



Prevent

The Counter-Terrorism and Security Act 2015

An Employer's Guide



Coventry & Warwickshire
Chamber of Commerce
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Prevent Duty Responsibilities

All employers with apprentices 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 all. It forms part of the Counter-Terrorism and Security Act 2015 and as an employer of Apprentices, you have certain responsibilities towards this piece of law.

The person who is responsible for the welfare of an apprentice should:

- understand the risk of radicalisation
- know how to refer an individual who is vulnerable to CWCCT who will normally be the designated safeguarding officer
- exemplify British values in their workplace

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 students to respect other people with particular regard to the protected characteristics of the Equality Act [2010]

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. through laws

The rule of law will include encouraging learners to research health and safety laws which regulate industry or review the health and safety processes relevant to their work

Individual liberty will include encouraging learners to discuss the extent that this exists or is limited by regulation.

Mutual respect and tolerance will include 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 in law as: 'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.'

From the Counter-terrorism and Security Act 2015 www.legislation.gov.uk

Vulnerability to Radicalisation

The factors include vulnerability to exploitation by extremists, sexual exploitation or other forms of exploitation. The identification of these factors does not mean that someone is being exploited however research suggests it makes individuals more likely to be vulnerable.

Factors that **may** constitute susceptibility to vulnerability include:

- Being rejected by peer, faith or social group/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

Signs of Extremism

There are often no obvious signs of extremism, changes in behaviour and dress are often cited but 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 such as the tattoos that far right organisation (FRW) supporters will sometimes display. You are not expected to be aware of the significance of tattoos but if you are worried about someone with what you think may be far right tattoos you should pass the details on to the safeguarding officer at CWCCT.

Any concerns you have will 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 reason for concern.

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:

- a) engagement with an extremist group, cause or ideology
- b) intent to cause harm and
- c) 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 Education and Training Foundation

Here you will find online learning to support you in understanding your responsibilities towards apprentices.

Prevent for employers - <https://www.foundationonline.org.uk/course/view.php?id=41>

Scenarios

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 these fellow employees to know he has made the disclosure.

What do you do?

This needs to be referred to the safeguarding officer 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

Saira has started to wear a headscarf to work and to read the Koran 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?

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

Case Study C

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 would you do?

You should report this to the provider's safeguarding 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 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.

Case Study D

Paul is a student on placement with your firm. He seemed to settle in well initially when he was working with a white member of staff but when you transferred him to an African Muslim colleague he said he didn't want to move but didn't give a reason.

A colleague who has linked with him on Facebook then tells you that Paul is linking to extremist right wing groups on-line and is posting racist comments.

What would you do?

The colleague's concerns and Paul's behaviour needs 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, do need to give consent to be referred to Channel but not for referral to the local Prevent coordinator.