



MKC Training Services Limited
at The Royal School of Military Engineering

PREVENT STRATEGY AND POLICY

Version	2
Effective Date	March 2019
Review Date	February 2021

1. INTRODUCTION

1.1 The British Government definition of extremism is:

'The vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect of different faiths and beliefs. It also includes any calls for death of members of the armed forces.'

1.2 Extremist groups with violent tendencies are classified as terrorists. Terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.

1.3 The Government's Prevent Agenda is one of the four elements of CONTEST, the Government's counter terrorism strategy.

1.4 The four elements are:

- **PURSUE:** to stop terrorist attacks
- **PREVENT:** to stop people becoming terrorists or supporting terrorism
- **PROTECT:** to strengthen the country's protection against a terrorist attack
- **PREPARE:** to mitigate the impact of a terrorist attack

1.5 The UK faces a range of potential terrorist threats, including religious extremism, far right extremism, animal rights extremism and some aspects of non-violent extremism.

1.6 Section 21 of the Counter Terrorism and Security Act 2015 (the Act) places a duty on education and training bodies to have "due regard to the need to prevent people from being drawn into terrorism". The adequacy and effectiveness of this due regard is measured by Ofsted.

Key Contact Details

Designated Safeguarding Officer - MKCTS

Dr John Dynes

01634 822386 / john.dynes@midkent.ac.uk

Military trainee safeguarding / Prevent concerns:

Duty Supervisory Care NCO – 0785 507 9207

Unit Welfare Officer – 01634 822966

Out of hours welfare support – 01634 822442

Other trainee and apprentice safeguarding / Prevent concerns:

Medway Council Multi-Agency Safeguarding Hub (MASH) – Telephone 01634 334466

Kent County Council Safeguarding - Telephone 03000 41 11 11

Kent and Medway Out of Hours Social Services – Telephone 03000 41 91 91

2. SCOPE AND AIM OF THE POLICY

- 2.1 This policy relates to MKCTS' duty of care to non-military trainees and apprentices.
- 2.2 MKCTS works in support of 1 RSME Regt. duty of care arrangements for the delivery of training to military staff. The 1 RSME Regt. Supervisor Care Directive takes precedence over this policy for military trainees.
- 2.3 MKCTS recognises that some trainees and staff may be at risk from radicalisation. MKCTS will assess the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within other nearby schools, colleges and/or training providers.
- 2.4 On this basis, MKCTS has developed with its trainees, staff, directors and visitors a strong culture of respect and a safe place of learning. It is in this context that MKCTS has considered its Prevent Duty and recognises the importance of working with all stakeholders to identify and to safeguard vulnerable trainees and staff in MKCTS.
- 2.5 It is our duty to continue to safeguard our trainees and staff, empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of MKCTS' Safeguarding Policy and procedures.
- 2.6 The MKCTS Prevent strategy outlines how we will meet our statutory duty.

Our strategy has the following key objectives:

- To promote our core values:
Aspiring to Excellence
Setting High Expectations
Passion for Learning
Integrity and Honesty
Respecting the Individual
Effective Team Working
- To safeguard our trainees and staff from the risk of radicalisation and empower trainees and staff to protect themselves from harm;
- To support those at risk;
- To ensure that staff and trainees are aware of their responsibilities in preventing violent extremism.

3. PROCEDURES

- 3.1 In order to achieve these objectives, the strategy will concentrate on **four** areas:

Leadership and Values

- 3.2 To provide an ethos which upholds core values of shared responsibility and wellbeing for all trainees, staff and visitors and promotes respect, equality, diversity inclusion and understanding. This will be achieved through:

- Promoting core values of respect, equality, diversity, inclusion, democratic society, trainee voice and participation
- Building staff and trainee understanding of the issues and confidence to deal with them

Teaching and Learning

- 3.3. To provide training that promotes knowledge, skills and understanding to build the resilience of trainees, by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- Use of external programmes or groups to support learning while ensuring that the input supports MKCTS goals and values
- Encouraging active citizenship and learner voice.

Trainee Support

- 3.4. To ensure that staff are confident to take preventative and responsive steps. This will be achieved through:

- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping trainees and staff know how to access support within MKCTS
- Supporting at risk trainees through safeguarding processes
- Systematically reviewing MKCTS performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities.

Managing Risks and Responding to Events

- 3.5. To ensure that MKCTS monitors risks and is ready to deal appropriately with issues which arise. It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on MKCTS
- Understanding and managing potential risks within MKCTS and from external influences
- Responding appropriately to events in local, national or international news that may impact on trainees and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within MKCTS
- Ensuring plans are in place to respond appropriately to a threat or incident in accordance with related policies
- Developing effective ICT security and responsible user policies

- 3.6. If staff have a concern about a trainee vulnerable to radicalisation, they are to immediately refer the matter to the designated safeguarding officer.

- 3.7. If staff have a concern about a colleague vulnerable to radicalisation, they are to immediately refer the matter to the HR Advisor.

- 3.8 If trainees have a concern about a fellow trainee or anyone else, they are to immediately refer their concerns to their Programme Leader, designated safeguarding officer or any member of the Senior Leadership Team.

Reporting Prevent Referrals

- 3.9 All Prevent referrals are to be reviewed by the Designated Safeguarding Officer and, if the referral concerns a member of staff, the HR Advisor.
- 3.10 In deciding what action is appropriate, there will be a discussion with the Kent Police Prevent Team. This discussion may lead to a formal referral through Kent Police who have a CHANNEL procedure in place.
- 3.11 The Police CHANNEL procedure is a partnership focused structure with the aim to support individuals and to protect them from harm, not only from radicalisation but also from involvement in drugs, knife or gun crime.

Recording Prevent Referrals

- 3.12 All Prevent referrals, actions and outcomes will be kept securely by the designated safeguarding officer, even if deemed 'a false alarm'.

4. DUTIES AND RESPONSIBILITIES

- 4.1 To ensure that the MKCTS Prevent Strategy is implemented at the heart of all training activities; that leaders and managers monitor any emerging risks related to Prevent and other safeguarding issues; and that staff are ready to deal appropriately with radicalisation issues; the Designated Safeguarding Officer, or HR Advisor (staff related) will ensure:
- There is sufficient pastoral care, learning support and welfare support for all trainees, especially for young people from ethnically diverse and socially and economically disadvantaged areas – Trainees
 - There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas – Staff
 - All staff organising events and activities are proactively looking for any possibility or likelihood for trainees or staff to have contact with or become involved in terrorism – Events and Activities
 - Key staff and managers work in partnership with others (staff, director, the local authority, the local safeguarding board, the police, health professionals, Prevent professionals) to ensure trainee and staff safety – Partnership
 - There is effective IT security (including the use of Wi-Fi) in place to filter and protect trainees and staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites – Security
 - Staff are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain trainee and staff safety – Training
- 4.2 The above will be monitored through an Action Plan (Annex A).

5. ASSOCIATED TRAINING POLICIES, STRATEGIES AND PROCEDURES

5.1 This policy should be read alongside our policies and procedures on:

- Code of conduct policy
- Complaint policy
- Data Protection policy
- Dignity at work policy
- Equality, Diversity and Inclusion policy
- Health and Safety policy
- Lone working policy and procedure
- Recruitment, induction and training
- Safeguarding policy
- Social media misuse policy
- Whistleblowing policy

5.2 For our work with military trainees, the following policies and procedures are also relevant:

- Chatham Station Directives – Supervisory Care Directive
- Army Apprentice and Functional Skills Safeguarding
- Code of practice for trainers

6. POLICY VALIDITY

6.1 This policy is due for review in February 2021.

7. POLICY OWNER AND REVIEWER

7.1 The Senior Manager responsible for this policy is the Construction Division Manager (Designated Safeguarding Officer)

ANNEX A - Prevent Action Plan template

Organisation	MKC Training Services Ltd
Safeguarding Contact	Dr John Dynes
Date last updated	
Date actions to be reviewed	
Next review due	

No.	Potential Prevent Vulnerability	Action Required / Evidence if in place	Who	When	RAG
	Awareness				
	Safeguarding				
	IT systems				
	Security				
	Events				
	Communication				
	Funding & resources				
	Policies & procedures				
	Information sharing / partnerships				
	Dangerous substances / items				
	Dealing with an incident				
	Curriculum				