

North Bristol Apprenticeship Centre Prevent Strategy

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Specific staff groups to whom this policy directly applies

Apprentices,
Apprenticeship Centre Staff

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1. Executive summary

- 1.1 North Bristol NHS Trust Apprenticeship Centre is the apprenticeship training arm of North Bristol NHS trust.
- 1.2 NBT apprenticeship centre exists to provide a high standard of training for all our apprentices and other learners and to deliver a return on our investment and added value to our Trust.
- 1.3 This policy is for Apprentices, Learners, Line Managers and Apprenticeship Centre Staff to follow in relation to the Prevent Strategy of all apprentices / learners under the protection of the North Bristol NHS Trust Apprenticeship Centre
- 1.4 The government Prevent strategy was published in 2011 and forms part of an overall counter Terrorism Strategy known as CONTEST.
- 1.5 The CONTEST strategy is based on 4 areas of work:
 - 15.1 Pursue: To Stop Terrorist Attacks
 - 15.2 Prevent: To Stop People Becoming Terrorists or Supporting Terrorism**
 - 15.3 Protect: To Strengthen Our Protection Against A Terrorist Attack
 - 15.4 Prepare: To Mitigate the Impact of a Terrorist Attack
- 1.4 The policy is to be read in conjunction with North Bristol NHS Trust Strategy for Safeguarding and Prevent Found in the Safeguarding App http://www.myguideapps.com/nhs_safeguarding/default/

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2. Policy statement

- 2.1. This policy will ensure that North Bristol NHS Apprenticeship centre understands its responsibilities under the Counter Terrorism and Security Act 2015 to prevent people of all ages being radicalized or drawn into terrorism.
- 2.2. There are robust safeguarding arrangements in place which are reviewed regularly to keep all our apprentices / learners and staff safe
- 2.3. All educational establishments such as NBT apprenticeship centre have a responsibility to promote openness and respect and to facilitate free debate which is characteristic of being a British Citizen. NBT will promote this policy to our Apprentices and ensure they are committed to our Prevent Duty. It is in this context that we have developed this Prevent Strategy

3. Purpose of the policy

- 3.1 This policy aims to establish, implement, and maintain procedures for the duty to deliver due regard to the need to prevent apprentices/learners or staff from being drawn into terrorism. NBT recognises we have a legal responsibility to fulfil the prevent duty statement to protect apprentices and employees from radicalising influences, ensure apprentices and employees are resilient to extreme narratives and identify changes in behaviour of apprentices and employees

4. Scope of the Policy

- 4.1 This Policy will apply to all training and education activities and will incorporate all North Bristol NHS Trust Policies for Safeguarding and Prevent
 - CG41 Safeguarding children
 - CG15 Safeguarding Adults
 - CG01B Serious Incident Reporting Policy

5. Definition of terms

Term	Source	Aim
Prevent	1 of the 4 elements of CONTEST, the government's counter-terrorism strategy	It aims to stop people becoming terrorists or supporting terrorism

6. Roles and responsibilities

- 6.1. Team Leads and Teachers have overall responsibility for ensuring that this strategy is applied within their own area and ensuring that all apprentices/ learners and staff are made aware of this Strategy.
- 6.2. The Apprenticeship Centre Quality Manager is responsible for ensuring that the management team are aware of relevant multi-agency procedures. Such multi-agency procedures will normally involve The Trust Safeguarding and Prevent team, who have been given specific responsibility

for dealing with complaints, or suspicions, of abuse of children, young people or vulnerable adults or radicalisation.

6.3. The Apprenticeship Centre Quality Manager is responsible for maintenance, regular review and updating of this strategy. The strategy will be reviewed at least on an annual basis.

6.4. All members of staff in the Apprenticeship Centre have a responsibility to comply with this Strategy.

7. Procedures

7.1 How to report concerns:

Where there is an identified/potential risk that an apprentice/learner may be involved in supporting or following extremism,

- NBT Apprenticeship Staff will keep a written record of any safeguarding concerns through the Learner Concern Reporting Process. These will need to be shared and raised with the Centre's lead for Safeguarding and Prevent. Written documentation will be stored securely and confidentially for as long as deemed necessary, in line with the Data Protection Act 1998.
- These records will need to be recorded as factually as possible, leaving little influence of opinion or influence. The reports should include:
 - What happened / what was observed
 - What was said
 - All parties involved
 - Date and time of the activity being recorded
 - Date and time of the record being reported and raised
 - Any actions agreed or taken
- All records or documentation relating to a Prevent issues should be record as soon after a concern was observed or raised as possible and within a 48 hour, preferable 24-hour window.
- The designated Lead for Safeguarding and Prevent from within the apprenticeship team is responsible for contacting the North Bristol NHS Trust Safeguarding and Prevent Lead for further advice and guidance.
- Further investigation by the police may be requested, prior to other assessments and interventions.
- Should a concern reported need to be shared with the Channel panel, the necessary action will be fully supported.
- North Bristol NHS Apprenticeship Centre will report or seek assistance from the South West FE/HE Prevent Coordinator – Salam Kati should the situation arise and act accordingly and in

line with any advice given.

- All reporting practice will remain strictly confidential and only reported to/discussed with those parties suitable involved. All reporting practice will be carried out with the safety of our learners, staff, and our patients in mind.

7.2 What to look out for in Apprentices/Learners:

7.2.1	A significant change in their behaviour
7.2.2	They may be isolating themselves from their friends
7.2.3	They may stop doing activities that they previously enjoyed
7.2.4	They may be involved with a new group of people
7.2.5	They may express extreme views and even hatred
7.2.6	They may talk about acts of violence
7.2.7	They may have links on their social media to extreme and violent groups
7.2.8	They may try to encourage others into supporting extreme violent groups
7.2.9	They may be dismissive of others' views and opinions
7.2.10	In some cases, they may even change their appearance and dress

7.3 Promoting British Values:

7.3.1 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, including calls for the death of members of our armed forces.

7.3.2 The Prevent strategy highlights the need to focus on and promote British values which are defined as:

7.3.2.1 Democracy

7.3.2.2 The rule of law

7.3.2.3 Individual liberty

7.3.2.4 Mutual respect

7.3.2.5 Tolerance for those with different faiths and beliefs

7.3.3 All NBT Apprenticeship Centre Staff will all encourage apprentices/ learners to respect other people about the protected characteristics set out in the Equality Act 2010,

7.3.3.1 Race,

7.3.3.2 Gender,

- 7.3.3.4 Disability,
- 7.3.3.5 Religion or belief
- 7.3.3.6, Sexual orientation,
- 7.3.3.7 Gender reassignment,
- 7.3.3.9 Age,
- 7.3.3.9 Maternity,
- 7.3.3.10 Marriage or civil partnership.

8. Our Commitment

8.1 All Apprenticeship Centre Staff are committed to the safeguarding and protection of all children and vulnerable adults and we as a Centre, fully respect and support our responsibilities and position with regards to the protection of our team and our learners as well as our position to deliver training and awareness of the key areas outlined within the Prevent Duty.

8.2 We will ensure that the following processes are followed to support this commitment: -

- Ensure all Centre staff have been subject to checks through the Disclosure and Barring Service (DBS). In line with North Bristol NHS Trust Policy and Practice.
- Ensure that the Centre has a nominated and visible Prevent Duty Lead, and this information is always accessible.
- Work in collaboration with the North Bristol NHS Trust Safeguarding and Prevent Team.
- Adhere to the Trust Safeguarding and Prevent Policy and Practice.
- All North Bristol NHS Trust staff will undergo Safeguarding and Prevent training as part of the statutory mandatory training and corporate induction into the Trust.
- All NBT Apprenticeship Centre staff will be inducted into the Centre specific Educational Safeguarding and Prevent processes and policy as part of their local induction.
- All NBT Apprenticeship Centre staff will attend a W.R.A.P (Workshop to Raise Awareness of Prevent) workshop as part of their local induction.
- All NBT Apprenticeship Centre learner's will attend an apprenticeship induction on Day 1 of their relevant programme where they will be informed of the Centre processes and relevant designated people in relation to Safeguarding and Prevent.
- All NBT Apprenticeship Centre Safeguarding practice and processes will be carried out in connection and with oversight from the NBT Safeguarding and Prevent Team.
- All IT usage is monitored by North Bristol NHS Trust IT Safe Usage Policy and practice. Processes are in place to block and monitor safe usage of IT, Software, and Internet usage for all NBT staff and the Apprenticeship Centre learners.
- North Bristol NHS Centre commits to working in partnership with any external partners to provide the educational pathways available to our learners and we are committed to ensuring all processes are communicated and checked to ensure safe environments for all students.
- Apprenticeship Programme and Curriculum Leads, overseen by the Quality Assurance Manager, will be responsible for ensuring Prevent forms part of the curriculum for each programme.

- The Quality Assurance Manager will be responsible for overseeing the staff development and standardisation of practice and will ensure Prevent forms part of the delivery of upskilling and team development activities.
- The Centre Manager will continue to ensure the Apprentice Centre links with the North Bristol NHS Safeguarding and Prevent Team and external training provider links to ensure the Centre stays up to date and responds to changes in external influencing factors and legislation.

9. Review Period

10.1.1 This Strategy will be reviewed on an annual basis or at the request of either management or staff side.

10. Associated policies/documents

This policy should be read in conjunction with the

11.1 Safeguarding App http://www.myguideapps.com/nhs_safeguarding/default/

11.2 CG41 Safeguarding children

11.3 CG15 Safeguarding Adults

11.4 CG01B Serious Incident Reporting Policy

11. References

11.5 Prevent strategy 2011 <https://www.gov.uk/government/publications/prevent-strategy-2011>

11.6 Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>

11.7 Counter Terrorism and Security Act 2015 <https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

11.8 Counter Terrorism and Security Bill fact Sheet
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/540540/CTS_Bill_-_Factsheet_7_-_Prevent.pdf