

Introduction and scope

Section 26(1) of the Counter Terrorism and Security Act 2015 (the ACT) imposes a duty on specified bodies to have 'due regard to the need to prevent people from being drawn into terrorism'. Further education institutions, specified under schedule 6 to the Act fall into categories, of which GTG Training is an eligible (ESFA) funded independent training provider. The policy applies to all GTG employees, learners, and stakeholders. As part of the government's commitment to support providers and their staff across the FE sector, Prevent duty guidance was published. The guidance makes clear the important role of FE providers in stopping extremists from radicalising learners and in supporting vulnerable learners at greater risk of extremist influences. It is also a condition of funding that all FE providers comply with relevant legislation and statutory responsibilities relative to the delivery of education and safeguarding of learners. GTG Training's policy enacts our duty under four key themes:

1. Risk assessment and responsibilities – the measurement of vulnerabilities and controls
2. Working in partnership – utilising external, expert agencies to support our aim
3. Staff training
4. Policies relative to the enabling of this duty

GTG must take steps to promote and safeguard the welfare of all individuals engaged in any activity; Prevent is aligned with our safeguarding practice. There are robust safeguarding arrangements in place, which are routinely reviewed, to ensure that employees, learners, and stakeholders are in a safe learning and working environment. GTG Training is also committed to the promotion of an inclusive learning environment which does not allow any individual or group of individuals to be marginalised, stigmatised, or excluded. GTG has 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, this policy will be updated annually, or with emerging government guidance, or when the necessity arises.

Aim

The aim of the GTG Prevent Policy is to ensure that we are able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent or non-violent extremism in the name of ideology or belief. We aim:

- To develop employees, learners and other stakeholder knowledge of Prevent.
- To ensure that employees and learners are aware of their roles and responsibilities in preventing violent and non-violent extremism and radicalisation.
- To provide scrutiny of safeguarding practices, including the arrangements to enact this policy.
- To promote and reinforce shared values, to create space for free and open debate, to manage and support freedom of speech and learner voice.
- To routinely assess current practice and apply all measures necessary so that the risk of exposure to extremism and of becoming radicalised is controlled.

Purpose

The government's Prevent strategy was published in 2011 and forms part of an overall counter terrorism strategy known as CONTEST. Prevent is the key part of the CONTEST strategy, which aims to stop people from becoming terrorists or supporting terrorism.

The 2011 Prevent Strategy has three objectives in CONTEST:

- 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 non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise the views that terrorists exploit. 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 and it is about recognising, supporting and protecting individuals

who might be susceptible to radicalisation.

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 in the near future, and the five levels of threat are set by the Joint Terrorism Analysis Centre and the Security Service (MI5):

- Low – an attack is highly unlikely
- Moderate – an attack is possible but not likely
- Substantial – an attack is likely
- Severe – an attack is highly likely
- Critical – an attack is highly likely in the near future

Risk assessment and responsibilities

Operations Director Billy Hammond holds overall responsibility for ensuring that this policy, the PREVENT risk assessment, and other related policies are implemented and routinely evaluated. The operations director is supported by multiple designated safeguarding leads, safeguarding officers, governors, leaders, and managers. This network of support allows GTG Training to disburse its duty from the highest level, ensuring that the policy and our overarching duty in action is effective.

GTG Training commits to strong leadership by:

- Undertaking governance relevant to this policy.
- Utilising guidance to undertake a robust risk assessment of our duty.
- Continually improving our practice to safeguard and recognising progress through the quality improvement plan.
- Providing an ethos that upholds the organisational values and promotes respect, equality, diversity, and inclusion.
- Providing clear guidance and support to report concerns around extremism or radicalisation via referrals.
- Removing any literature displayed around the organisation that could cause offence or promote extremist views.
- Supporting the development and understanding of issues around extremism and radicalisation by providing access to training.
- Ensuring that staff identified via job/person spec will be subject to a PVG or enhanced DBS check, confirming their current status at employment, and tri-annually thereafter.
- To build relationships with external specialists, supporting the disbursement of our duty.

GTG Training commits to managing concerns of radicalisation and extremism by:

- Understanding the nature of the threat from extremism and how this may impact directly or indirectly the organisation.
- Understanding and managing potential risks within the organisation from all influences, including the display of extremist materials, the hiring of external premises, and the hire of GTG premises to others outside the organisation.
- Responding appropriately to events in local, national, or international news that may impact the organisation.
- Ensuring measures are in place to minimise the potential for acts of terrorism or extremism within the organisation.
- Ensuring plans are in place to respond appropriately to a threat or incident within the organisation.
- Adopting effective IT security and communicating this to all staff and learners.

GTG commits to building resilience of learners, undermining extremist ideology and supporting learner voices through:

- Embedding organisational values, British values, equality, diversity and inclusion within curricula.
- Promoting community cohesion and respect for others.
- Promoting wider skill development, such as social and emotional wellbeing.
- Developing curricula which recognises local/national needs and challenges extremism.
- Teaching and learning strategies that explore controversial issues in a way that promotes freedom of speech.
- Use of external organisations to support learners' understanding of the Prevent duty, and what they think of it.
- Effective support services which provide clear information, advice, and guidance on preventing learners from being drawn into extremism and radicalisation.

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- Literature written in clear and simple language which promotes equality, diversity, and inclusion and undermines extremist ideology.
- Dedicated support for at-risk learners through safeguarding and welfare practices.

Working partnerships

GTG leaders, managers and employees will build and maintain key partnerships to enable the disbursement of our duty. These partnerships should include police and specific counter-terrorism units, local safeguarding board(s) and the local Prevent coordinator. This enables a network of support to be cultivated and for appropriate information exchange to take place. GTG Training must also maintain a register of safeguarding boards across our delivery regions.

Staff training

- Training and briefings will be delivered to ensure that the organisation has up-to-date information. This will be delivered by the safeguarding lead or a variety of specialist partners e.g. the local Prevent coordinator.
- Staff inducted to the organisation will receive specific Prevent and safeguarding training.
- Practitioners and other relevant staff will undertake the Level 2 Award in understanding Prevent and Safeguarding Strategies, understanding the factors that make people vulnerable to being drawn into terrorism, how to effectively challenge extremist ideas that could legitimise terrorist activity and how to make referrals via the Safeguarding team, and subsequently through the Channel programme.
- Leaders, managers and other relevant staff will undertake the NSPCC Safer Staff Recruitment training as a rolling programme.
- Governors, leaders and managers will undertake appropriate training relevant to the enactment of our duty and to exemplify British values through leadership and management. This training will also reflect how, at corporate level, there are procedures for information sharing by way of agreement as is necessary.

Access and monitoring of IT systems

In order to safeguard individuals from accessing extremist materials while using company equipment, GTG Training 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.
- Appropriate staff are able to monitor any aspects of its telephone, mobile phones and computing facilities that are made available to staff, learners and visitors.
- Only approved software will be provided by the organisation for use.
- All unauthorised software 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.

Key policies and documents relative to the enactment of our duty

This policy should be read in conjunction with the following documents:

- Prevent risk assessment
- Safeguarding and Safer Recruitment Policies
- Health and Safety Policy
- Behaviour and Conduct Policy
- Data Protection and IT Acceptable Use Policies
- Whistleblowing Policy
- Freedom of speech and code of practice
- Guest Speaker Policy
- Complaints, Appeals and Compliments Policy
- Equality and Diversity Policy
- Prevent Duty Guidance for Further Education– updated April 2021
- Keeping Children Safe in Education – updated September 2021
- HM Government Prevent Strategy (2015)

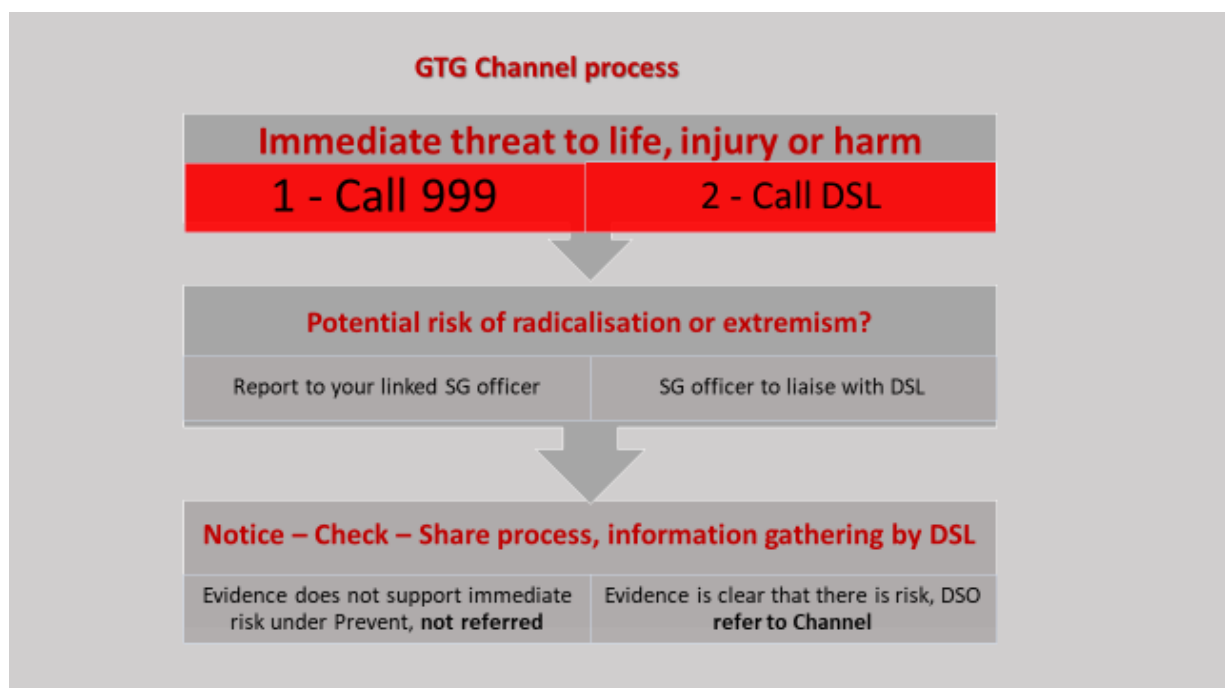
Referrals

GTG Prevent Policy

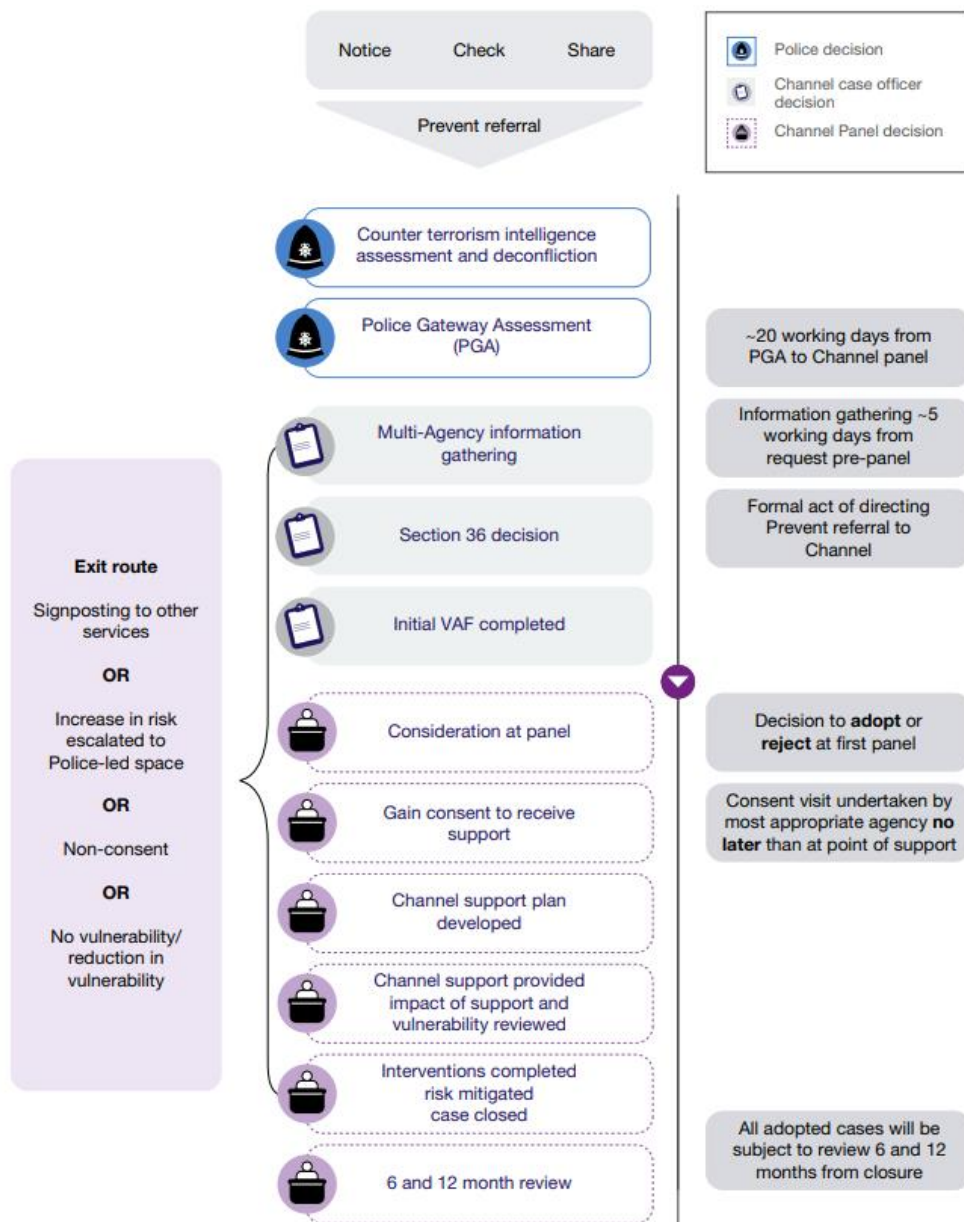
The Safeguarding team will be notified immediately if there is a potential risk of an employee, learner or stakeholder becoming involved in a terrorist act, supporting or following extremism, or attempting to radicalise others. However, where immediate danger to life is clear and present or where weapons or other harmful materials are evident, an immediate 999 call must be made. Information must then be passed directly to the GTG DSL and GTG leaders.

Staff identifying a non-immediate-threat-to-life Prevent concern will inform their linked safeguarding officer. The safeguarding officer will carry out the **Notice - Check - Share** process. This process involves the DSL, leaders and managers and they will review the concerns and all evidence prior to referring to Channel.

The referral process should be kept simple and easy to follow. Prevent concerns could be left to escalate if the process for referral is in any way complicated. There is a flow chart attached to support the referral process within this policy.



Channel Panel referral process



Document revision amendment				
amendment	Date	Modifier	Version	Sign off
Version control	01/06/2019	Rosie Heron	1	Billy Hammond
Version control	14/07/2020	Rosie Heron	2	Billy Hammond
Version control	02/12/2020	Tom Madden	3	Billy Hammond
Version control	22/01/2022	Rosie Heron	4	Billy Hammond
Update Channel referral info	22/01/2022	Rosie Heron	5	Billy Hammond
Version control	18/01/2023	Rosie Heron	6	Billy Hammond
Version control	18/04/2024	Rosie Heron	7	Billy Hammond
Updated to new branding	23/06/2025	Nicole Hughes	8	Rosie Hawkins