



EMPLOYER GUIDE TO THE PREVENT DUTY

Prevent is about safeguarding our learners to keep them both safe and within the law. The Prevent Duty is not about preventing learners from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways. The information in this document aims to raise your awareness of the Prevent Duty for apprenticeships and training. It will enable you to:

- Identify why you need to be aware of your Prevent duties
- Understand your specific role as an employer
- Understand what compliance with the Duty means for you and your organisation
- Provide some case studies that help to support this process.

Who needs to comply with the Prevent Duty?

Employers with apprentices or learners on placement who work with:

- Further education colleges
- Sixth form colleges
- Independent learning providers
- Independent specialist colleges
- Adult and community learning
- Private colleges and training organisations*

*Where Ofsted finds a publicly-funded further education institution or independent training provider needs improvement or urgent attention, intervention action would be taken. In the case of independent providers requiring urgent attention, this is likely to result in their contract being terminated by the Department of Education. In the case of further education institutions and local authority providers, this would result in them undertaking an immediate assessment.

Definitions

Key legal definitions for the Preventing Extremism Duty include fundamental British values and extremism.

What are British values?

These are defined as:

‘Democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs’.

Mutual respect and tolerance includes encouraging learners to respect other people with particular regard to the protected characteristics of the Equality Act [2010].

What is extremism?

Extremism as is defined as:

“Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist”.



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Responsibilities

All employers with apprentices or learners on placement should have an awareness of the Prevent Duty and understand their Prevent related responsibilities, especially in the context of Safeguarding. This will ensure the welfare of learners.

The person who is responsible for the welfare of an apprentice or student on work placement should:

- Undertake Prevent Duty training as identified by leaders and managers at the education or training provider
- Understand the risk of radicalisation
- Know how to refer an individual who is vulnerable to the provider you work with who will normally be the Designated Safeguarding Officer, the Prevent Officer or the Welfare Officer
- Exemplify British values in their workplace.

Key Question

- Do you know who in your organisation is responsible for the welfare of apprentices and learners?
- Do you know who the 'designated safeguarding officers' are at the providers you work with?

Susceptibility to Radicalisation

A person may be more at risk of being drawn into harmful or extremist influences if they are experiencing certain vulnerabilities. Vulnerability can mean needing extra care, support, or protection, for example due to age, disability, or because they may be at risk of abuse or neglect.

In some situations, these vulnerabilities can play a part in why someone becomes more susceptible to radicalisation and recognising them early can help us put the right support in place to steer them away from harm.

However, vulnerabilities are not always present. Not everyone who is at risk of radicalisation will be vulnerable in a traditional sense. Sometimes other personal circumstances or factors - which may not be considered vulnerabilities - can still increase a person's susceptibility.

Factors that may constitute susceptibility to vulnerability include:

- Being rejected by peers, faith or social groups/ family
- Pressure from persons linked to extremism
- Victim or witness to race or religious hate crime
- Conflict with family over religious beliefs/ lifestyle/ politics
- Identity confusion
- Recent religious conversion
- Change in behaviour or appearance due to new influences
- Under-achievement
- Possession of literature related to extreme views
- Experience of poverty, disadvantage or social exclusion
- Extremist influences
- A series of traumatic events global, national or personal



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Channel

Individuals who are judged to be vulnerable to exploitation by extremists may be offered tailored support by the Channel Panel. Channel assesses vulnerability in relation to three criteria.

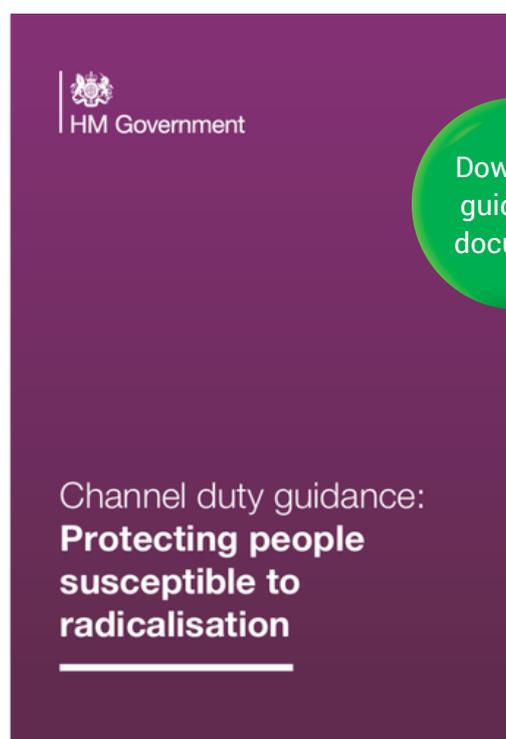
The three criteria are:

1. Engagement with an extremist group, cause or ideology
2. Intent to cause harm
3. Capability to cause harm

The Channel process deals with all forms of extremism and individuals from all backgrounds. Any referral is screened to check that there is a genuine vulnerability around radicalisation and the referral is not malicious or misinformed.

The multi-agency panel is led by the local authority and always includes the police. It will determine suitability and collectively assess vulnerability and risk. The Panel will then assess cases which have been judged to involve vulnerability around radicalisation. The Panel will identify an appropriate support package and will review the progress of the individual on an ongoing basis.

Anyone who is offered support from Channel can agree or refuse to take up the support. If they are under 18, their parent or guardian must also agree to the support being taken up. The Channel process does not cover criminal space. Participating in the Channel Panel will not show on a DBS check.





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Signs of extremism

There are often no obvious signs of extremism.

There are frequent requests for a list of signs but although changes in behaviour and dress are often cited these will often be signs of perfectly normal behaviour, particularly among young people in their late teens and early 20s. There are some physical signs that would indicate concerns relating to extremism, for example, the tattoos that far right organisation (FRW) supporters will sometimes display.

You are not expected to be aware of the significance of physical signs, like tattoos, but if you are worried about someone you should pass the details on to the Safeguarding team or officer in your provider organisation. They can contact local Prevent co-ordinators for help if needed.

Any concerns you have will usually be similar to other safeguarding concerns; these may include changes in behaviour. You should use your personal judgement to decide when these are worrying and when they are within the normal range. There are concerns which should always be passed on, such as:

- Evidence of sharing of extremism websites
- Evidence of homophobic; religion-based or racist bullying.

It is your own professional judgement which will lead you to decide to refer a safeguarding concern, whether that relates to extremist exploitation or any other kind of exploitation.

It should be noted that individuals taking their religion more seriously, choosing to grow a beard or wearing a headscarf for religious reasons are NOT signs of extremism unless there are other significant reasons for concern.

What are 'fundamental British Values'?

Fundamental British Values have been defined in law as:

- Democracy - will include encouraging learners to take part in democratic processes and understand how democracy influences all our lives e.g. Brexit.
- The rule of law - will include encouraging learners to be aware of and research laws which regulate their industry or career e.g. tax laws.
- Individual liberty - will include encouraging learners to discuss the extent that this exists or is limited by regulation e.g. freedom of speech.
- Mutual respect and tolerance - will include encouraging learners to respect other people with particular regard to the protected characteristics of the Equality Act [2010].

They might also discuss their own freedom of choice in terms of future education and career choices. Source: Prevent Duty guidance for further education, 2023.

Key Question

How do the codes of conduct and practice in your organisation reflect these values?

The Health and Safety rules that operate in your industry, and how they were arrived at, reflects the rule of law which is a 'British value'.



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Exemplifying Fundamental British Values

All employers with apprentices or learners on placement should exemplify fundamental British Values through their behaviour and practice with learners, colleagues and other people they interact with through their work.

This will include:

- Demonstrating and promoting tolerance and mutual respect as part of their Equality Duty
- Complying with the Equality Duty as set out in the Equality Act 2010 to prevent discrimination against people with protected characteristics.

The nine protected characteristics specified in the Equality Duty are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation.

Key Question

What policies does your organisation have in place to promote respect and mutual tolerance?

Exemplifying British Values includes complying with the Equality Duty to prevent discrimination against people with protected characteristics.

Ideologies

An update to CONTEST (The United Kingdom's Strategy for Countering Terrorism) has highlighted more emphasis on ideologies to spot signs of individuals being groomed into terrorism. Here is some information about the main ideologies of concern under Prevent:



Islamist Terrorism

is the threat or use of violence as a means to establish a strict interpretation of an Islamic society. For some this is a political ideology which envisions, for example, the creation of a global Islamic caliphate based on strict implementation of shari'ah law.



Extreme Right-Wing Terrorism

describes those involved in Extreme Right-Wing activity who use violence in furtherance of their ideology. These ideologies can be broadly characterised as Cultural Nationalism, White Nationalism and White Supremacism.



Left Wing, Anarchist and Single-Issue Terrorism

encompasses a wide range of ideologies. It includes those from the extreme political left-wing as well as anarchists who seek to use violence to advance their cause in seeking to overthrow the State in all its forms.

Your local regional centre will keep you updated on the local risks in your area. If unsure, please speak to your regional safeguarding team.



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Case Study A

An apprentice, Khalid, has asked to see you in private. He tells you that some of his fellow employees are viewing pictures of extremist violence and extremist literature online. Khalid is distressed but does not want his fellow employees to know he has made the disclosure.

What do you do?

What is expected:

This needs to be referred to the Safeguarding team at the provider organisation who will assess the information and talk to you about future steps to make sure that apprentices are working in a safe environment. You will also want to decide what action to take if some of your staff are viewing extremist material in the workplace.

Case Study B

Rick has been working for you as an apprentice for 8 months. He comes to you to tell you that one of his colleagues has been giving out leaflets about a far-right extremist group. He is very worried about this as the colleague, Rob, has asked him to go to one of the meetings.

What do you do?

What is expected:

You should report this to the provider's Safeguarding or Welfare Officer. They will then assess the situation and pass this on to the local Prevent team if needed. You will also want to establish if the colleague is giving out extremist literature on your premises and decide what action to take. If you decide that the colleague (who is giving out extremist literature) is behaving illegally or bringing your business into disrepute you may decide to take further action, which might include a referral to the police.



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Case Study C

Saira has started to wear a headscarf to work and to read the Quran during her lunchbreak instead of going out to the local café. One of her colleagues asks you if this is a sign of extremism.

What do you do?

What is expected:

This is not a sign of extremism. You would only refer this to the provider if there were other concerns.

Case Study D

Paul is a student on placement with your firm. He initially seemed to settle in well when he was working with a white member of staff, but when you changed who he was working with to an African Muslim colleague, he said that he didn't want to move but didn't give a reason. A colleague who is friends with him on Facebook then tells you that Paul is linking to extremist right wing groups online and is posting racist comments.

What do you do?

What is expected:

The colleague's concerns and Paul's behaviour need to be referred to the designated Safeguarding Officer at the provider organisation. The Safeguarding Officer should assess the situation and if they feel that there is a risk of radicalisation, they should seek advice/ guidance from their local Prevent co-ordinator or the local Prevent team. Individuals, or their parents or guardians if under 18, need to give consent to be referred to Channel but not for referral to the local Prevent team or co-ordinator.



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Safeguarding contacts

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