

Prevent Policy

Introduction

At Busy Bees Education and Training Limited (BBET) we recognise that our excellent people with outstanding skills form the strong foundations needed to deliver an exceptional service and continue the success of the company. With this in mind, we are passionate about learning and development and give all our employees and learners the opportunities to develop the skills and confidence needed to reach their full potential and succeed.



Anthony Bromirski
Chief Operating Officer

Mission, Vision and Values

Mission

Deliver high-quality education and training that inspires stakeholders on their destination to success

Vision

To develop and empower world-class professionals

Values

Accountable

Integrity

Motivational



Accountable

We are accountable



Integrity

We operate with integrity



Motivational

We are motivational

Our Core Values

Aim higher together

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Introduction

Busy Bees Education and Training (BBET) is committed to following practices that protect Stakeholders at risk from harm, radicalisation, and exploitation.

Applies to:

Stakeholders of BBET

(Stakeholders include: Children, Young Adults, Adults, Learners, and Staff regardless of Age, Disability, Gender, Gender Reassignment, Race, Religion or Belief, Sex, or Sexual Orientation).

Policy Statement

As part of the UK Government's strategy to reduce terrorism, the Counter-Terrorism and Security Act 2015 introduced new measures to counter the risk of terrorism and radicalisation.

Under the Act, BBET must have 'due regard to the need to prevent people from being drawn into terrorism.' It is known as the Prevent duty, and this policy sets out BBET's approach to fulfilling its responsibilities.

Purpose of the Policy

BBET approaches the Prevent duty as part of our Safeguarding responsibilities.

Our approach is mindful of our commitment to freedom of speech and academic freedom. It takes account of our Equality and Diversity policy. The purpose is to promote informed decision-making and reduce the potential for unconscious bias via training, development, and awareness-raising. This Policy aims to provide a fair environment where we treat everyone with dignity and respect. It means sustaining a culture free from discrimination linked to any personal characteristic. BBET freedom of thought, conscience, and religion and encourages open and reasoned debate. However, the manifestation of freedom of thought, conscience, and religion is not an absolute right. Sometimes intervention may be justified to protect others' rights as set out in legislation.

This policy should be considered in conjunction with Busy Bees Education and Training's other policies or procedures relating to:

- Safeguarding Policy
- Equality and Diversity Policy
- Prevent Risk Assessment and Action Plan
- Internet Safety Policy

Information about the Prevent Strategy

Prevent is a vital part of the UK's counter-terrorism strategy, to stop people becoming terrorists or any government funding supporting terrorism. Prevent addresses all forms of terrorism, including Far Right extremism. Extremism in itself is not illegal, but it can act as a 'pathway' to terrorism. Prevent does not aim to criminalise people for holding extreme views; instead, it seeks to stop individuals from encouraging or even committing violent activity.

BBET's actively promotes all forms of equality and fosters a greater understanding of and respect for people of all faiths (or those of no faith), races, genders, ages, disabilities & sexual orientations.

The Prevent Strategy Will Specifically:

Respond to the ideological challenge of terrorism and the threat we face from those who promote it (in all guises)

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 which we need to address.

What is CONTEST?

CONTEST is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism so that people can go about their lives freely and with confidence.'

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- PREVENT - to stop people becoming terrorists or supporting violent extremism
- PURSUE - to stop terrorist attacks through disruption, investigation and detection
- PREPARE - where an attack cannot be stopped, to mitigate its impact
- PROTECT - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places

What is Extremism?

The Government has defined extremism as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs." This also includes calls for the death of members of the British armed forces.

What is Terrorism?

An action that endangers or causes serious violence to a person/people, causes serious property damage, or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

What is Radicalisation?

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgment, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified.

What is Self Radicalisation?

Self-radicalisation takes place when individuals consume such propaganda and start to believe in the ideology behind them. They then start to act on the ideology, which often calls for violent and physical attacks against specific institutions, people, or groups.

Potential Concerns:

Prevent is intended to deal with all kinds of extremist ideologies, including, for example, those motivated by politics, nationalism, environmentalism, animal welfare, or religion

Potential concerns gathered with information shared via our Prevent Coordinators include:

- Vulnerability to right-wing terrorism
- Self-initiated attacks (previously termed lone-actor terrorism), including the threat of self-grooming on the internet.
- Incels (involuntary celibates)

Prevent Coordinators

Head of the FE and HE Regional Delivery Network

Northeast and Yorkshire

Northwest

West Midlands

East Midlands

Eastern England

Southwest

Southeast

London

Key Demographics and Areas of Vulnerability

- Young males
- Vulnerable adults
- Fringe social media and internet users
- People with additional learning needs
- Young People
- People from disadvantaged backgrounds

What is Busy Bees Education and Training's Responsibility?

- BBET must give proportionate consideration to the need to prevent people from being drawn into terrorism when carrying out everyday functions and duties.
 - Prevent people from becoming terrorists, or supporting terrorism, requires a challenge to extremist ideas used to legitimise terrorism. It involves an intervention to stop people from moving into terrorist-related activity.
 - Understand the nature of the threat from extremism and how this may impact directly or indirectly on the company.
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- Understand and manage potential risks within the organisation and from external influences including the display of extremist materials and the hiring of external premises
- Respond rapidly and appropriately to events in local, national, or international news that may impact on the organisation
- Ensure plans are in place to respond appropriately to a threat or incident within the organisation
- Adopt effective IT security and promote this to all staff and learners
- Ensure all Staff Members aware of the Prevent duty
- Ensure measures are in place to minimise the potential for acts of extremism within the organisation.

What Training is Available

An essential requirement is to ensure that staff members receive appropriate information and training. All staff members need to be aware of the Prevent duty and know their responsibilities, including how to raise a matter of concern.

All staff members complete Government Prevent Training annually.

Teaching, Learning & Supporting Learners

BBET is committed to providing a curriculum that promotes knowledge, skills, and understanding in order to build the resilience of all Stakeholders by undermining extremist ideology and supporting the learner's voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum
- Promoting wider skills development such as social and emotional wellbeing

Referrals

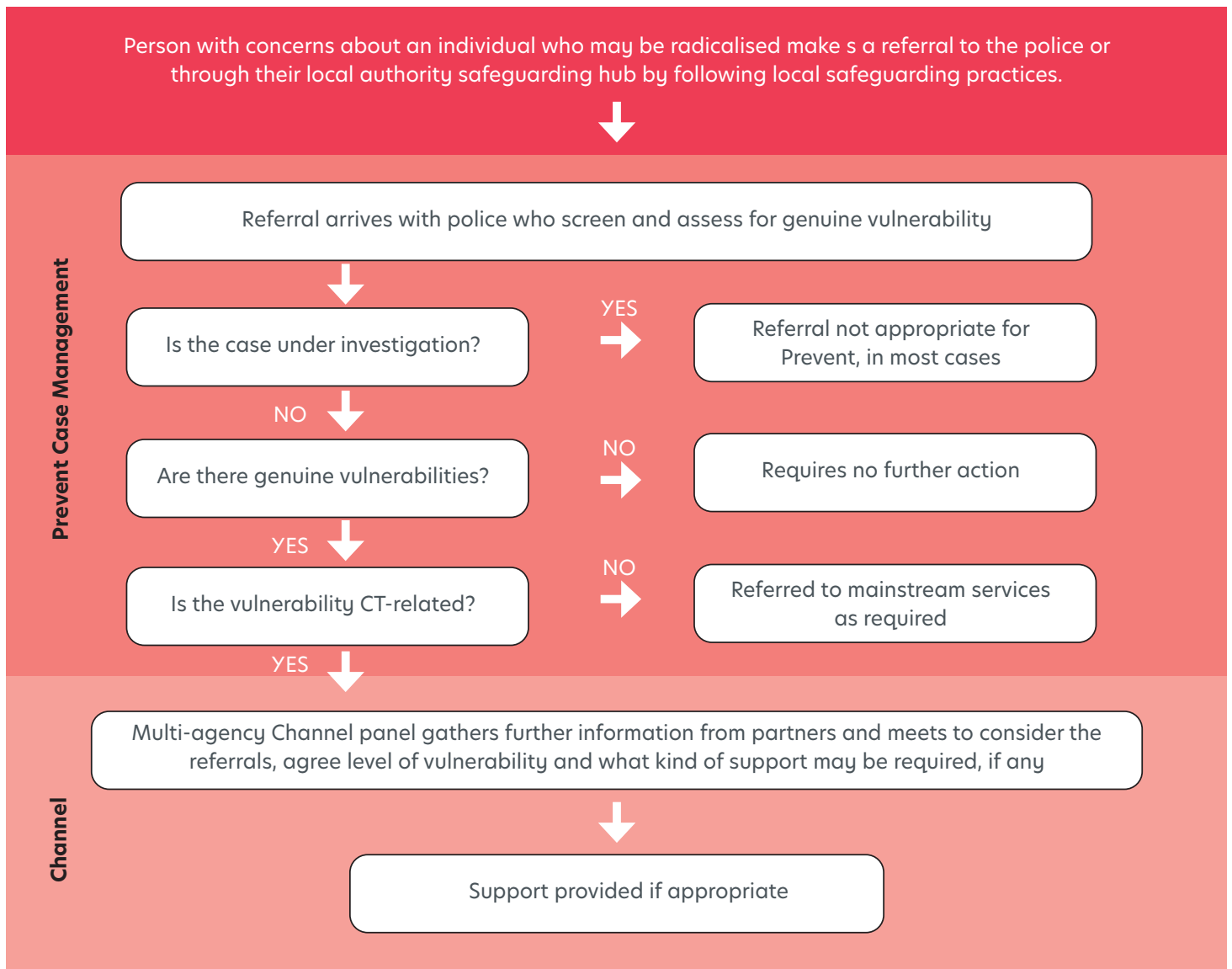
Where there is an identified/potential risk that a Stakeholder may be involved in supporting or following extremism, further investigation by the police will be requested before other assessments and interventions. A Designated Safeguarding lead or officer is responsible for contacting the local Police and/or other relevant agencies for further advice and guidance.

Any member of staff who identifies such concerns must report these to the Designated Lead for Safeguarding or deputies as soon as possible for action - this will be recorded in the usual manner on the BBET Safeguarding Report Form.

Where incidents relate to extremism, immediate action will be adopted when there is information that a violent act is imminent or where weapons or other materials may be in the possession of a Stakeholder. In this situation, a 999 call will be made, and the Senior Management team will be informed as soon as practicably possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out, a referral will be made in line with BBET's safeguarding procedures following advice from the appropriate agencies.

When someone makes a referral, lots of agencies work together to offer support where they consider it necessary and proportionate to do so.



The type of support available is wide-ranging and can include help with education or career advice, dealing with mental or emotional health issues, drug or alcohol abuse, and theological or ideological mentoring from a Channel intervention provider (a specialist mentor).

<https://www.gov.uk/guidance/making-a-referral-to-prevent>

Access & monitoring of IT systems

In order to safeguard individuals from accessing extremist materials while using company equipment BBET will ensure:

- There is the ability to log and retain records of all electronic communication (web browsing, email exchanges etc.) by users on the organisation network via our IT department
- The IT department are able to monitor any aspects of its telephone, mobile phones, and computing facilities that are made available to staff, learners, and visitors
- Only BBET's approved software will be supported by the BBET and allowed to be used
- All unauthorised software that breaches BBET's policy or presents a risk will be removed and appropriate action taken
- All unusual or suspicious events and any security breaches are reported via the safeguarding reporting channels for further investigation.

Prevent Risk Assessment

A Risk Assessment for the Prevent Strategy that accompanies this Policy can be located on BBET's Sharepoint.
