



PREVENT STRATEGY AND POLICY

Version	3
Effective Date	March 2019
Review Date	Dec 2023
Next Review	Dec 2024

Summary of Changes

Ser	Issue	Date	Summary of changes
1	3	Dec 2023	Addition of this summary of changes table. Minor adjustment to scope to balance military learners and other (non-military) learners. Added content on virtual learning risk to section 3.3.

1. INTRODUCTION

- This document is produced in accordance with the overall Prevent duty guidance¹.
- The Prevent duty is intended to stop people from becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.
- 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.'
- Extremist groups with violent tendencies are classified as terrorists. Terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.
- The Government's Prevent Agenda is one of the four elements of CONTEST, the Government's counter terrorism strategy.
- The four elements are:
 - **PREVENT**: to stop people becoming terrorists or supporting terrorism
 - **PURSUE**: to stop terrorist attacks
 - **PROTECT**: to strengthen our protection against a terrorist attack
 - **PREPARE**: to mitigate the impact of a terrorist attack
- 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.
- Prevent's objectives:
 - Tackle the ideological causes of terrorism.
 - Intervene early to support people susceptible to radicalisation.
 - Enable people who have already engaged in terrorism to disengage and rehabilitate.

¹ [Prevent duty guidance: for England and Wales \(accessible\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/prevent-duty-guidance-for-england-and-wales) – comes into force on 31 December 2023.

- The guidance recommends education settings consider ideology when delivering all aspects of Prevent. The guidance introduces a new theme² - 'Reducing Permissive Environments' to tackle the ideological causes of terrorism. For FE, this includes the existing considerations of having effective IT and visiting speaker policies to reduce radicalising influences.
- Note that this guidance only applies to non-violent extremism where it can be reasonably linked to terrorism or could draw people into terrorism.

Key Contact Details

Designated Prevent Officer – MKC Training

Dr John Dynes
01634 822386 / john.dynes@midkent.ac.uk

Department for Education

Dr Helene Morris
Dfe Regional Prevent Coordinator for South-East Counter-Extremism Division
Email: Helene.MORRIS@EDUCATION.GOV.UK
Desk: 02045 666324
Mobile: 07901 384401

Military soldier safeguarding / Prevent concerns:

Duty Supervisory Care NCO – 0785 507 9207
Unit Welfare Officer – 01634 822966
Out of hours welfare support – 01634 822442

Other learner 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 [Prevent Duty Guidance - Further education and skills final \(educateagainsthate.com\)](#) – released Sept 2023

2. SCOPE AND AIM OF THE POLICY

- This policy relates to the MKC Training duty of care to non-military learners and apprentices and actions MKC Training will take for concerns with respect to military personnel.
- MKC Training works in support of 1 RSME Regt. who retain the 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 soldiers.
- MKC Training recognises that some military personnel and MKC Training staff, and MKC Training learners may be at risk from radicalisation. MKC Training 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.
- On this basis, MKC Training has developed a strong culture of respect and a safe place of learning with its military colleagues, soldiers, other learners, staff, directors, and visitors. It is in this context that MKC Training has considered its Prevent Duty and recognises the importance of working with all stakeholders to identify and to safeguard all vulnerable people within in MKC Training and its areas of responsibility.
- The Prevent duty is an integral part of the MKC Training Safeguarding Policy and procedures and it is our duty to continue to safeguard our soldiers, other learners and staff by empowering them to protect themselves from harm.
- The MKC Training Prevent strategy outlines how we will meet our statutory duty.

Our strategy has the following key objectives:

- To promote our core values:
Collaboration through partnership to achieve goals.
Commitment to learner success.
Investment in **People**.
Innovation for tomorrow.
- To safeguard our soldiers, other learners and staff from the risk of radicalisation and empower soldiers, other learners and staff to protect themselves from harm.
- To support those at risk.
- To ensure that staff, soldiers, and other learners are aware of their responsibilities in preventing violent extremism.

3. PROCEDURES

- 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 learners, 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, learner voice and participation.
- Building staff and learner 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 individuals, by undermining extremist ideology and supporting the learner voice.

Where relevant to the scope/requirement of our training delivery, 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 MKC Training goals and values.
- Encouraging active citizenship and learner voice.

It is also recognised that some MKC Training staff and MKC Training learners are remote. MKC Training noted that the need for vigilance in respect to the Prevent agenda and radicalisation extends to remote engagements.

Learner 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 people understand how to access support within MKC Training.
- Supporting at risk individuals through safeguarding processes.
- Systematically reviewing MKC Training 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 MKC Training 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 MKC Training.
- Understanding and managing potential risks within MKC Training and from external influences.
- Responding appropriately to events in local, national or international news that may impact on learners and communities.
- Ensuring measures are in place to minimise the potential for acts of violent extremist within MKC Training.
- 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 an individual who may be 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 or Designated Prevent Officer.
- 3.8. If a soldier has a concern about a fellow soldier or anyone else, they are to immediately refer their concerns through their military chain of command.
- 3.9. If a non-military learner has a concern about a fellow learner 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

- 3.10. All Prevent referrals are to be reviewed by the Designated Safeguarding Officer and, if the referral concerns a member of staff, the HR Advisor.
- 3.11. 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.
- 3.12. 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

- 3.13. All Prevent referrals, actions and outcomes will be kept securely by the Designated Safeguarding Officer, even if deemed 'a false alarm'.
- 3.14. Referrals will be documented and processed through the national Referral Form³.

4. DUTIES AND RESPONSIBILITIES

- To ensure that the MKC Training 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 learners, especially for young people from ethnically diverse and socially and economically disadvantaged areas – **Soldiers and Learners**.
 - 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

³ At the time of the document update, the National Referral Form is still to be rolled out across the FE community.

likelihood for learners 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 learner and staff safety – **Partnership.**
 - There is effective IT security (including the use of Wi-Fi) in place to filter and protect learners 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 learner and staff safety – **Training.**
- The above will be monitored through an Action Plan (Annex A).

5. ASSOCIATED TRAINING POLICIES, STRATEGIES AND PROCEDURES

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

Policy	Last review date
Safeguarding policy	Feb 2021
Quality Policy	Jan 2023
Complaint, Compliments and Appeals policy	Oct 2022
Collaborative Working policy	Feb 2021
Equality, Diversity, and Inclusion policy	Jan 2023
Corporate Social Responsibility policy	Mar 2022
Slavery & Human Trafficking statement	May 2021
Dignity at Work policy	Jan 2021
Recruitment Policy	Sep 2018
Combined Disciplinary policy	Oct 2022
Data Protection policy	May 2018
Combined Whistleblowing policy	Jul 2023
Social Media policy	May 2023

- For our work with military colleagues, 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

- This policy is reviewed in accordance with the review plan on the Front Cover.

7. POLICY OWNER AND REVIEWER

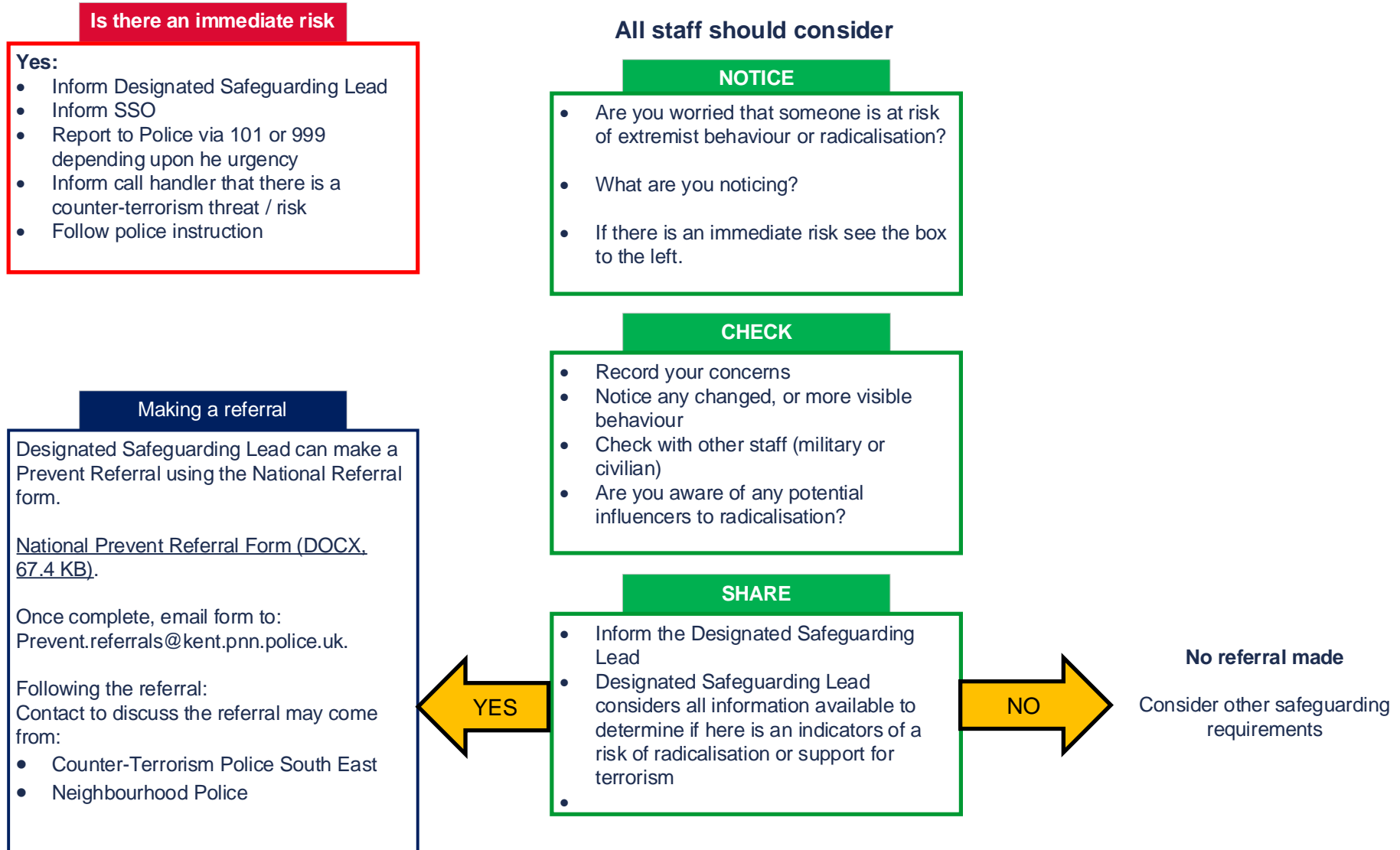
- The Senior Manager responsible for this policy is the Designated Safeguarding Officer – currently, the Innovation & Continual Improvement Lead.

ANNEX A - Prevent Action Plan template

Organisation	MKC Training Services Ltd
Safeguarding Contact	Dr John Dynes
Date last updated	December 2023
Date actions to be reviewed	
Next review due	December 2024

No.	Potential Prevent Vulnerability	Action Required / Evidence if in place	Who	When	RAG
1	Awareness	Mandatory training	All staff	Annual	
2	Safeguarding	Mandatory training	All staff	Annual	
3	IT systems	Cyber Essentials +	IT		
4	Security	DBS enhanced clearance, BPS security clearance	HR		
5	Events				
6	Communication	News feed comms, updates to SLT	Designated Safeguarding Lead		
7	Funding & resources				
8	Policies & procedures	External facing policy	Designated Safeguarding Lead	Annual	
9	Information sharing / partnerships				
10	Dangerous substances / items				
11	Dealing with an incident				
12	Curriculum				

ANNEX B1 – Referral flowchart



ANNEX B2 - Making a referral

Typically, the process within MKC Training for raising a Prevent concern is:

For any direct reporting

If you have any immediate concerns about the welfare of anyone, contact the police, call 999.

To make a referral to Prevent, download and complete the [National Prevent Referral Form \(DOCX, 67.4 KB\)](#).

You can contact the police

- call 101 or [0800 789 321](#)
- [complete an online report for possible terrorist activity](#).

You can [report online material promoting terrorism or extremism](#).

When making any Prevent referral, the following points must be considered and included:

- How or why you came to be concerned.
- What happened if there was a specific event.
- The indicators that something is wrong.
- Any sympathetic interest in hate crimes, extremism or terrorism - including any extremist ideology, group or cause, support for 'school shooters' or public massacres, or murders of public figures.
- Any worrying use of mobile phone, internet or social media and how you found this out.
- Any contact with groups or individuals that cause you concern, including who and how often, and why you are concerned.
- Any expression of wanting to cause physical harm, or threats of violence, including who to, when and what was said or expressed.
- Any additional need, disability or special educational need, including what they are and if they're known or suspected.
- Any other safeguarding concerns about the family, peer group or environment
- Any discussions you've had with the learner, parent or carer (if under 18).
- The parental or carer support (if known and under 18).
- Why the referral is relevant to Prevent, for example, is there a presence or possible presence, of any terrorist or terrorism-linked ideology.
- What you are worried about, what may happen if the learner's needs are not met and how this will affect them.