

Education Centre

Prevent Policy

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KEY CHANGES FROM PREVIOUS VERSION	To be used in conjunction with EEC Safeguarding Policy, EPUT Safeguarding Children Policy CLP37 and Safeguarding Adults policy CLP39 Clinical Guidelines
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POLICY SUMMARY

These policy guidelines sets out how the EPUT Education Centre will fulfil our statutory duty under the Prevent legislation. This includes detail of the training our staff have undertaken and procedures in relation to identifying at risk apprentices/ students undertaking education programmes within EPUT Education Centre and reporting concerns.

These guidelines should be used in conjunction with the EPUT Education Centre Safeguarding Policy and as an addition to the EPUT Safeguarding Policies and Procedures.

EPUT monitors the implementation of and compliance with these guidelines in the following ways:

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Reports to:

Education Board

Safeguarding Officer

Internal and External Audits and Inspections- Ofsted /Awarding Bodies/ ESFA

**The Director responsible for monitoring and reviewing this policy is
Director of Education & Learning Development.**

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ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

ASSURANCE STATEMENT

This EPUT Education Centre Prevent Policy is set out for use in conjunction with the EPUT Education Centre Safeguarding Policy and the overarching Essex Partnership University NHS Foundation Trust (EPUT) Safeguarding Policy. Its use is for those Apprentices / Students undertaking education programmes within the EPUT Education Centre (EEC). This guideline is to be used in conjunction with the Trust Safeguarding of Children policy and Safeguarding of Vulnerable Adults policy. [CLP39 - Safeguarding Adults Policy.pdf \(eput.nhs.uk\)](#), [CLINICAL POLICY CLP37 \(eput.nhs.uk\)](#).

1 INTRODUCTION

- 1.1. The EPUT Education Centre (EEC) aims to maintain a safe and welcoming environment in all its training venues for staff, apprentices/students and visitors. It is committed to meeting its duty to fulfil the Prevent statement, namely to have “due regard to the need to prevent people from being drawn into terrorism”. It recognises its role in protecting apprentices / students from radicalizing influences and ensuring apprentices / students are resilient to extremist narratives. The Education Centre will liaise and work in conjunction with the overarching EPUT Safeguarding Team following the Trust Safeguarding Policy and guidelines. [CLP39 - Safeguarding Adults Policy.pdf \(eput.nhs.uk\)](#), [CLINICAL POLICY CLP37 \(eput.nhs.uk\)](#).
- 1.2. The EEC takes seriously its obligation to deliver the outcomes specified in the Ofsted Education Inspection Framework (EIF). In the context of this policy, inspectors will make a judgement on the effectiveness of leadership and management by evaluating the extent to which leaders, managers and governors ensure that the Prevent statutory duty is met. [Education inspection framework \(EIF\) - GOV.UK www.gov.uk](#).
- 1.3. The EEC in conjunction with the overarching organization, Essex Partnership NHS Foundation Trust recognise the need to work with other agencies in performing its Prevent duties, this may include:
 - Local Prevent Coordinators
 - Police and Local Authorities
 - Coordination through existing multi-agency forums, for example Community Safety Partnerships.
- 1.4. The EEC recognise the need to work with other departments within the overarching Trust:

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- to operate safer recruitment procedures
 - to have in place procedures to deal with allegations against staff
 - to ensure all staff working with learners/ apprentices/students receive appropriate Prevent training and are aware of their responsibilities
 - to review guidelines in line with EPUT policy
- 1.5. The safety and well-being of apprentices / students are paramount and all concerns related to Prevent are taken seriously.
- 1.6. Each programme run under The EPUT Education Centre has a nominated Safeguarding officer that monitors all procedures relating to PREVENT as part of the protection and safeguarding of children and vulnerable adults. Safeguarding Officer's report to the overall Safeguarding Lead within EPUT. See Appendix 1 for the Prevent Policy reporting flowchart.
- 1.7. The EEC will promote the ethos of the 'PREVENT' agenda by encouraging free and open debate but challenging extreme views. Through its classroom practice and induction activities, it will encourage equality of opportunity and celebrate diversity.
- 1.8. The EEC will not host or allow its premises to be used by extreme groups and will seek to prevent the distribution of extreme literature. Promotion of any organisations linked to violent extremism is contrary to the values of EPUT and would constitute misconduct.

2 LEGAL FRAMEWORK

- 2.1 Apprentices / Students undertaking programmes of education within the EEC will undertake PREVENT training within the programme in addition to the employer NHS Trust Prevent training programme. This will be recorded as part of their individual learning plans.
- 2.2 Like all public bodies, the Counter-Terrorism and Security Act (2015) places duties on EEC to take best endeavors to prevent students from being drawn into terrorist and extremist activity, and statutory guidance is in place. Prevent is about safeguarding our apprentices / students and keeping them safe and within the law. It is not about preventing our apprentices / students from having religious or political views and concerns, but it is about supporting them to use those concerns or act on them in a non-extremist way.

[Counter-Terrorism and Security Act 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

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3 PREVENTING VIOLENT EXTREMISM – THE ‘PREVENT’ AGENDA

3.1 The Prevent strategy, published by the Government in 2011 is part of the UK’s counter terrorism strategy CONTEST. This programme aims to work with the individual to address their specific vulnerabilities, prevent them becoming further radicalised and possibly entering the criminal justice system as a result of their actions. It is recognised that radicalisation can occur in an individual from any section of society and is not particular to any racial, ethnic or social group.

[Prevent strategy 2011 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

3.2 Within EPUT, Prevent is embedded within safeguarding procedures, and this document should therefore be read in conjunction with the Education Centre Safeguarding Policy and the EPUT Safeguarding policies.

[CLP39 - Safeguarding Adults Policy.pdf \(eput.nhs.uk\)](#), [CLINICAL POLICY](#)



EEC 7 Education
Centre Safeguarding

[CLP37 \(eput.nhs.uk\)](#).

3.3 The EPUT Education Centre’s response to our Prevent duty is guided by our statutory duty, by our EPUT institutional values and our commitment to ensure everyone is treated fairly, with dignity and respect.

3.4 All staff working with apprentices / students studying on a programme within the EPUT Education Centre, will be expected to complete compulsory Prevent training as provided as part of their mandatory training as EPUT employees. In addition, all staff are subject to DBS (Disclosure and Barring Service) checks.

4 IDENTIFYING THOSE AT RISK

4.1 There is no single way of identifying a person at risk of extremist ideology: it is often the culmination of a number of influences. These can include, family, friends or relationships they have made online. Extremism can also include non-violent action.

4.2 The EEC’s Role under Prevent duty states that all staff working with apprentices and students have legal responsibilities under the Prevent duty to make sure:

- they undertake the required EPUT Prevent training;
- demonstrate a commitment to the principles that underpin the Prevent Duty;
- Seek specialist support if any concerns are raised;

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- Are alert to changes in behaviour that may give cause for concern in any apprentice or student;
- they are aware of when it is appropriate to refer Prevent related concerns about apprentices and students or other colleagues to the Prevent officer, usually the safeguarding officer;
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British values; and
- they exemplify British values of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” in their practice as part of their professional behaviour in order to comply with professional standards.

4.3 Employers of apprentices / students will follow their own Prevent guidance in their home NHS Trusts. This will include the following:

- Demonstrate a commitment to the principles that underpin the Prevent Duty;
- Seek specialist support if any concerns are raised;
- Are alert to changes in behaviour that may give cause for concern in any apprentice or student;
- Advise the course safeguarding office of any concerns regarding an apprentice/ student apprentice to allow it to investigate any issues further; and
- Provide opportunities for apprentices and students to discuss their own concerns about extremism, events in the news and about British values.

4.4 **British Values.** An important part of Prevent, is also the promotion of British values. These are the norms that shape our society and which are enshrined in law, through legislation such as the Equality Act 2010. British values are embedded in the curriculum and teaching of all programmes under EEC. British values are described as:

- Democracy
- The rule of law
- Individual liberty and mutual respect
- Tolerance for those with different faiths and beliefs Apprentices are encouraged to explore ideas in a context where these values are recognised and respected

[Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

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5 REPORTING CONCERNS

- 5.1 Staff should be aware of the signs of extremism and report any such concerns through the safeguarding process. In the first instance, EEC staff should share concerns with their programme safeguarding officer, who will in turn share these concerns with the overarching EPUT Safeguarding lead who will take action as is necessary. See Appendix 1.
- 5.2 There may be some circumstances where the overarching EPUT safeguarding lead, in the course of Prevent related work, identify someone who may already be engaged in illegal terrorist-related activity. People suspected of being involved in such activity will be referred to police.
- 5.3 In line with Revised Prevent duty guidance, The EEC may need to share personal information to ensure, for example, that a person at risk of radicalisation is given appropriate support (for example on the Channel programme). Information sharing will be assessed on a case-by-case basis and is governed by legislation, principally by the Data Protection Act (2018) which is the UK's implementation of the General Data Protection Regulation (GDPR). EEC staff should use this policy in conjunction with the EPUT Policy document for Consent and Confidentiality (CP59) the Information sharing Policy CPG9c and multi-agency information sharing agreements as well as the Prevent Duty Guidance.

[Data protection: The Data Protection Act - GOV.UK \(www.gov.uk\)](http://www.gov.uk), [Regulation \(EU\) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data \(United Kingdom General Data Protection Regulation\) \(Text with EEA relevance\) \(legislation.gov.uk\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32016R0679); [CP59 - Data Protection and Confidentiality Policy.pdf \(eput.nhs.uk\)](https://www.eput.nhs.uk/policy/CP59-Data-Protection-and-Confidentiality-Policy.pdf); [CPG60 - Information Sharing and Consent Procedure.pdf \(eput.nhs.uk\)](https://www.eput.nhs.uk/policy/CPG60-Information-Sharing-and-Consent-Procedure.pdf); [Revised Prevent duty guidance: for England and Wales - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

- 5.4 In line with the legislation above, when considering sharing personal information, the EEC will take into account:
- necessity and proportionality: personal information should only be shared where it is strictly necessary to the intended outcome and proportionate to it. Key to determining the necessity and proportionality of sharing information will be the professional judgement of the risks to an individual or the public;
 - Consent: wherever possible the consent of the person concerned should be

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obtained before sharing any information about them.

6 SUPPORTING DOCUMENTATION

6.1 In addition to the overarching EPUT Safeguarding Policies (Children and Adult) and their supporting appendices these additional documents are applicable:

- Prevent Duty Guidance (2015) [The Counter-Terrorism and Security Act 2015 \(Risk of Being Drawn into Terrorism\) \(Amendment and Guidance\) Regulations 2015 \(legislation.gov.uk\)](#)
- Prevent Duty Guidance for further education institutions in England and Wales [Prevent duty guidance: for further education institutions in England and Wales - GOV.UK \(www.gov.uk\)](#)
- Prevent Duty Guidance for higher education institutions in England and Wales [Prevent duty guidance: for higher education institutions in England and Wales - GOV.UK \(www.gov.uk\)](#)

7 MONITORING AND REVIEW

7.1 The EEC Team in liaison with the overarching EPUT Safeguarding Team will ensure an audit of key parts of this policy will be undertaken every year with a rotating theme for example; support offered to staff, duties being undertaken appropriately and training uptake.

7.2 The overarching EPUT Safeguarding Team will work with the EPUT Education Centre team and provide advice on the review and appropriate changes to this policy.

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8 Appendices.

8.1 Appendix 1. Apprenticeship Prevent Flow Chart

