

Workforce Training & Development Ltd  
Prevent Policy  
1<sup>st</sup> January 2018

## 1. Introduction and Context

Prevent is a Government initiative to develop a robust counter terrorism programme. The UK faces a range of terrorist threats. All the terrorist groups pose a threat to ourselves and society as we know it. They 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 faced by 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;
- Report any concerns to the appropriate authorities.

A system of threat levels has been created by Government, which represent the likelihood of an attack. The levels are:

- Critical - an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

The current threat level from international terrorism in the UK changes but for some time has been set at severe to critical.

The age and profile of our learners at Workforce Training and Development (WTD) make it crucial to be involved in the Prevent strategy. WTD will play its part in fostering shared values and promoting cohesion. This strategy has five objectives:

1. Promoting and reinforcing shared values; to create space for free and open debate; to listen and support learners;
2. To break down segregation among different learner 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. Ensuring learner safety and that, as far as is reasonably practical, assuring ourselves that the employer sites that we visit, are free from bullying, harassment and discrimination;

4. Providing support for learners who may be at risk and providing appropriate sources of advice and guidance when identified, this may also include reporting any concerns to the appropriate authorities;
5. Ensuring that learners and colleagues within WTD are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives, the strategy concentrates on four areas;

### **1. Leadership and Values**

To provide an ethos which upholds the values of shared responsibility and wellbeing for all learners, employers and colleagues at WTD and promotes respect, equality and diversity and understanding. This will be achieved through:

- Promoting the values of respect, equality and diversity, a democratic society, learner voice and participation;
- Building the confidence of colleagues and their learners to deal with these issues;
- Working with and supporting local authorities, police and other agencies when required;

### **2. Teaching and Learning**

To provide education and training 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;
- Education and training that is adapted to recognise local needs, challenge extremist narratives and promote European and UK values;
- Encouraging active citizenship /participation and learner voice.

### **3. Learner Support**

To ensure that WTD colleagues are confident to take preventative and responsive steps working with professionals, employers and communities. This will be achieved through:

- Establishing strong and effective learner support processes;
- Listening to what is happening in the companies that we work with;
- Challenging discriminatory behaviours and reporting this if it is felt appropriate;
- Supporting learners through safeguarding and crime prevention processes.

#### **4. Managing Risks and Responding to Events**

To ensure that WTD 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 learners, their employers and communities;
- Responding appropriately to events in local, national or international news that may impact on learners, employers and their communities.
- All staff to attend regular refresher training courses where required

#### **Useful Contacts**

##### **Spalding Contract**

Lincolnshire Police Prevent Team

Email: [prevent@lincs.pnn.police.uk](mailto:prevent@lincs.pnn.police.uk)

Tel: 01522 885350

##### **Colne Contract**

Channel Coordinator for Lancashire

Email: [channelreferrals@lancashire.pnn.police.uk](mailto:channelreferrals@lancashire.pnn.police.uk)

Tel: 01772 413029

This Policy has been approved and authorised by:

**Name:** Laura Faulkner  
**Position:** Finance Director  
**Date:** 1<sup>st</sup> January 2018

**Signature:**