

PREVENT POLICY

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1.0 INTRODUCTION

In line with guidance from the Department for Education (DfE) and the Home Office, the Foundation of Light and Group of Companies have a zero-tolerance approach regarding violent or extremist behaviour and seeks to provide a safe environment for all participants, staff and users of the facility.

The current threat from international terrorism in the United Kingdom is 'Severe' which means that a terrorist 'attack is highly likely'. The threat to Great Britain from Northern Irish terrorism is 'Moderate' which means that a terrorist 'attack is possible but not likely'. (Northumbria Police Force, information received January 2021).

2.0 PURPOSE

- To raise awareness of the potential threat from extremist groups and the risks to staff and participants
- To provide information about potential causes of violent extremism
- To empower participants, regardless of age, to reject violent or extremist behaviour
- To empower staff in challenging violent or extremist behaviour
- To outline the Government's counter-terrorism strategy
- To outline procedures for tackling extremist behaviour
- To promote community cohesion

3.0 SCOPE

The Foundation of Light and Group of Companies will promote tolerance and respect for all cultures, faiths and lifestyles in all their dealings. This is reflected in policy as well as practice and any derogatory language and/or behaviour will be respectfully challenged. It is recognised that everyone has the right to learn, work and play in safety and for this reason, bullying of any kind will not be tolerated.

4.0 POLICY

This policy should be read in conjunction with documents detailed in Related Documents.

This policy applies to all individuals connected to the Beacon of Light and the Foundation of Light, whether staff or volunteers, at any of our premises, regardless of their status, grade, or length of service, referred to in this policy as "staff". It also applies to all users of the facility including Foundation of Light participants, leasing organisation staff and participants and members of the public.

Guidance

The Government Office for Security and Counter-Terrorism works to counter the threat from terrorism and their work is detailed in the counter terrorism strategy CONTEST.

This strategy is based on four areas of work:

- Pursue: To stop terrorist attacks
- Prevent: To stop people becoming terrorists or supporting terrorism
- Protect: To strengthen protection against terrorist attack
- Prepare: To mitigate the impact of a terrorist attack

The Foundation of Light Groups responsibility lies within the Prevent strand. Prevent centres around diverting people from being drawn into terrorist activity before any criminal activity takes place and relies on recognising, supporting and protecting those who might be susceptible to radicalisation

5.0 RESPONSIBILITIES

The Managing Director has overall responsibility for this policy. This policy is approved and amended via the following approval route: CEO/ESAC/Trustees.

Additional responsibilities are outlined below:

Trustees

It is the role of the Trustees to hold to account the Senior Leadership Team and Safeguarding Officer. It is their responsibility to ensure that the Foundation of Light meets its statutory duties with regard to preventing radicalisation.

Safeguarding Lead and Senior Leadership Team (SLT)

It is the role of the Safeguarding Lead and the SLT to ensure that the Foundation of Light and Beacon of Light staff respond to preventing radicalisation on a day-to-day basis. They are responsible for ensuring that delivery addresses the issues involved in radicalisation and that staff conduct is consistent with preventing radicalisation.

Safeguarding Officer

It is the role of the Safeguarding Officer to ensure that staff understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. It is also their responsibility to manage any cases that are referred, which includes reporting any issues to relevant authorities as well as Trustees.

Staff

It is the role of staff to understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This includes maintaining the currency of their own training.

Contacts

- Safeguarding Lead 0191 563 4727
- Safeguarding Officer 0191 563 4757
- Beacon of Light Lead Duty Manager 0191 563 4818

6.0 EQUALITY, DIVERSITY AND INCLUSION STATEMENT

All individuals will be treated equally and fairly in the application of this policy. All reasonable requests to accommodate requirements in terms of age, disability, gender

reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation will be made.

7.0 RELATED DOCUMENTS

This policy has been informed by the following documents:

- Revised Prevent Duty Guidance: for England and Wales, April 2019
- Work-Based Learners and the Prevent Statutory Duty, Guidance for Providers, September 2018 (awaiting new documentation)
- The Prevent Duty, Departmental advice for schools and childcare providers, June 2015 (awaiting new documentation)

This policy should be read in conjunction with:

- Anti-Bullying Policy and Procedure
- Challenging Behaviour Policy and Procedure
- Dignity at Work Policy and Procedure
- Equality, Diversity and Inclusion Policy and Procedure
- Lockdown Policy and Procedure
- Lone Working Policy and Procedure
- Prevent Procedure
- Safeguarding Children Policy and Procedure
- Safeguarding Adults at Risk Policy and Procedure
- Whistle-Blowing Policy and Procedure

REVIEW

This policy is reviewed every year or in the light of any changes in organisation, legislation or guidance, implementation of a new service, or following any learning from incidents, concerns or allegations.