22026 – Academic Appeals Policy

LIEURAPP22027 – Apprenticeship Code of Conduct

LIEURAPP22028 – Conflict of Interest Policy

Policies are reviewed in January on an annual basis.

Company Director _____

Date _____