

# Serco Ltd

## Apprenticeship PREVENT Policy

### Document details

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<b>Signature</b>	

This policy should be read in conjunction with the Serco Ltd Safeguarding Policy

### Document Control

Version history			
Version	Date	Reason for release/version update	Issued by
V1	30.08.2021	Policy issued	Tara Marciniak
V2	27.09.21	Updates to Prevent guidance	Tara Marciniak
V3	30.08.2022	Annual Policy review	Anne Thomas
	30.08.2023	Update	

### Introduction

This document incorporates how we will as a business:

- promote the policy - Reference: 6, 7.
- get commitment to the policy - Reference: 2.
- train employees in implementing the policy- Reference:3.3, 6.2.2.
- have a legal responsibility to fulfil the prevent duty statement- Reference: 2.
- protect apprentices and employees from radicalising influences- Reference: 3.1, 6, 7.
- ensure apprentices and employees are resilient to extreme narratives- Reference: 7.
- identify changes in behaviour of apprentices and employees- Reference: 3.1, 6.2.2.
- deal with any issues raised by apprentices or employees - Reference: 2, 6, 7.

## 2. Our Commitment

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2.1 The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to have regard to the need to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments CONTEST counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

2.2 As a nation we continue to prioritise according to the threat posed to our national security; the allocation of resources will be proportionate to the threats we face. There has been an increase in far-right inspired terror attacks and lone acts of terror opposed to mass organised terror activities, the government strategy now includes ways in which to identify risk of these instances.

2.3 The aim of Serco's apprenticeship Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. Our Prevent strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent apprentices and the apprenticeship delivery team from being drawn into terrorism and ensure that they are given appropriate advice and support.
- Inform and educate apprentices and the apprenticeship delivery team about where there are risks of radicalisation that we need to address.

2.4 A system of threat levels have been created which represents the likelihood of an attack in the near future. The five threat levels are: Critical – an attack is expected imminently Severe – an attack is highly likely Substantial – an attack is a strong possibility Moderate – an attack is possible but not likely Low – an attack is unlikely The level is set by the Joint Terrorism Analysis Centre and the Security Service (MI5). Threat levels don't have an expiry date. They can change at any time as different information becomes available

to security agents. The current threat level from international terrorism in the UK is severe, which means a terrorist attack is highly likely.

- 2.5 As a training provider we focus on 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.

### **3. Purpose**

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- 3.1 The purpose of this policy is to:
- Ensure an awareness of Prevent within the Serco Ltd apprenticeship delivery team/our ASW Partner Providers/SMT and all front facing staff.
  - Protect apprentices/learners and members of the apprenticeship delivery team/ASW Partner Providers from radicalising influences.
  - Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
  - Embed British Values into the curriculum and ways of working
  - Recognise current practice which contributes to the Prevent agenda
  - Build apprentices/learners and members of the apprenticeship delivery team/ASW Partner Providers resilience to extreme narrative.
  - Identify any vulnerabilities or worrying changes in behaviour.
- 3.2 Apprenticeship training providers/ASW Partner Providers can play an important part in preventing terrorism. Just as they can help to educate apprentices/learners about risk, apprenticeship training providers/ASW Partner Providers offer opportunities to help apprentices/learners understand the risks associated with extremism and help develop the knowledge and skills to be able to challenge terrorist ideologies.
- 3.3 Serco as an apprenticeship training provider/ASW Partner Providers has a responsibility to ensure that all members of the apprenticeship/ASW delivery teams/SMT and all front facing staff:
- have undertaken training in the Prevent Duty, this will be annually with 6-month refresher programmes.
  - are aware of when it is appropriate to refer concerns about apprentices or colleagues to the Designated Safeguarding Lead.
  - exemplify British Values of 'democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.

### **4. Who does the policy apply to?**

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- 4.1 The Prevent Policy applies to everyone working at or attending Serco Ltd apprenticeship training/ASW Partner Providers. It confers responsibilities on all governors, members of the apprenticeship delivery team, apprentices, agency staff, contractors, visitors, consultants and those working under self-employed arrangements as well as the ASW Partner Providers.

## 5. Policy Statement

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- 5.1 The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our apprenticeship delivery team and apprentices/ASW Partner Providers and their learners. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for apprentices/learners. We further recognise that if we fail to challenge extremist views, we are failing to protect our apprentices/learners from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

## 6. Role of Senior Management

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- 6.1 To provide an ethos which upholds our core values of, Trust, Care, Innovation and Pride for all apprentices, members of the apprenticeship delivery team, ASW Partner Provider, Learners and visitors that promotes equality and diversity and understanding.

- 6.1.1 This will be achieved through:

- Promoting our core values
- Building members of the apprenticeship delivery team and apprentices/ASW Partner Providers and learners understanding of the issues and confidence to deal with them
- Continuing to engage with our local communities
- Actively working with local authorities, Police and other agencies as appropriate

- 6.2 To ensure that all members of the apprenticeship delivery team/ASW Partner Providers are confident to take preventative and responsive steps working with professionals in the community as appropriate.

- 6.2.2 This will be *achieved through:*

- *Establishing strong and effective learner support services.*
- *Listening to what is happening in the learning environment.*
- *Implementing anti-bullying strategies and challenging discriminatory behaviour*
- *Helping apprentices and members of the apprenticeship delivery team/ASW Partner Providers and learner know how to access support within the learning environment*
- *Supporting problem solving and repair of harm*
- *Supporting at risk apprentices through safeguarding and crime prevention processes*
- *Ensuring that all members of the apprenticeship delivery team undertake PREVENT training and receive regular updates as needed to aid them in the Prevention of Extremism and Radicalisation.*

## **7. Teaching and Learning**

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7.1 To raise awareness of PREVENT we will provide a curriculum which promotes British Values knowledge, skills and understanding to build the resilience of apprentices/learners by undermining extremist ideology and supporting the learner voice.

7.1.1 This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion into our apprenticeship materials and discussing these topics with apprentices at each coach session
- Promoting wider skill development such as the social and emotional aspects of learning.
- A curriculum adapted to recognise the individual professions, challenge extremist narratives and promote universal rights.
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values.
- Encouraging active citizenship and learner voice.

## **8. Monitoring and Review of this Policy**

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This policy was initially written on the 30<sup>th</sup> August 2021.

This policy is to be reviewed at least annually by the Designated Safeguarding Lead and approved by the governance board. This is next due to be reviewed on or before: 30<sup>th</sup> August 2023

## Appendix 1 Radicalisation and Extremism

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As part of our safeguarding requirements under the Prevent Duty, it is the responsibility of the Serco Ltd apprenticeship delivery team/ASW Partner Providers to help protect our apprentices/learners from all types of radicalisation and extremism. We will provide all of our apprentices/learners with training in Prevent, and in radicalisation and extremism, using both our own and ETF's training materials.

Radicalisation is defined the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist activity.

The Prevent Duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism.

Counter-Terrorism Local Profiles: we will have an on-going understanding of these by maintaining close links with the West Midlands DfE Prevent Co-ordinator for FEHE, attending update events where the local profiles for the region will be discussed.

Indicators that apprentices/learners might be vulnerable to radicalisation include:

### Identity

- The apprentice/learner is distanced from their cultural /religious heritage and experiences;
- Discomfort about their place in society;
- Personal Crisis—the apprentice/learner may be experiencing family tensions;
- A sense of isolation;
- Low self-esteem;
- They may have dissociated from their existing friendship group and become involved with a new and different group of friends;
- They may be searching for answers to questions about identity, faith and belonging.

### PERSONAL CIRCUMSTANCES

- Migration;
- Local community tensions;
- Events affecting the apprentice's/learners's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.

## UNMET ASPIRATIONS

- The apprentice/learner may have perceptions of injustice;
- A feeling of failure;
- Rejection of civic life.

## EXPERIENCES OF CRIMINALITY

- Involvement with criminal groups.
- Imprisonment;
- Poor resettlement/ reintegration on release.

## SPECIAL EDUCATIONAL NEEDS

- A lack of social interaction.
- A lack of empathy with others;
- Not understanding the consequences of their actions.
- A lack of awareness of the motivations of others.

## MORE CRITICAL RISK FACTORS COULD INCLUDE:

- Being in contact with extremist recruiters.
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature.
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and/or behaviour.
- Experiencing a high level of social isolation, resulting in issues of identity and/or personal crisis.