

## Prevent Policy

### Scope

Keyturn Training recognise the importance of British values and equality within the workforce and the training room. These values are put in place to prevent radicalisation, and as such Keyturn adopt this policy as laid out in section 26 of the Counter Terrorism and Security Act 2015.

### Definition

The Prevent strategy, published by the Government in 2011, is part of our overall counter-terrorism strategy, Contest. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to “prevent people from being drawn into terrorism”.

The 2011 Prevent strategy has three specific strategic objectives:

- respond to the ideological challenge of terrorism, extremism and the threat we face from those who promote it;
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- work with sectors and institutions where there are risks of radicalisation that we need to address.

### Context

The government are wanting to raise awareness and anyone who is frontline staff in Keyturn need to be aware of the possibilities of radicalisation.

Staff should be alert to changes in behaviour which could indicate that they may need help or protection. There may not be any one single sign which will lead you to believe a young person or an adult is being radicalised. The general risks affecting staff and learners may vary from area to area, and according to their age. There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, Keyturn’s safeguarding representative should be alerted to changes in children’s and adults’ behaviour that could indicate that they may be in need of help or protection.

That said there are acknowledged signs that may be of use as an indicator such as underachievement, possession of extremist literature, social exclusion, individual traumatic events, religious conversion or zealotry, intolerance, referencing extremist ideology or views as well as influences, family conflict, confused identity issues or being the victim or witness to race or hate crimes.

The levels of terror that represents the likelihood of attack in the near future 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

This is monitored on an ongoing basis by the government and subsequent actions are taken when this changes.

### British Values

Keyturn Training has a part to play in fostering shared values and promoting cohesion. Extremist ideology runs counter to Keyturn training and British values which make our community successful

such as respect and tolerance for others, the rights of all to live and study free from persecution of any kind, freedom of speech, democracy, the rule of law and equality of opportunity and treatment.

Extremism promotes fear and division and actively seeks to cause destructive relationships between different communities.

This strategy has five key objectives:

1. To promote and reinforce Keyturn training and British values; to create space for free and open debate; listen and support the learner voice and enable learner to develop their self-knowledge, self-esteem and self-confidence.
2. To promote social cohesion by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all students and staff in playing a full and active role in wider engagement in society.
3. To ensure student safety and that Keyturn training is free from bullying, harassment and discrimination.
4. To provide support for learners and staff who may be at risk and appropriate sources of advice and guidance.
5. To ensure that learners, employers and staff are aware of their roles and responsibilities in preventing terrorism and radicalisation.

## Procedure

Any concerns that a person may be exposed to the risk of radicalisation needs to be raised with the safeguarding representative at Keyturn Training. This will then be raised with the employer to discuss the next step in the investigation.

If you observe anything that may raise concern of radicalisation please contact Cheryl Shepherd - 01788 815500 / Cheryl.shepherd@keyturn.co.uk

## Promoting the Policy:

This policy is promoted through the following:

- Website: the policy is available to view on the Keyturn website - [www.keyturn.co.uk/policies/](http://www.keyturn.co.uk/policies/)
- Apprentice/Learner Handbook: the link to this policy is referenced in the handbook that is given to each apprentice/learner at the beginning of their training session
- Apprentice/Learner Induction: all learners who attend an apprenticeship or ILM programme are given details of this policy to familiarise themselves with Safeguarding and Prevent issues and the Keyturn procedure. As part of the apprenticeship induction apprentices are given some online training on Safe Guarding and Prevent to help develop understanding
- Apprentice Reviews: Each month the apprentice has a review meeting with their assessor, as part of this review the apprentice has an opportunity to feedback to the assessor any issues they may be having with regards to Safeguarding and Prevent in the workplace and within their apprenticeship training programme.
- Staff Induction: This policy forms part of the induction process for any new staff or training team.
- Employee Handbook: the employee handbook is given to new employees to read

through prior to starting their role. They are then asked to sign to confirm they have read and understood the policy

- Trainer Handbook: the trainer handbook is given to new trainers to read through prior to starting their role. They are then asked to sign to confirm they have read and understood the policy
- Staff Training - for new staff or trainers, in addition to the induction process, Keyturn also offer training using our Videotile training programme - <https://keyturn.co.uk/business-skills-online-training/>. Staff are given annual updates on the prevent policy and additional training where required, which is delivered by our internal safeguarding team.

Updates/Reviews		
20 May 2018	Creation of document	CJS
6 March 2018	Updated to include reference to extremism and levels of terror	CJS
24 April 2021	Reviewed	CJS
September 2022	Reviewed - updated training specification	CJS
September 2023 (next review)	<i>Need to review based on updates from July 2023</i>	

Signed:



Date: 02/09/2022