



baseGreen

Inspiring • Developing • Empowering



PREVENT POLICY



baseGreen



0114 212 5910



hello@basegreen.co.uk
www.basegreen.co.uk



Unit 1, Haggwood Quarry
Honley, Holmfirth, HD9 6PW





Document Approval Process		
Document Actions	Completed By	Date
Reviewed and Implemented	MW	5/1/22
Reviewed and rebranded	MW/TF/JD/KS	Aug 24
Next Review		Aug 26

Revision/ Amendments					
Revision number	Section / Paragraph / Page No			Amended by	Comments
2	Various Sections			M.Woodhead	Update to KCSE 2024 Dates
3	Various Sections			M.Woodhead	Check and update DSL details
3.1	Various Sections			M.Woodhead	Policy review, formatting and SPAG amendments



Document Author	Vonny Broadbent		Role DSL	
Document Owner	Mathew Woodhead		CEO	
	Version No.:	1.0	Date Active:	5/1/22



1. Index

Section No.	Description	Page No.
1.	Index	3
2.	Scope and Application	3
3.	Responsibilities	4
4.	Introduction	5
5.	Government Policy	5
6.	Definitions	6
7.	Key Documents	6
8.	Aims and Objectives	7
9.	Basegreen Academy Responsibilities	8
10.	Teaching, Learning & Supporting Learners	8
11.	Staff Responsibilities	9
12.	Referrals	10
13.	Training	10
14.	Access and monitoring of IT systems	11
15.	Partnership Working	11

2. Scope and Application

This procedure applies to all Company personnel and facilities

Failure to comply with the requirements of this procedure may result in investigation and subsequent formal action in line with the Company's Capability and Disciplinary procedures.



3. Responsibilities

CEO

Has overall responsibility for setting and directing: quality, environmental, safety and health, business continuity and information security policy and for ensuring the appropriate resources are available.

Is responsible for setting Company objectives and allocating adequate resources to meet those objectives.

Directors

Are responsible for ensuring that all SMS requirements are established, implemented, maintained and continually improved in accordance with the standards to which the Company subscribes and the legislation relative to the Company's operations.

Is responsible for ensuring that policies, procedures and associated documentation together with the required systems and associated training are developed and cascaded to individual teams.

Are responsible for reviewing, issuing and amending all SMS documentation and for providing information and training at all levels of the Company.

Are responsible for assessing compliance with this procedure during all internal audits.

Document Owners

Are responsible for all SMS documentation relevant to their department or area of work.

Document Authors

Are responsible for ensuring that they follow the style guide and process defined within the procedure when producing new or revising existing, SMS documentation.

All Team Members

Are responsible for ensuring they understand Company policy and procedures and follow the processes at all times.



4. Introduction

Basegreen Academy takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in any activity. There are robust safeguarding arrangements in place at Basegreen Academy offices which are regularly reviewed to keep all learners safe. Basegreen Academy is committed to the promotion of an inclusive learning community which does not allow any individual or group of individuals to be marginalised, stigmatised, or excluded.

We have a responsibility to promote values of openness and respect and to facilitate free debate which is characteristic of being a British citizen.

In accordance with our standard practice the Basegreen Academy PREVENT Policy will be updated annually in line with emerging government information, advice, and guidance or before that should the necessity arise.

5. Government Policy

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”. The government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is the key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting, and protecting individuals who might be susceptible to radicalisation.



The 2011 Prevent Strategy objectives are as follows: -

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

The government's Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

The United Kingdom currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack soon. The current government threat level from international terrorism in the UK is 'severe' which means that a terrorist attack is a strong possibility.

6. Definitions

For the purposes of this document the following definitions have been adopted. Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups.

Extremism is 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.

In the Education Inspection Framework 2019 inspectors make their judgement on safeguarding under the Effectiveness of Leadership and Management based on whether "learners are suitably protected from the risks associated with radicalisation and extremism".



7. Key Documents

This policy should be read in conjunction with the following documents and guidance.

Basegreen Academy Policies and Procedures:

- Safeguarding
- Equality and Diversity
- Health & Safety
- Data protection
- Employee Handbook.
- External speaker policy and form

External documentation:

- Prevent Duty Guidance – updated March 2024
- Keeping Children Safe in Education – September 2024
- Contest strategy 2023
- HM Government Prevent Strategy (2015)
- The role of Further Education Organisations in Preventing Violent extremism: Next Steps (DIUS 2009)
- Prevent Duty-Safeguarding learners vulnerable to radicalisation.
- Prevent Duty-An introduction for those with safeguarding responsibilities.



8. Aims and Objectives

The aim of the Basegreen Academy Prevent Policy is to ensure that we can monitor, manage, and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief.

1. To develop staff, learners, and associate's knowledge of Prevent.
2. To ensure that learners, and all employees of Basegreen Academy are aware of their roles and responsibilities in preventing violent extremism and radicalisation.
3. To promote and reinforce shared values, to create space for free and open debate, and support the learner voice.
4. To document and recognise current practice across the company which effectively manages the risk of learners being exposed to extremism and becoming radicalised.



9. Basegreen Academy Responsibilities

To ensure that Basegreen Academy effectively manage risks and can deal appropriately with issues around radicalisation and extremism the company will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the company.
- Understand and manage potential risks within the organisation and from external influences including the display of extremist materials and the hiring of external premises. Ensuring external speakers are vetted beforehand.
- Respond rapidly and appropriately to events in local, national, or international news that may impact on the organisation.
- Ensure measures are in place to minimise the potential for acts of extremism within 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.

10. Teaching, Learning & Supporting Learners

Basegreen Academy is committed to providing a curriculum which promotes knowledge, skills and understanding to build the resilience of all learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion
- Promoting wider skill development such as social emotional wellbeing Developing a curriculum which recognises local needs, challenges extremism, and promotes universal rights.
- Teaching and learning strategies which explore controversial issues in a way which promotes British values, equality, diversity, and inclusion.
- Use of external organisations to support learning and promote respect.



To ensure that the organisation community remains safe the following support will be in place for learners:

- Effective support services which provide clear information, advice, and guidance on preventing learners from being drawn into extremism and radicalisation
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology.
- Support for learners and staff and guidance on how to access support through community partners.
- Clear channels of communication to listen to the voice of the local community and understand local tensions.
- Support for at risk learners through safeguarding and mentoring processes
- A focus on closing the achievement gaps for all learners.

11. Staff Responsibilities

The Chief Executive Officer of Basegreen Academy, holds overall responsibility for ensuring that the Prevent policy is implemented across the company and any concerns are shared with the relevant organisations to minimise the risk of learners becoming involved with terrorism. He is assisted by the Designated Safeguarding Lead.

The Designated Safeguarding Lead will ensure that staff and learners are aware of the Prevent Agenda and appropriate training is in place.

All staff have been trained to L2 in Certificate in Prevent Duty and British Values.

All staff at Basegreen Academy have a responsibility to:

- Provide an ethos which upholds the organisation's mission, vision and values and promote respect, equality and diversity and inclusion.
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels.
- Report and remove any literature displayed around the organisation that could cause offense or promote extremist views.
- Support the development of staff and learner understanding of the issues around extremism and radicalisation and participate in training when requested.
- Participate in engagement with local communities, schools, and external organisations as appropriate.



12. Referrals

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions. A Designated Safeguarding Lead is responsible for contacting the local Police or the Local Safeguarding Board for further advice and guidance.

Any member of staff who identifies such concerns must report these to the Designated Lead as soon as possible for action – this will be recorded in the usual manner on the Basegreen Academy Portal ticket system.

Incidents in relation to extremism are expected to be very rare but 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 learner or a community member. In this situation, a 999 call will be made, and the organisation's Senior Management team 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 to Social Services will be made in line with the organisation's safeguarding procedures following advice from the appropriate agencies.

13. Training

- Training on PREVENT will be delivered as and when there is a necessity to ensure that all staff members have up to date information and briefings. This will be delivered by the Designated Safeguarding Lead. We also have links with the Regional Prevent coordinators who host training seminars, send out briefings and updates.
- All new staff to the organisation will receive Prevent awareness training as part of their Induction programme.
- All staff (to whom it is relevant) are asked to register with the DBS update Service.
- All Key staff will be trained on the Certificate of Prevent Duty.
- The statutory guidance – Keeping Children Safe in Education – 2024 – the Safeguarding Lead does offer briefing sessions on the updates on statutory guidance.



14. Access and monitoring of IT systems

To safeguard individuals from accessing extremist materials while using company equipment Basegreen Academy will ensure:

- Appropriate staff can monitor any aspects of its mobile phones and computing facilities that are made available to staff, learners, and visitors.
- Only organisation approved software will be supported by the organisation and allowed to be used.
- All unauthorised software that breaches organisation policy or presents a risk to staff or learner safety will be removed and appropriate action taken.
- All unusual or suspicious events, and any breaches of security are reported via the safeguarding reporting channels for further investigation.

15. Partnership Working

Basegreen Academy maintain partnerships; including Police, Regional Prevent Coordinators, Local Safeguarding Boards, and established agencies throughout the area, this enables a network of support to be created and for information exchange where possible to take place.



baseGreen
Inspiring • Developing • Empowering