the <coders> guild

Developing the Future

PREVENT Duty Policy

v1.7

*V1.7 Last reviewed/updated **27th October 2023***

The UK's new gold standard for tech education, continually developed by industry-led peers to better discover, develop and supply tech's new talent to ambitious, socially conscious companies.

Introduction

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people and people in vulnerable situations.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding concerns for those individuals who may be vulnerable to the messages of extremism. In addition, it provides details of the local processes and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process (see below).

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas (HM Government Prevent Strategy, 2011).

Purpose and Scope

The Coders Guild recognises its statutory requirement as a recipient of public funding to implement prevent duty and its legal obligation to 'have due regard to the need to prevent people from being drawn into terrorism'. Section 26 of the Counter-Terrorism and Security Act 2015 http://www.legislation.gov.uk/ukpga/2015/6/contents/enacted.

This policy outlines The Coders Guild's approach to the implementation of the Prevent duty and formalises its process of how to recognise and report concerns in Appendix A. This policy interlinks with our safeguarding and Whistleblowing policy which aims to safeguard vulnerable individuals who may be at risk of being radicalised or potentially being involved in terrorist activities.

National Guidance and Strategies

PREVENT is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity. PREVENT happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

The PREVENT strategy objectives are:

Ideology: respond to the ideological challenge of terrorism and the threat we face from those who promote it.

Individuals: prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

Institutions: work with sectors and institutions where there are risks of radicalisation which we need to address.

All Coders Guild Ltd staff should have an awareness of the PREVENT agenda and the various forms radicalisation can take, as well as being able to recognise signs and indicators or concern and respond appropriately.

This policy utilises the most up to date legislation, policy and guidance provided by HM Government and seeks to protect apprentices and employees from radicalising influences. A summary of the key legislation of which this policy is based can be found in:

1. CONTEST. UK's Strategy for Countering Extremism (HM Government, Revised 2018)
   https://www.gov.uk/government/publications/counter-terrorism-strategy-contest

2. The Government's 'Counter-Extremism Strategy (HM Government, 2015)
   https://www.gov.uk/government/publications/counter-extremism-strategy

3. Prevent Duty Guidance. (HM Government, Revised July 2015)
   https://www.gov.uk/government/publications/prevent-duty-guidance

Identifying Vulnerable People

There is no single profile of a person likely to become involved in extremism and the process of radicalisation is different for every individual. Radicalisers use normal social processes such as loyalty, self-perception, and fear of exclusion to influence others.

Signs that an individual may be being groomed into extremism could be:

- Vulnerable individuals becoming withdrawn and stopping participating in their usual activities ● They may express feelings of anger, grievance, injustice or go missing from their home, school or work
- A new group of friends who have an extremist ideology
- Using language that supports 'us and them' thinking or possessing or searching for extremist literature online.

Vulnerable people, including children, young people, and vulnerable adults can be exploited and radicalised by people who seek to involve them in terrorism or activity in support of terrorism. Radicalisers can exploit individuals by providing a sense of purpose or belonging. It can manifest itself in a change in behaviour, friends, the interaction with others and how time is spent.

What vulnerability factors make individuals susceptible to radicalisation or a risk to others?

People can be drawn into violence or exposed to the messages of extremism by many means at any age. These can include the influence of family members or friends, direct contact with extremist groups and organisations or, increasingly, through the internet. Circumstances can make some people more vulnerable to being drawn into groups, extremism or being influenced by individuals.

A range of factors can increase and influence those behaviours that are defined as extremism. Many factors that increase a person's likelihood of becoming radicalised are similar to other vulnerabilities that require individuals to be safeguarded.

What might make people vulnerable?

- Isolation or exclusion
- Mental Health Issues or illness
- Unemployment
- Links to crime
- Poverty
- Immigration, Migration and distance from cultural heritage
- Learning difficulties
- Anger
- Physical health needs (isolation)
- Bullied /bullying
- Feeling let down by others
- Substance Misuse
- Loss
- Need; Anger; Desire; Frustration; Grievance
- Peer Pressure
- Low self-esteem
- Propaganda
- Fear
- Sense of debt/guilt
- Socially excluded
- Sense failure
- Family upheaval

What factors might make someone vulnerable to exploitation?

In terms of personal vulnerability, the following factors may make individuals susceptible to exploitation. None of these are conclusive in themselves, and therefore should not be considered in isolation but in conjunction with particular circumstances and any other signs of radicalisation.

Adolescents/vulnerable adults who are exploring issues of identity can feel both distant from their parents/family and cultural and religious heritage, and uncomfortable with their place in society around them. Radicalisers exploit this and groom individuals by providing a sense of purpose or feelings of belonging.

Sometimes tensions within day to day living can produce a sense of isolation for vulnerable individuals e.g. separation, loss, exclusion from school or employment issues. Someone could experience alienation if they are new to the country and have different cultural values.

A person may also be susceptible to influence by their peers or friends. Individuals may perceive their aspirations for career and lifestyle to be undermined by limited achievements or employment prospects. This can translate to a generalised rejection.

In some cases a vulnerable individual may have been involved in a group that engages in criminal activity or, on occasion, a group that has links to organised crime and be further drawn to engagement in terrorist-related activity.

Our Commitment

We believe that:

- It is The Coders Guild's duty to protect apprentices and employees from radicalising influences and to build their resilience to extreme narratives through appropriate training and open fluid discussion.

- It is The Coders Guild's responsibility to protect the well-being of all children and adults engaged in our programme by providing a safe and secure environment via the organisation's safeguarding procedures, structures and reporting mechanisms.

We recognise that:

- The implementation of all the Prevent Duty policy and framework is the responsibility of the Director. The Director will annually review how the organisation has carried out its statutory duties and measure risks against the Prevent risk assessment and action plan.

- All staff and apprentices need support to understand the signs and risks associated with radicalisation. They will each receive online Safeguarding and Prevent training on the meaning of

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extremism, the context of freedom of speech and factors which contribute to vulnerability of exploitation and extremism upon commencement of contract and then annually.

- Every employee and apprentice will be trained on how to raise concerns about an individual; be it an apprentice or employee on commencement of contract and then annually.

- Policies and procedures relating to the management of events, speakers and the display of posters and other promotional material must balance the obligation to enable free speech with the requirements of Prevent and where relevant, Protect. See ▤ Guest Speaker/Events Policy v1.2 .

Information Sharing

- The Coders Guild Ltd is aware that appropriate information sharing policies need to be in place. "The General Data Protection Regulation (GDPR), Data Protection Act 2018 and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately". (HM Government: Information sharing. July 2018). https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice.

- A member of staff who receives a disclosure or has a concern should explain clearly to the person about what to expect next and how information could be shared with others who need to know. It is important to seek their agreement, except when to do so would put the child, adult or others at increased risk of significant harm. A degree of professional judgement is involved. There must be a legitimate purpose for sharing information with the overriding consideration being the individual's safety and welfare. Information sharing will be based on "The Seven Golden Rules to Sharing Information" and will be "necessary, proportionate, relevant, adequate, accurate, timely and secure" (HM Government: Information sharing. July 2018).

- There is a statutory or professional duty to share relevant information in circumstances where children need to be safeguarded. The Safeguarding and Prevent Lead will review the case and refer to the relevant Local Authority Adult Board, Children's Social Care, Police or other professional organisation where appropriate. The Coders Guild applies the same policy in situations where an adult is at risk of abuse or neglect.

- If a child is in immediate danger or is at risk of harm, you should refer to local social services teams and/or the police. Before doing so, you should try to establish the basic facts. However, it will be the role of social workers and the police to investigate cases and make a judgement on whether there should be a statutory intervention and/or a criminal investigation.

Professional responsibilities in relation to Prevent

In your work you may notice unusual changes in the behaviour of Apprentices or colleagues which are sufficient to cause concern. It is important that if you have a cause for concern that you know how to raise it

as well as what will happen once you have raised it (Appendix A).

All staff have a duty of care to take action under the Safeguarding and Prevent Duty Policies for crime prevention purposes to support those individuals who may be at risk of, or are being drawn into, terrorist-related activity. All staff must attend Prevent training and awareness training. You must ensure you are:

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1. Aware of your professional responsibilities, particularly in relation to the safeguarding of vulnerable adults and children

2. Familiar with The Coders Guild's protocols, policies and procedures in relation to Prevent and Safeguarding

3. Be aware of the processes and support available when you raise a concern

Contact details

Nominated PREVENT Lead:

Designated Safeguarding Officer
Name: Francesca French Email: francesca@thecodersguild.org.uk

Name: Crispin Read (Director)

Email: crispin@thecodersguild.org.uk

We are committed to reviewing our policy and good practice annually.

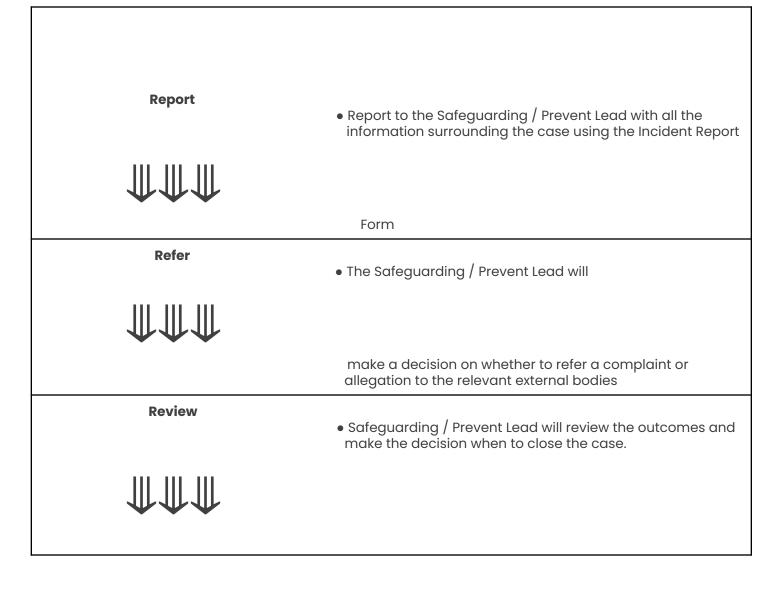This policy was last reviewed on: 13th December 2022

Signed: Crispin Read

Date: 13th December 2022

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APPENDIX A: Safeguarding and Prevent Duty Process

Recognise ⇓⇓⇓	● The signs of abuse, grooming or inappropriate behaviour ● The signs of radicalisation or vulnerability to extremism
Respond to a Concern or Disclosure ⇓⇓⇓	● Gain sufficient information to assess the priority level of the situation. ● If you have concerns that a child or adult is in immediate danger, contact the police by phoning 999, then follow the procedures in the flow chart straightaway ● If you think there is immediate risk under the terms of the Prevent duty dial 999 or call the confidential Anti- terrorist hotline on 0800 789 321. Then follow the procedures in this table straightaway.
Record ⇓⇓⇓	● Precisely what has been said , including your observations WITHOUT asking leading questions

Report	● Report to the Safeguarding / Prevent Lead with all the information surrounding the case using the Incident Report
⇓⇓⇓	Form
Refer	● The Safeguarding / Prevent Lead will
⇓⇓⇓	make a decision on whether to refer a complaint or allegation to the relevant external bodies
Review	● Safeguarding / Prevent Lead will review the outcomes and make the decision when to close the case.
⇓⇓⇓	

APPENDIX B: Recording Safeguarding and Prevent Concerns

Safeguarding and PREVENT

Incident Recording Form

This form is to be completed where there is:

● An allegation /disclosure of abuse

● An incident of concern

● A Prevent duty concern

PART A

Details of person at potential risk: Details of person completing Part A: Name: Name:

Address: Role:

Date of Birth: Location

Telephone
numbers:

Signature

Course
/Timings:

Date:

Venue/
Location:

Email:

Tel no:

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Is the person at risk on a course targeted
for adults who may be considered
vulnerable OR is the person vulnerable for
other reasons?

Describe the incident/what was disclosed briefly (include additional sheets/supporting
evidence, if required). Clearly indicate whether this is a concern under the Prevent duty.

Time of incident:

Names and contact details of any witnesses:

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Part A submitted to line manager/Safeguarding Lead

Name: Contact

details:

Role: Date:

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PART B:

To be completed by line manager or Safeguarding Lead

Date completed:

Signed:

Copy to Safeguarding
Lead (date):

Further action by Safeguarding Lead (if required)

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Date:

Name:

Date Case Closed

Signed:

Date: