

HIPSTER GROUP LIMITED

PREVENT POLICY

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2023 – 2024

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POLICY LEADS:

DONNA KRAUSHAAR (DESIGNATED SAFEGUARDING LEAD)

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This Policy is Authorised by:

Name: Daniel Pyne

Role: Director

Date: 21/07/2023

Signature:

INTRODUCTION

The purpose of the policy is to:

- Ensure an awareness of Prevent throughout the organisation
- Provide a clear structure and process our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to extremism
- Embed British Values into training and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement



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Who Does this Policy Apply to?

The Prevent Policy applies to everyone working at Hipster Group Limited's training centre and includes directors, staff, learners, and contractors, visitors, consultants, and those working under self-employed arrangements.

Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

Hipster Group Limited adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- a. Safe legitimate discussions, debate or learner engagement activities in the local community; or
- b. Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Why Do We Need This Policy?

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Early intervention is at the core of Prevent which aims to divert people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place by recognising, supporting, and protecting people who might be susceptible to radicalisation.

The national Prevent Duty assigns mandatory duties and responsibilities on a range of public organisations, including Training Providers, and seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
- Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet, and health. The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

Hipster Group Limited is an inclusive education provider for the 16+ age groups, including young people from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of students make it crucial to be actively involved in the Prevent strategy. Hipster Group Limited has a part to play in fostering shared values and promoting cohesion. Extremist ideology runs counter to Hipster Group Limited British values which make our community successful such as respect and tolerance for others, the rights of all to live and study free from persecution of any kind, freedom of speech, democracy, the rule of law and equality of opportunity and treatment. Extremism promotes fear and division and actively seeks to cause destructive relationships between different communities.



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Our Prevent Policy Has Five Key Objectives:

- To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner voice.
- To breakdown segregation among different learner communities including by supporting inter- faith and inter-cultural dialogue and understanding; and to engage all learners in playing a full and active role in wider engagement in society.
- To ensure learner safety and that Hipster Group Limited are free from bullying, harassment and discrimination.
- To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance.
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An ideology is a set of beliefs.
- Radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.
- Extremism is vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

Aims - Leadership and Values

To create and maintain the Hipster Group Limited's ethos that uphold core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democracy society, learner voice and participation.
- Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness training and activities in the local community.
- Encouraging engagement with local communities and faith groups.

Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of students by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding British Values, equality, diversity and inclusion, wellbeing, and community cohesion throughout the curriculum.
- Promoting wider skills development such as social and emotional aspects of learning.
- Challenge extremist narratives and promote universal rights.
- Teaching, learning and assessment strategies that explore controversial issues.
- Use of external programmes or groups to support learning while ensuring that the input supports goals and values.



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- Promoting wider skills development such as social and emotional aspects of learning.
- Teaching, learning and assessment strategies that explore controversial issues.
- Use of external programmes or groups to support learning while ensuring that the input supports our goals and values.
- Recognising factors that may increase risk to a student, i.e. vulnerability, disadvantage, or hardship, and implementing early risk management strategies.
- Ensuring that learners and staff know how to access support within Hipster Group Limited and/or via community partners.
- Supporting students with problem solving and repair of harm.
- Supporting 'at risk' learners through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of students.
- Working collaboratively to promote support for students across all network members.

Roles and Responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to the Hipster Group Limited's current and established safeguarding procedures. The Directors have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty.

Additionally, the Directors must ensure that:

- All staff have undertaken training in the Prevent Duty
- All staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer
- All staff exemplify British Values into their values
- Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

Prevent Lead

The Designated Safeguarding Lead has responsibility for ensuring that our Prevent Strategy is implemented across the network and that any concerns are shared with the relevant organisations, in order to minimise the risk of our students becoming involved with terrorism.

All Staff

All staff within Hipster Group Limited have a responsibility to:

- Create and support an ethos that upholds the Hipster Group Limited's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion
- Attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels; Report and remove any literature displayed around training centres that could cause offense or promote extremist views
- Support the development of staff and learners understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials
- Participate in engagement with local communities, and external organisations as appropriate.



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Managing Risks and Responding to Events

We will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on Hipster Group Limited.
- Identifying, understanding and managing potential risks within the network from external influences. Responding appropriately to events reported via local, national or international news that may impact on learners and communities.
- Risk assessments for local Prevent on delivery site. Held on file by the DSL.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Hipster Group Limited.
- Ensuring compliance with related policies.

Links to Other Policies

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding Policy
- Health and Safety Policy
- Anti-Bullying and Harassment Policy
- E-Safety Policy
- Whistleblowing Policy
- Data Protection Policy
- Vulnerable Adults Policy
- Disciplinary Procedures
- Child Protection Policy
- Equal Opportunities Policy

Who needs to understand this policy and how will they know about it?

Prevent training for all staff, learners and Directors is mandatory and will be delivered by the following methods:

Who	How
Learners	Policy available on the website Prevent awareness included in learner induction sessions. Prevent delivered through tutorials and resources, and via attendance at and participation in Prevent and British Values related student activities.
All Staff, Including Managers & Directors	Receive mandatory training and updates; briefings by Hipster Group Limited via Newsletters/Blogs. Emails; linking to online training. New staff to receive Prevent training as part of their induction.

Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

P – Promotion of Equality and Diversity and positive relationships between staff and learners

R – Referral of any concerns via Safeguarding staff to relevant authorities

E – Embedding British Values and education for students on all courses

V – Vetting guest speakers and removal of any posters or other materials of an extremist nature

E – Environment – a safe and secure learning environment

N – News monitoring for any concerns in the locality

T – Training of staff to raise awareness of the signs and risks

