



New College Stamford
All round excellence

PREVENT

Employer's Responsibilities Explained

A Guide for Employers
Brought to you by New College Stamford



Apprenticeships

What is Prevent?

Prevent is a government strategy about safeguarding people and communities from the threat of all types of extremism and radicalisation, including terrorism. It is also about the promotion of British Values.

Extremism and radicalisation might include violent Islamist groups, the extreme right wing and other causes.

At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.



British Values Include:

- The Rule of Law
- Democracy
- Tolerance of different Faiths and Beliefs
- Individual Liberty and Mutual Respect

New College Stamford

has a statutory duty to "prevent people from being drawn into terrorism". We need your help and support to help us comply with this duty.

Key Terms

Extremism – vocal or active opposition to fundamental British values such as democracy, the rule of law and tolerance of different faiths and beliefs

Ideology – a set of beliefs

Terrorism – a violent action against people or property, designed to create fear and advance a political, religious or ideological cause

Radicalisation – the process by which a person comes to support extremism and terrorism

Prevent uses a range of measures to challenge extremism including:

- Working with and supporting community groups and social enterprise projects who provide services and support to vulnerable people
- Working with faith groups and institutions to assist them in providing support and guidance to people who may be vulnerable
- Supporting local schools, local industry and partner agencies through engagement, advice and training
- Supporting people who are at risk of being drawn into terrorist or extremist activity through the Channel process. <http://www.ltai.info/what-is-channel/>



What does this mean in practice?

Many of the things we already do at New College Stamford help learners to be positive, happy members of society, which will contribute to Prevent.

These include:

- Exploring other cultures and religions and promoting diversity
- Challenging prejudices and racist comments
- Developing critical thinking skills and a strong, positive self-identity
- Promoting the spiritual, moral, social and cultural development.
- Active promotion of British values.



We will provide learners with information so they understand how to protect themselves from extremist views that go against British values that they may encounter, now or later in their lives.



We use a range of methods to protect learners from the risk of radicalization, such as filters on equipment that access the internet, to make sure they can't access extremist and terrorist material; and by vetting visitors who come into our training centres to deliver sessions. All our staff are subject to DBS (Disclosure and Barring Service) checks.





What can you do as an employer?

- You have a responsibility to alert New College Stamford to any concerns regarding your staff to allow us to explore what the causes might be.
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British values.
- Be alert to any changes in your employee's behaviour, that in your professional opinion give you cause for concern. There are often no obvious signs, however the following information may help...

Extremism

- Change in behaviour and dress; allowing for trends in fashion, particularly among young people in their late teens and early 20s.
- Physical signs could indicate concerns relating to extremism, such as tattoos that far right organisation supporters will sometimes display.

Concerns which should always be passed on are:

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

Terrorism

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- Peer pressure
- Influence from other people or via the internet
- Bullying
- Crime against them or their involvement in crime, e.g. race/hate crime, anti-social behaviour etc
- Family tensions
- Lack of self-esteem or identity
- Personal or political grievances



Frequently Asked Questions

What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. The programme uses a multi-agency approach to protect vulnerable people by:

- **Identifying individuals at risk;**
- **Assessing the nature and extent of the risk; and**
- **Developing the most appropriate support plan for the individuals concerned.**

How do I report concerns?

Contact our Safeguarding and Wellbeing team via email: safeguarding@stamford.co.uk
Phone: 07180 484300 ext: 380

How does Prevent relate to British values?

British values have been promoted since 2014

- British values include:

- **Democracy**
- **The rule of law**
- **Individual liberty and mutual respect**
- **Tolerance of different faiths and beliefs**

Why do we need to be aware of Prevent and Extremism?

Prevent is not just about extremism. It is about promoting and teaching values such as tolerance and mutual respect.

New College Stamford will make sure any discussions with learners are appropriate and suitable.

Is extremism really a risk in our area?

Extremism takes many forms, including political, religious and misogynistic extremism. Some of these may be a greater threat in some areas. Your local council and police will be able to advise you if you have specific concerns or questions.



Where to go for more information

If you have any questions or concerns about Prevent and what it means for your employees, please contact the New College Stamford Safeguarding and Wellbeing Team.

safeguarding@stamford.co.uk

Phone: **07180 484300 ext: 380**

See our policies

You will find more details about Prevent Duty in our Safeguarding and Prevent policy, available on our website.

www.stamford.ac.uk/equality

External sources

The following sources may also be useful for further information:

HM Government Prevent duty guidance: for England and Wales

<https://www.gov.uk/government/publications/prevent-duty-guidance>

What is Prevent? Let's Talk About It <http://www.ltai.info/what-is-prevent/>



New College Stamford
promotes BRITISH VALUES



New College Stamford
All round excellence



Apprenticeships

New College Stamford

T: 01780 484300

E: enquiries@stamford.ac.uk

www.stamford.ac.uk