



Inspiring Great British Manufacturing

Prevent Policy

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1. ORGANISATION POSITIONING STATEMENT

MTC Training is committed to providing a secure environment for all our learners, colleagues and stakeholders.

The current threat from radicalisation, extremism and terrorism in the UK is real and severe and can involve the exploitation of vulnerable children and young adults. The UK government introduced the Prevent strategy in 2010. The Counter-Terrorism and Security Act 2015 (“the Act”) imposes a legal duty on “specified authorities”, when exercising their functions, to have due regard to the need to prevent people from being drawn into terrorism. As an independent training provider, MTC Training must comply with this duty, as well as with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners.

This policy is designed to provide a clear framework to structure and inform MTC Training’s response to safeguarding concerns for those children, young people and vulnerable adults (hereafter referred to as ‘learners’) who may be vulnerable to the messages of extremism, thereby effectively fulfilling our Prevent Duty. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process (see section 8).

In order to ensure that we fulfil our Prevent Duty, MTC Training colleagues are expected to confirm their commitment to all MTC policies, processes and procedures in writing as a condition of their employment. In addition to the guidance in this Policy, we provide training to all colleagues and learners to ensure everyone understands how to identify and report any concerns and the support that is available to help.

1.1 Policy Review

In order to ensure that the Policy and its associated processes remain relevant, effective and up to date, this Policy will be reviewed on an annual basis (or sooner if new legislation is published).

Our Designated Safeguarding and Prevent Lead completes annual update training, or ad hoc training as legislation is updated. This is disseminated to Safeguarding and Prevent Deputy and Officers and our associated action plan for Prevent is also updated.

2. POLICY STATEMENT

MTC Training aims to guide learners to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action. We take our role in preparing our learners for life in modern Britain extremely seriously.

We aim to encourage working towards a society

- With a common vision and sense of belonging by all communities
- In which the diversity of people’s backgrounds and circumstances is appreciated and valued
- Where similar life opportunities are available to all
- Within which strong and positive relationships exist and continue to be developed in the training centre, the workplace and the wider community

In order to protect learners and colleagues from radicalising influences and build resilience to

extreme narratives, we raise both colleagues' and learners' awareness of our Prevent Duty by promoting it through the induction programme (Challenging Extremism & Radicalisation APP-004-G12), internal signage, learner progress reviews and information cards. They also have ongoing access to online Prevent resources. We further promote awareness through online learning and face-to-face training via our regional Prevent Lead, ensuring all learners and colleagues are able to identify potential vulnerabilities and any worrying changes to behaviour, and understand how to raise and report any concerns. They also undertake mandatory attendance workshops on personal and cyber security delivered by members of our Counter Terrorism Team. Colleagues complete mandatory refresher sessions every 2 years, or when legislation changes.

Our safeguarding and Prevent training for both learners and colleagues includes exercises and techniques for building resilience to extreme narratives, and we actively promote British Values throughout the apprenticeship programme in order to strengthen the barriers to extremism.

We also share information leaflets with employer partners and parents (documents APP-008-G4 & APP-008-G5) to inform them of the support mechanisms we have in place to address the Prevent Duty, and to help protect our learners when they are not onsite at the training centre. In addition, our Employer Guide for our employer partners contains a section on Prevent and British Values.

Our IT Team also carries out filtering and monitoring of learners' internet use and agreed 'flags' that may indicate vulnerabilities or worrying changes in behaviour are reported to the DSO for escalation via our Safeguarding Process.

Our 'Prevent Action Plan' provides more detail about our ongoing actions to reduce the local and national risks relating to our responsibilities around the Prevent Duty. We assign a RAG (Red Amber Green) rating to each risk, detailing the actions we are taking to mitigate these risks in order to protect learners and colleagues from radicalising influences. The Prevent Action Plan is updated on a 6-monthly basis, or sooner if local or national incidents occur to alter the risk landscape.

This policy is to be used alongside our Safeguarding Policy, which seeks to protect learners from maltreatment, prevent impairment of their health or development, provide effective support, and take action to help each individual learner achieve their potential.

3. DEFINITIONS

“Extremism” is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas. (HM Government Prevent Strategy, 2011.)

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

“Terrorism” is defined in the Counter Terrorism Act 2008. For the purpose of this document, it is defined as an action that

- Endangers or causes serious violence to a person / people,
- Causes serious damage to property,
- Or seriously interferes or disrupts an electronic system.

The use or threat must be designed to influence government or to intimidate the public and is made for the purpose of advancing a political, religious, racial or ideological cause.

“**Colleague**” encompasses all MTC Training employees, part-time and full-time staff, contractors and associates. This Prevent policy applies to all colleagues.

“**Channel**” is part of the Prevent strategy and provides support to individuals at risk of being drawn into violent extremism. It draws on existing collaboration between local authorities, the police, statutory partners (such as the education sector, social services, children’s and youth services and offender management services) and the local community and has three objectives:

- To identify individuals at risk of being drawn into violent extremism
- To assess the nature and extent of that risk
- To develop the most appropriate support for the individuals concerned

“**County Lines**” are where illegal drugs are transported from one area to another, often across police and local authority boundaries (although not exclusively), usually by children or vulnerable people who are coerced into doing this by gangs. The ‘County Line’ is the mobile phone line used to take the orders of drugs. Importing areas (areas where the drugs are taken to) are reporting increased levels of violence and weapons-related crimes as a result of this trend.

4. NATIONAL GUIDANCE AND STRATEGIES

Prevent is a key part of the Government’s strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity.

Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

4.1 Objectives

The Prevent strategy objectives are:

- **Ideology:** Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
- **Individuals:** Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
- **Institutions:** Work with sectors and institutions where there are risks of radicalisation which we need to address.

All colleagues should have an awareness of the Prevent agenda and the various forms radicalisation takes. All colleagues should be able to recognise signs and indicators of concern and respond appropriately.

5. VULNERABILITY / RISK INDICATORS

We ensure that all colleagues who are in contact with children and potentially vulnerable persons, including our learners, are trained, prepared and supported to effectively implement our documented Safeguarding and Prevent Duty Policies. This ensures that they are able to identify, at an early stage, any vulnerabilities or worrying changes in behaviour that may be a cause for concern and are confident in taking the appropriate action in a timely and consistent manner.

We provide guidance and support to employers and parents to ensure that everyone involved with our learners is confident in identifying and reporting vulnerabilities or worrying changes in behaviour. The Prevent module within our learner induction programme (APP-004-G12 Challenging Extremism & Radicalisation) raises learners' awareness of radicalisation and extremism so that they are able to make informed decisions, recognise if others are affected, and know what action to take if they are worried someone is being radicalised.

The following lists are not exhaustive and all or none may be present in individual cases of concern. The listed scenarios and behaviours do not mean that learners experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a learner, or their family may be vulnerable or involved with extremism.

5.1 Vulnerability

- **Identity crisis:** Distance from cultural / religious heritage and uncomfortable with their place in the society around them
- **Personal crisis:** Family tensions, a sense of isolation, adolescence, low self-esteem, disassociating from existing friendship group and becoming involved with a new and different group of friends, searching for answers to questions about identity, faith and belonging
- **Circumstances:** Migration, local community tensions, events affecting country or religion, alienation from UK values, having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
- **Unmet ambitions:** Perceptions of injustice, feeling of failure, rejection of civic life
- **Criminality:** Experiences of imprisonment, poor resettlement / reintegration, previous involvement with criminal groups

5.2 Access to extremist influences

- Reason to believe that the learner associates with those known to be involved in extremism
- Possession or distribution of extremist literature / other media likely to incite racial / religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity

5.3 Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the learner person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity / use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity

- Pending decision on their immigration / national status

5.4 Other critical risk factors

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Significant changes to appearance / behaviour

5.5 Known threats

There are known threats within the Coventry and Oxford areas listed below. Please note that this list is by no means exhaustive and was last updated in December 2021.

Coventry Area	Oxford Area
<ul style="list-style-type: none"> • Child Criminal Exploitation - County Lines • Child Sexual Exploitation • Preventing youth crime - at risk of or being exploited by a gang. • Radicalisation and right wing extremism • Child trafficking and modern slavery 	<ul style="list-style-type: none"> • Drug dealing and drug taking in the city's public spaces • Street drinking, begging, and public drug supply and use in Oxford city centre - safeguarding those involved at risk of criminal exploitation • Keeping vulnerable passengers safe • Safeguarding vulnerable people from extremism

6. EXTERNAL SPEAKERS

In the interest of safeguarding our learners, we must ensure external speakers and the material they will be presenting does not promote extremism, incite radicalisation or be offensive in any way when delivering the programme or additional learning to our learners.

All external speaker(s) must complete the External Speaker Authorisation Form (APP-008-F1 (V1)) and supply presentation material to the Deputy Director – Delivery or Quality Manager to vet and approve the event.

The main practical points to be considered are:

- Notice period – usually 14 days to allow for further enquiries and appeal if required
- Ownership of the event
- What is the event title and who is speaking (including all names they may be known by)? What is going to be publicised? What is the event about and what does it seek to achieve? There is evidence of events being given titles that do not accurately reflect the nature of what will take place. Such actions will often be an indication that an event may be controversial, and more detailed investigation and consideration required.
- Will the event be in English language. If not, will translation be available? How and where will the event be publicised and will this also be in English?
- Is the event likely to have an impact on the reputation of MTC Training?

- Is there any known or likely impact on the safety of learners, colleagues or wider community attending the event?

The authorisation of each event or referral for further enquiries and any subsequent conditions imposed will be clearly recorded and retained centrally.

In addition our Designated Safeguarding Lead (DSL) is responsible for ensuring learners, colleagues and visitors have the correct security checks (DBS register), and for collating and interrogating the data to analyse and inform any necessary changes.

7. REFERRAL AND INTERVENTION PROCESS

Any identified concerns as the result of observed behaviour or reports of conversations that suggest that a young person supports terrorism and / or extremism raised by a learner or a colleague must be reported to the named Designated Person immediately, and no later than by the end of the working day. The concern will be reported and managed following the process described below and illustrated in Section 10.

Where there is an identified / potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions. The DSL is responsible for contacting either the West Midlands Police / Thames Valley Police or the BIS Prevent Coordinator for further advice and guidance.

8. Designated Person (DP)

The DP has responsibility for investigating and supporting learners in line with MTC Training's Safeguarding Policy.

It should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process). As part of the referral process, the designated professional will therefore also raise an electronic referral to the Channel process (see Appendix 2).

MTC Training's DP's are:

- Designated Person Ansty / Oxford & Designated Safeguarding Lead (DSL) – Dave Lee
- Designated Person Ansty and Deputy Safeguarding Lead (DDSL) – James Wagstaff
- Designated Person Ansty (DP) – Nicola Stark
- Designated Person Ansty (DP) – Matthew Bastock
- Designated Person Oxford (DP) – Donna Pinches
- Designated Person Oxford (DP) – Peter Hodges

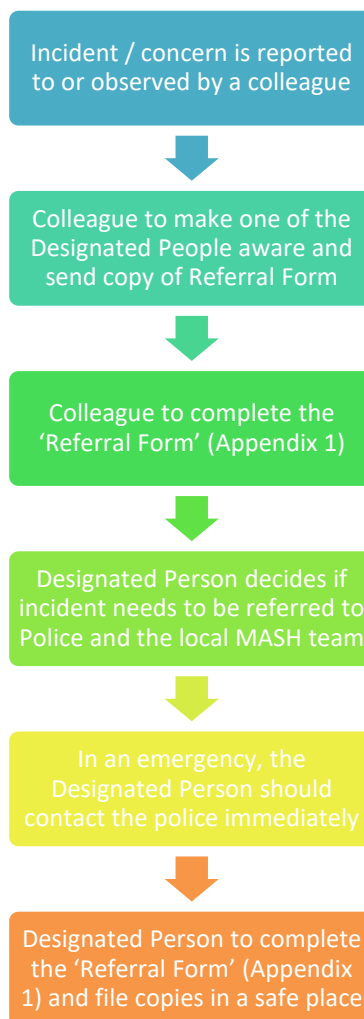
DP's duties will also include:

- Inducting colleagues on their role in complying with the Prevent Duty in order to prevent vulnerable people from being radicalised and / or drawn into terrorism or extremism
- Ensuring that staff have read and understood this policy
- Organising training for staff on Prevent issues
- Referring incidents or alleged incidents / concerns to the police and / or social services
- Establish protocols with the local safeguarding children board where necessary

9. Channel Referral Process

Some identified concerns may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations. The police will carry out an initial assessment and, if appropriate, set up a multiagency meeting to agree actions for supporting the individual suspected to be at risk of radicalisation. If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the learner.

10. REPORTING PROCESS



A1 APPENDIX 1: REFERRAL FORM (Ansty only)



<p>Please complete the below details and send to BOTH emails:</p> <p>CTU_GATEWAY@west-midlands.pnn.police.uk</p> <p>mash@coventry.gov.uk</p>		<p>This will be dealt with by individual Police Force Prevent Teams.</p>	
<p><i>Please complete to the best of your knowledge. Leave blank if unknown.</i></p> <p>Your details:</p>			
Surname		D.O.B	
Forenames		Relationship to individual	
Contact no.			
Email			
Professional role (if applicable)			
Address			

Individuals details and summary of concerns: <i>Please include as much detail as possible.</i>			
Surname		D.O.B	
Forenames		Gender	
Contact no.			
Email			
Social Media Username			
Ethnicity		Nationality	
Religious Establishment		Place of Birth	
Address			
Languages Spoken		English spoken?	
School or Educational Establishment			
Occupation			
Occupation Address			
Has anyone been consulted about this referral (safeguarding agency etc.)?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
If yes please give details			
Additional Info (e.g. Family details, Associates of concern)			

Summary of Concerns

A2 APPENDIX 2: CONTACT DETAILS

Designated Person Details – Ansty:

- Designated Person 1 (DSO) – Dave Lee
- Designated Person 2 (DP) – James Wagstaff
- Designated Person 3 (DP) – Nicola Stark
- Designated Person 4 (DP) – Matthew Bastock
- Email safeguarding@the-mtc.org

External Agencies – West Midlands:

- **West Midlands Police Prevent team:**
 - Dial **101** (select - West Midlands Police Constabulary)
 - Or email CTU_GATEWAY@west-midlands.pnn.police.uk
 - Also contact mash@coventry.gov.uk

Designated Person Details – Oxford:

- Designated Person 1 (DSO) – Dave Lee
- Designated Person 2 (DP) – Donna Pinches
- Designated Person 3 (DP) – Nikki Smith
- Designated Person 4 (DP) – Helen Blake
- Email safeguarding@the-mtc.org
- Or call the Telephone Safeguarding Hotline Number: 02476701635

External Agencies – Oxford:

- **Oxfordshire Safeguarding Children Board**
 - Email oscb@oxfordshire.gov.uk
- **Oxfordshire County Council**
 - Dial 0345 050 7666
 - For adults, ask for the Social and Healthcare Team
 - For children, ask for Oxfordshire Multi-Agency Safeguarding Hub (MASH)
- **Thames Valley Police Prevent team:**
 - Dial **101** (select – Thames Valley Police)
 - Or email Police Prevent Officer: Preventreferrals@thamesvalley.pnn.police.uk
 - You can also contact Amanda Kerman via Amanda.Kerman@thamesvalley.pnn.police.uk or 07974 113498

Reporting a concern

If you are concerned about any adult or child who you think may be vulnerable to being drawn into extremist activity, please report your concern.

- Call 0345 050 7666
 - For adults, ask for the Social and Healthcare Team
 - For children, ask for Oxfordshire Multi-Agency Safeguarding Hub (MASH)
- Email: mash-children@oxfordshire.gov.uk

External Agencies – General:

Members of the public who come across suspicious internet sites, chat rooms or other web-based forums can now report their concerns via www.gov.uk/report-terrorism.

If you consider anything to be suspicious or connected with terrorism, call the **Anti-terrorism hotline** on **0800 789 321** to report your concerns in the strictest confidence