

PREVENT AGENDA POLICY



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Introduction

The partnership of ISBL and Serco Education accepts its legal duty to have due regard to the risk of people being drawn into terrorism. It also believes that individuals being drawn into terrorism is a form of harm and accepts the obligations arising from the Prevent legislation as an important element of its general duty to protect its staff and apprentices from all forms of harm.

The partnership must balance the requirements of Prevent with its core belief that the cultural, religious and ethnic diversity of its staff and apprentices should be celebrated. It must also meet its legal and moral obligation to allow and promote free speech, which is a vital element of a successful community of apprentices, assessors and the staff who support them.

Purpose

This policy provides direction to ensure that the requirements of the Counter-Terrorism and Security Act 2015 (hereafter referred to as "Prevent"), specifically the duty of ISBL to have due regard to the need to prevent people from being drawn into terrorism, are incorporated into all its relevant policies, procedures, systems, working practices and partnership agreements. This document should be read in conjunction with our EPA Safeguarding Policy.

Equality analysis

This policy recognises the importance of providing for and celebrating the cultural, religious and ethnic diversity of staff and apprentices. Monitoring should take place over time to ensure the partnership of ISBL and Serco Education is aware of any trends or patterns emerging involving particular groups of people and impact of this policy on those groups.

Scope

This policy applies to all ISBL End Point Assessment staff, contractors, apprentices or anyone working on behalf of ISBL EPA.

Definitions

- **Prevent** – the anti-radicalisation agenda embedded in the Counter-Terrorism Act and called Prevent in this policy
- **Vulnerable individual** – an individual shown to be, on some significant level, a risk to themselves or others, if assistance is not provided
- **Radicalisation** – process by which an individual comes to adopt extreme political, social or religious views, giving rise to a concern that they will act illegally
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
- **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological cause
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation
- **Extremism** is vocal or active opposition to fundamental **British Values**, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs

Legislative context

The Prevent requirements are included in section 26 of the Counter-Terrorism and Security Act 2015. Education Act 1994 includes obligations relating to free speech. The Data Protection Act and Human Rights Act include relevant obligations relating to individual privacy and the security and fair processing of personal information.

Principles

ISBL accepts its legal responsibility to have due regard to the need to prevent people from being drawn into terrorism, and this policy is based on the following core Prevent principles:

1. **Safeguarding.** Preventing vulnerable individuals from being drawn into terrorism is a safeguarding issue, and policies and procedures in place to help safeguard staff and apprentices should take into account the Prevent requirements.

2. **Staff awareness.** Staff should be made aware of the general requirements of Prevent but in ways that ensure they remain sensitive to the cultural, religious and ethnic diversity of all relevant stakeholders.
3. **Senior accountability.** A designated senior member of staff will be assigned lead responsibility in this policy for all Prevent-related policies and measures.
4. **Celebrating diversity.** The culturally diverse nature of staff and apprentices must be actively celebrated and promoted to counter the threat of radicalisation from external influences.
5. **Information sharing.** Some internal and external information sharing will be necessary but only under appropriately controlled conditions. This does not amount to an agreement to share personal data on anything other than a needs-based and case-by-case basis.
6. **Partnerships.** The partnership of ISBL and Serco Education should work in partnership with statutory agencies, local authorities and other bodies to assess and respond to the risk of people being drawn into terrorism.

Procedures

Detailed incident procedures for reporting and addressing concerns relating to Prevent are provided in our overarching Safeguarding Policy.

Safeguarding responsibilities

These are detailed in our overarching Safeguarding Policy.