



PREVENT POLICY AND ACTION PLAN



As part of the Prevent Strategy, Blackburn Gould and Associates Ltd has a duty to have, “due regard to the need to prevent people from being drawn into terrorism”.

The Prevent Duty: Guidance for further education institutions in England and Wales (2015) defines our role as helping prevent people being drawn into terrorism (violent and non-violent extremism), which can create an atmosphere conducive to terrorism and can popularise views which terrorist exploit.

Extremism is defined in the Prevent Strategy as: “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.” This also includes calls for the death of members of the British armed forces.

Prevent also encourages promotion of the nine protected characteristics under the Equality Act 2010 (age; disability; gender reassignment; marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex; sexual orientation).

If an individual is identified as vulnerable to extremism they would be referred through the Channel process. This process is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism.

Blackburn Gould And Associates (BGA), have a commitment to work locally to deliver the Government’s Prevent strategy. Prevent is one of four parts of the government’s counter terrorism and domestic extremism strategy, known as CONTEST. The four strands are:

- Pursue: to stop terrorist attacks;
- Prevent: to stop people becoming terrorists or supporting terrorism;
- Protect: to strengthen protection against terrorist attacks;
- Prepare: where an attack cannot be stopped, to mitigate its impact

The Prevent duty aims to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism, and covers all forms of terrorism, including Islamist as well as far right extremism and some aspects of non-violent extremism.

Non-violent extremism can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit. Extremism is defined in the guidance as “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”.

Prevent operates in a pre-criminal space, providing support, guidance and/or diversion to vulnerable individuals at risk of being groomed into terrorist activities before they are drawn into criminal activity. Radicalisation may be comparable to other forms of harm and abuse. It is a safeguarding issue and needs to be thought of alongside the wider safeguarding agenda.

Channel is a safeguarding programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. Channel is a voluntary programme that uses a multi-agency approach to protect vulnerable people by identifying individuals at risk, assessing the nature and extent of that risk, and developing the most appropriate support plan for the individuals concerned. All staff are required to read : <https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales> All staff are required to complete e-learning module: <https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.h>

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There are a number of behaviours that might indicate that an individual is at risk of being radicalised or exposed to extreme views. Such behaviours may include:

- Spending increasing time in the company of other suspected extremists;
- Changing their style of dress or personal appearance to accord with the group;
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause;
- Loss of interest in others and activities not associated with the extremist ideology, group or cause;
- Possession of materials or symbols associated with an extremist cause;
- Attempts to introduce others to the group/cause;
- Communications with others that suggests identification with a group, cause or ideology;
- Using names/language ranging from insulting to derogatory for members of another group;
- Increase in prejudice-related incidents committed by that person – these may include:
 - physical or verbal assault;
 - provocative behaviour;
 - damage to property;
 - derogatory name calling;
 - possession of prejudice-related materials;
 - prejudice related ridicule or name calling;
 - inappropriate forms of address;
 - refusal to co-operate;
 - attempts to recruit to prejudice-related organisations;
 - Condoning or supporting violence towards others.

This list is in no sense intended either to be exhaustive or any more than a description of possible consistent behaviours – rather than proofs – of radicalisation. There is a general perception that terrorism involves large scale organised activities, such as the London attacks, which may seem remote to areas in which Blackburn Gould and Associates operates. However, an emerging threat is that of individuals, who operate by themselves but who have been influenced by extremist ideology. This threat includes the potential for radicalisation of vulnerable and isolated individuals via social media and the internet. Greater awareness is needed to be able to spot the signs of radicalisation, and knowing how to raise any concerns, ensuring that individuals who may be vulnerable to exploitation are effectively safeguarded.

The action plan below sets out the key actions that will be taken by Blackburn Gould and Associates, as part of their responsibility towards a multi-agency partnership to meet the responsibilities required by the Prevent duty. The Prevent duty applies to schools, colleges, independent training providers (Blackburn Gould and Associates) and universities, health and social care, criminal justice, and the police. All specified organisations are required by duty to undertake risk assessments and develop action plans to address those risks. Home office guidance states that for all specified organisations those in leadership positions are expected to:

- Establish or use existing mechanisms for understanding the risk of radicalisation
- Ensure staff understand the risk and build capacities to deal with it
- Communicate and promote the importance of the duty

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- Ensure staff implement the duty effectively.

Blackburn Gould and Associates action plan has been designed to complement activities with the local authority areas in which we operate. It has been designed to support the strategic aim of mainstreaming the Prevent duty so that it becomes part of our day-to-day safeguarding work. It addresses the national objectives to:

- 1: Respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- 2: Prevent people from being drawn into terrorism and ensure that they are given practical help, advice and support; and
- 3: Work with a wide range of sectors and institutions where there are risks of radicalisation that we need to address

The action plan is designed and will be delivered under the following principles:

- Communities are key to preventing terrorism and central to the successful delivery of the action plan
- Prevent is everyone's business and therefore awareness will be mandatory for all specified authorities, including their commissioned services
- Actions taken will always be proportionate to the risk identified
- Prevent is part of the wider safeguarding agenda and thus will focus on providing support and re-direction to vulnerable individuals at risk of being drawn into terrorism from an early stage

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Risk assessment

Outcome	Risk/Vulnerability	Action to address risk	Owner	Evidence of progress	RAG*
Leadership					
All BGA individuals are able to demonstrate an awareness and understanding of the risk of radicalisation in the organisation	There is an inconsistent and fragmented approach to delivering our Prevent duty. Effective actions are not in place and the risks to vulnerable individuals are not appreciated or addressed	Blackburn Gould and Associates conducts an annual risk assessment on organisation/area and develop a responsive action plan	KA		
		Learning from specified authorities and Channel Panel in terms of good practice, assessment of local risk, new and emerging community tensions, and effectiveness of interventions is monitored through engagement with Local Authority.	KA		
Prevent is embedded in the day to day safeguarding work of BGA	Prevent will be seen as an isolated issue and not given sufficient attention by the workforce.	Preventing radicalisation is clearly identified and promoted within relevant BGA safeguarding policies, procedures and training	KA		
Partnership					
Prevent is co-ordinated through existing local authority multi-agency forums	Effective delivery of the Prevent duty is dependent upon a robust partnership approach. Without coordination, resources will not be utilised efficiently, learning and best practice will not be shared, and training providers may work in isolation.	Blackburn Gould and Associates to engage with the local Channel Panel including Essex Police Prevent team.			
		Potential referrals should be discussed with the relevant quadrant Prevent Champion, who will advise whether they should be referred to Channel. A referral form should be completed and returned to Essex Police (prevent@essex.pnn.police.uk) Referrals will be considered at the next available meeting.			
		Potential referrals should be discussed with the relevant quadrant Prevent Champion, who will advise whether they should be referred to Channel. A referral form should be completed and returned to Essex Police (prevent@essex.pnn.police.uk)			
Link with Local Authority and Wrap Around support services including other education partners	Effective delivery of the Prevent duty is dependent upon a robust partnership approach.	Ensure staff attend local authority run training programme to include multi-agency courses and CVS provision			
		Ensure that mechanisms are in place for observing, recording and reporting concerns			

* Status

Please assess by assigning as Red / Amber / Green:

Red: Significant issues identified; corrective action needed

Amber: Underway, but problem or delay identified; being dealt with

Green: On track, no significant problems

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