



The GTA Prevent & British Values Policy

This policy applies to all members of GTA (including Staff, Learners, Apprentices, Volunteers, Parents/Carers and Visitors) who access the GTA

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Signature:

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Position: CEO
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Overview of the Prevent Duty

The Prevent duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism. The GTA has a legal responsibility to ensure that this policy is used to ensure apprentices, learners, visitors and staff remain resilient and protected from extremism or radicalising influences.

The GTA Prevent policy sets out a clear understanding of Prevent as a safeguarding concern, the role of Fundamental British Values in responding to the risk of radicalisation and why Prevent is relevant to education settings and safeguarding young people. The Policy emphasises appropriately why and how staff will be trained in recognising vulnerability in all ages, understanding current local risks and local referral pathways including escalation of concerns using the National Prevent Referral Form via South Yorkshire Police.

The GTA have a written 'prevent strategy' to educate staff, young and older people about extremism and recognising when learners could start to become radicalised. We work to prevent people of all ages being drawn into extremism.

Safeguarding is in place for all ages of people from potential risk, is an important part of our work, protecting them from extremism is one aspect of that. Learners have the right to learn in safety.

As part of our wider safeguarding responsibilities, we include vulnerability to radicalisation (training supports this) staff report any concerns to the GTA Safeguarding Lead. The Safeguarding Lead will, if required, complete the National Prevent Referral Form, and submits to the South Yorkshire Police Prevent Team. Staff are vigilant when interacting with all ages, the wellbeing sessions give another opportunity to identify any change in behaviour or personality which could point to being vulnerable.

The Safeguarding Lead can access advice from the SYP Prevent Team and the Regional HE / FE Prevent Coordinator regarding referrals.

All staff are provided with training to help them understand the issues of radicalisation, can recognise the signs of vulnerability or radicalisation, and know how to refer their concerns both internally and externally.

All staff are commitment to upholding The GTA Prevent & British Values Policy.

Policy Promoting

The GTA promotes and communicates the Safeguarding, Prevent & British Values Policy via several channels, such as:

- Downloaded from the website
- Apprentice interviews and enrolment
- Apprentice inductions
- Monthly Hot Topics
- Newsletters
- Facebook and Twitter posts
- Embedded in classroom apprentice delivery for learners

- Staff training
- Staff have access to a shared secure drive containing company policies

Training & Information

Employee

Employee training is an essential part of continuous professional development for every member of staff who works in an educational setting. It doesn't really matter what role you have. Whether employees are part-time, working in the admin, or locking the gates at the end of the day, they are still required to have up to date, verifiable training.

The GTA utilises several training resources to ensure staff receive the correct level of training for their role within the organisation. Examples of this include:

- Online safety training
- Home Office Prevent training
- NSPCC online training for safeguarding of 16-year-olds
- Online Equality and Diversity training
- NSPCC Safer Recruitment training
- NSPCC Safeguarding training for trustees
- WRAP3 Training for Prevent Leads
- Training to implement the policy

All employees are subject to annual refresher training to maintain their CPD, knowledge and understanding.

All staff receive an up-to-date counter terrorism briefing document that details the current trends and emerging groups that are specific to the demographic of the GTA. Thus, enabling tutors to identify signs of radicalisation including extreme narratives and behaviour changes or withdrawal or isolation as soon as possible. Staff remain resilient and protect apprentices of all ages from extremism.

Apprentices

Training for apprentices is embedded at every opportunity when providing contracted services for apprentices and employers. Training and Delivery staff incorporate current and historical world events in relation to equality and diversity at appropriate points during the Scheme of Work, apprentice behaviour, language and social interaction is assessed, any concerns is raised with the safeguarding - prevent lead.

All learners also complete during their apprenticeship e-learning modules for Safeguarding, Prevent & British Values & online E-safety. They are made aware of who to contact and take part in wellbeing meetings with a designated member of staff, this is designed to identify any cause of concern.

What is the Prevent Duty?

PREVENT is the Government's counter-terrorism strategy to stop people becoming radicalised and involved in violent extremism or supporting terrorism, in all its forms.

The GTA works with local police and regional co-ordinators for Prevent. Our approach to preventing the risk of radicalisation is robust and comprehensive. We embed Prevent and the promotion of British Values into our Safeguarding Policy and Procedures.

The GTA has a specific PREVENT action plan and risk assessment which is reviewed by the local Prevent Co-ordinator on a yearly basis to ensure robust procedures meet the expectation of the Prevent Duty.

The GTA's dedicated Prevent team aim to ensure all our staff are aware of the following:

- South Yorkshire radicalisation trends
- National developments within Prevent and radicalisation
- Reporting procedures and how to get support

The GTA has two dedicated Prevent leads to support both the Staff and learners. All GTA staff have completed mandatory Home Office Prevent training and receive regular updates and training from the Prevent leads. The Prevent Leads have been WRAP3 trained and have also completed the enhanced Home Office Prevent training.

Tutors embed and exemplify British Values at every available opportunity to increase the learner's knowledge and awareness of British Values and the risks of radicalisation. Our learners also complete four mandatory ETF modules at the start of their apprenticeship, the modules provide training on the following subject areas:

- Staying Safe online
- Who can you trust?
- Radicalisation and Extremism
- British Values

What are British Values?

Democracy

A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities:

- Leadership and accountability
- Joint decision making
- Team meetings
- The right to protest and petition
- Receiving and giving feedback

Rule of Law

The need for rules to make a happy, safe, and secure environment to live and work:

- Legislation
- Agreed ways of working, policies, and procedures

- How the law protects you and others
- Codes of conduct

Respect and Tolerance

Understanding that we all don't share the same beliefs and values. Respecting the values, ideas and beliefs of others whilst not imposing our own others.

- Embracing diversity
- The importance of religion, traditions, cultural heritage, and preferences
- Tackling stereotyping, prejudice, and discrimination
- Individual Liberty
- Protection of your rights and the right of others you work with

Equality and Human Rights

- Personal Development
- Respect and Dignity
- Rights, choice, consent, and individuality
- Values and principles

Preventing Radicalisation

Preventing radicalisation and protecting children from other forms of harms and abuse, protecting children and vulnerable adults is central to the GTA's safeguarding policies and procedures.

Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet). However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff are alert to changes in Learner's behaviour, which could indicate that they may need help or protection. Staff will use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a referral to the Channel programme.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for the GTA to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages.

The GTA's designated safeguarding lead (and any deputies) are aware of local procedures for making a Channel referral. As a Channel partner, the GTA may be asked to attend a Channel panel to discuss

the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required.

Terrorism is an action or threat designed to influence the government or intimidate the public. Its purpose is to advance a political, religious or ideological cause. The current UK definition of terrorism is given in the [Terrorism Act 2006](#).

In the UK we define terrorism as a violent action that:

- Endangers a person's life, other than that of the person committing the action
- Involves serious violence against a person
- Causes serious damage to property
- Creates a serious risk to the public's health and safety
- Interferes with or seriously disrupts an electronic system

Extremism

The Counter Extremism Strategy 2015 documents, Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and respect and tolerance for different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist. It's important to remember that not all extremist groups, whether Islamist, far right or other, will commit terrorist or violent acts. However, some groups pose threats, both online and offline.

To ensure compliance with the Prevent Duty, the GTA has ensured the following is maintained and reviewed annually:

- An up to date Prevent risk assessment
- Liaison with both the regional and local Prevent Co-Ordinators
- Circulation of regional and local threat documents to all staff
- Dedicated Prevent training for both Leads and staff

The GTA's designated Safeguarding Lead and Deputy is aware of local procedures for making a Channel referral. As a Channel partner, the GTA may be asked to attend a Channel panel to discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required.

Prevent Contacts

The persons of responsibility for Safeguarding and Prevent within the organisation

Charlotte McLaughlin - Safeguarding and Prevent Lead DSL

01302 832 831

07717 853292

charlottemclaughlin@doncasterqta.co.uk

Mark Elliott - Safeguarding Deputy and Prevent deputy DSD

01302 832 831

07851 859848

alecbesant@doncasterqta.co.uk

Other contact information:

safeguarding@doncastergta.co.uk

GTA 24-Hour helpline: 07521 046897

Doncaster Site: 01302 832831

Tim Wright Prevent Coordinator Sheffield City Council

Tim.Wright@sheffield.gov.uk

<https://www.sheffield.gov.uk/home/pollution-nuisance/prevent-counter-terrorism-strategy>

South Yorkshire Police Prevent Team by ringing **101** or call the Anti-Terrorist Hotline (can be anonymous) on **0800 789321**.

<https://dscp.org.uk/report-concern>

Doncaster safeguarding board **01302 734 214** Email dscp@dcstrust.co.uk

<https://www.safeguardingsheffieldchildren.org/sscb/safeguarding-information-and-resources/referring-a-safeguarding-concern-to-childrens-social-care>

Sheffield safeguarding board **0114 273 4450** Email: scsp@sheffield.gov.uk

www.preventforfeandtraining.org.uk Advice and guidance on complying the with Prevent duty.

Reporting (staff)

If staff have any concerns about a child's welfare, they should act on them immediately. See 'Overview of Reporting' for a flow chart setting out the process for staff when they have concerns.

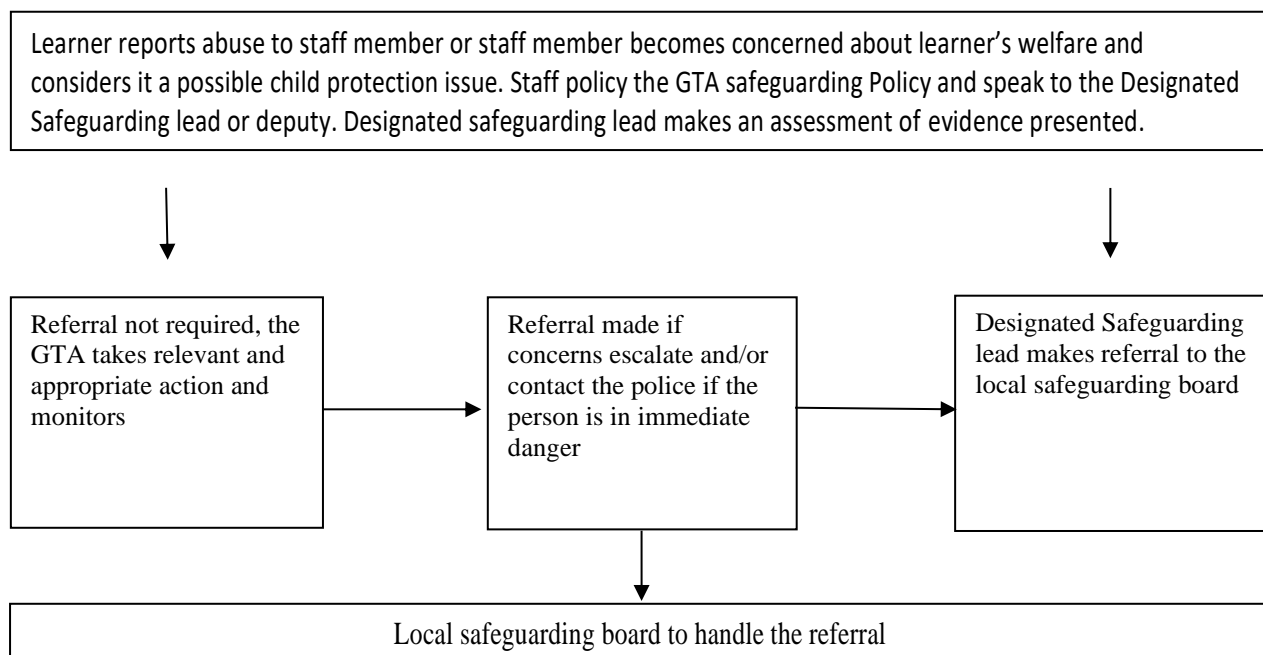
When a member of staff makes a disclosure the information of the Safeguarding concern must only be reported using the GTA Initial disclosure form SG6. This form can be accessed from the GTA Safeguarding file section on Microsoft Teams or a hard copy can be accessed from the Safeguarding file located in the main administration office, Doncaster.

Please remember to download a copy of the safeguarding form before populating the document. The form must be handed in to a member of the Safeguarding team within 24 hours.

Reporting (Apprentices)

If you feel you need to talk to someone and or make a disclosure, please contact the GTA via the information located in section 'The persons of responsibility for Safeguarding within the organisation'.

(OVERVIEW) GTA SAFEGUARDING REPORTING PROCEDURE



Policy Review

Doncaster, Rotherham, and District Motor Trades GTA review their policies and procedures on a maximum of a 12 month basis from the issue date (shown at the front of this document) or before if there are significant changes identified.