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**Prevent Policy**

Pentreath Ltd is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

**Introduction**

The purpose of this policy is to provide a framework for implementation of the Government’s Prevent Strategy, and the required action by Pentreath staff in the event of any concerns about the potential risk to clients, carers and their families, staff and volunteers being drawn into extremist activities.

This guidance will:

* Ensure that all Pentreath staff and volunteers are aware of how to safeguard and support vulnerable individuals, whether clients, staff or volunteers, who they feel may be at risk of being radicalised by extremists.
* Ensure appropriate systems are in place within Pentreath for staff to raise concerns if they think this form of exploitation is taking place.
* Promote and operate safe environments where extremists are unable to operate.

Employees and volunteers need to know the appropriate actions to take in order to protect individuals whether staff, volunteers or clients from being radicalised by extremist groups / individuals.

This policy provides all staff and volunteers working at Pentreath with a framework which builds on the existing safeguarding process for both children and adults. The policy provides practical steps for staff and enabling staff to take forward their responsibilities to Prevent.

**What is Prevent?**

CONTEST, the Government’s national counter terrorism strategy, aims to reduce the risk to the United Kingdom and its interests overseas from international terrorism, so that people can go about their lives freely and with confidence. These forms of terrorism include:

* Far Right extremism
* Al-Qaida influenced groups
* Environmental Extremists
* Animal Rights Extremists

The strategy has four work streams:

* Pursue: to stop terrorist attacks
* Protect: to strengthen our protection against terrorist attack
* Prepare: where an attack cannot be stopped, to mitigate its impact
* Prevent: to stop people becoming terrorists or supporting terrorism

The Prevent Strategy aims to stop people from becoming terrorists or supporting terrorism. The Department of Health (DH) have worked with the Home Office to develop guidance for healthcare organisations to implement Prevent locally, called “Building Partnerships Staying Safe”.

The three key objectives of the Prevent Strategy are to:

1. Challenge the ideology that supports terrorism and those who prompt it
2. Prevent vulnerable people from being drawn into terrorism and ensure that they are given appropriate advice and support
3. Work with sectors and institutions where there are risks of radicalisation

Health organisations are expected to be involved in delivering objectives 2 and 3 only.

**Why must Health engage in the Prevent Strategy?**

The Department of Health is a key strategic partner in the Prevent Strategy as Healthcare professionals may meet and treat people who are vulnerable to radicalisation.

Prevent is an ongoing initiative and designed to become part of the everyday safeguarding routine for Pentreath staff. It does not need new structures to be created but does require that staff are informed and have awareness of the Prevent Agenda and how to refer concerns.

**Supportive documents**

This protocol should be used alongside existing Policies and Procedures which already govern Pentreath. These include:

**Local Documents**

* Safeguarding Adults Policy
* Child Protection Policy
* Information Sharing
* Whistleblowing Policy
* Serious Incident Reporting Policy

**National Guidance**

* Data Protection Act 1998
* Human Rights Act 1998
* Equality Act 2010
* Care Act 2014 – Statutory Framework for Safeguarding Adults in England

**Definition of terms**

**Terrorism** is defined in the Terrorism Act of 2000 (TACT 2000) as an action that endangers or causes serious violence to a person or people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of political, religious or ideological gain.

**Radicalisation** in this protocol refers to the process by which people comes to support terrorism and forms of extremism leading to terrorism.

**Extremism** is vocal or active opposition to fundamental values including democracy, the rule of the law, individual liberty, and mutual respect and tolerance of different beliefs and faiths. We also include out definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

**Pre-Criminal Activity/Space** refers to supporting and protecting those who might be susceptible to radicalisation, to be drawn away from becoming involved in ‘criminal activities’; by offering advice / guidance and support. Multi-agency working to ensure that individuals are diverted away before any crime is committed.

**A Prevent Concern** does not have to be proven beyond reasonable doubt; however it should be based on something that raises concern which is assessed by using existing professional judgement of a health or social care member of staff.

**Vulnerability** in the context of Prevent is a person who is **susceptible** to extremists’ messages and is at risk of being drawn into terrorism or supporting terrorism at a point in time. The definition of someone who may be vulnerable apply to an adult who:

* Has needs for care and support (whether or not the Local Authority is meeting any of those needs) and;
* Is experiencing, or at risk of, abuse or neglect; and
* As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

(reference Care Act guidance: paragraph 14.2)

There is no single profile of a terrorist, there is no checklist of traits to look out for. This is not about race, religion or ethnicity, it is about the exploitation of vulnerable people.

**The Role of Pentreath in Delivering the Prevent Strategy**

Pentreath has a duty to ensure safe environments where extremists are unable to operate. It is essential, therefore, that all staff know how they can support vulnerable individuals (clients or members of staff and volunteers) who they feel may be at risk of becoming a terrorist or supporting extremism.

It should be stressed that there is no expectation that Pentreath will take on a surveillance or enforcement role as a result of Prevent. Rather, it must work with partner organisations to contribute to the prevention of terrorism by safeguarding and protecting vulnerable individuals and making safety a shared endeavour.

In order to achieve this Pentreath must:

* Raise awareness of Prevent amongst all staff through mandatory PreventWRAP Training
* Raise awareness of Prevent amongst all staff through the mandatory Safeguarding Adults and Child Protection Training
* Ensure that Pentreath’s policies, procedures and protocols support our core organisational values and support staff in raising genuine concerns
* Ensure staff know how to safely escalate any concerns relating to a client’s or colleague’s wellbeing and / or the safety of the public
* Promote the responsible and effective use of the internet by all staff, volunteers and clients
* Be aware and regularly review the use of premises / facilities by individuals
* Build and strengthen local partnership and inter-agency working to prevent vulnerable individuals from becoming the victims of / or causes of harm

**Duties and Responsibilities**

**Local Adult and Safeguarding Children Safeguarding Boards**

* The Local Authorities have established Local Prevent Coordinator’s. The Cornwall Prevent Coordinator is a member of the Cornwall Safeguarding Adults Board and continues to provide guidance, assistance and support in the delivery of PreventWRAP training programme.

**Board of Trustees**

* The Board has ultimate responsibility for ensuring that there are guidance and procedures in place and complied with to protect vulnerable adults under the Government ‘Prevent Strategy’ (2011). The Board will assure itself of compliance with this policy through the accountability arrangements delegated to the Chief Executive Officer.
* The Board has ultimate responsibility for ensuring that an effective system for managing any risks associated with safeguarding adults exists within Pentreath and that all staff working for Pentreath are aware of, and operate within the policy. The Board will assure itself of compliance with this policy through the accountability arrangements delegated to the Chief Executive Officer.

**Chief Executive Officer**

The Chief Executive Officer is the individual responsible for:

* ensuring that a policy and procedure for effective safeguarding of adults (staff, volunteers and clients) and children exists and that it is implemented effectively;
* all staff and volunteers are aware of and operate within the requirements of the policy; and
* ensuring systems are in place for the effective monitoring of the standards contained within the policy.

The Prevent Strategy sits within the framework of safeguarding adults and children and therefore Pentreath has a responsibility to meet its statutory and non-statutory obligations in respect of maintaining required standards in relation to Prevent, privacy and confidentiality of staff, volunteers, clients and carers.

**Safeguarding Adults Lead & Prevent Lead**

The Safeguarding Adult & Prevent Lead for Pentreath is:

Louise Knox Chief Executive Tel: 01726 862727 Mob: 07738 547074

The Safeguarding Adults & Prevent Lead is responsible for:

* The development of Prevent guidance and structures in line with the Department of Health Prevent National Guidance Toolkit
* Liaising with the Chief Executive to manage the Prevent policy and ensure that it is communicated and implemented across Pentreath
* Provide support and professional advice to all staff, managers and trustees on matters regarding safeguarding and the Prevent Strategy.
* Ensure that staff undertake Prevent training as required. Have an understanding of the referral process regarding Prevent and who are the key contacts to seek advice and support from.
* Ensure that recruitment and induction arrangements operate in accordance with relevant regulations for the conduct and vetting of staff.
* Provide management information on staff training and compliance.

**All Staff**

* Should be familiar with policy and aware of their own responsibilities to report concerns.

**Policy Process**

This policy should be used in conjunction with the Safeguarding Adults and Child Protection Policies.

It is the policy of Pentreath to safeguard and support vulnerable individuals, whether clients or staff, who they feel may be at risk of being radicalised by extremists, to ensure appropriate systems are in place for staff to raise concerns if they think this form of exploitation is taking place and to promote a safe environment where violent extremists are unable to operate.

It is the policy of Pentreath to ensure that all clients who are deemed as vulnerable receive the appropriate protection, support and intervention required in order to ensure their safety is maintained whilst in receipt of our service.

In addition, it is the policy of Pentreath to work collaboratively with Local Authority Adult & Children Safeguarding Boards and the Police to ensure all individuals who may be deemed as vulnerable receive the appropriate protection; support and intervention required in order to ensure their safety is maintained.

**Indicators for concern**

Indicators that staff may observe or identify regarding individuals behaviour or actions may include:

* Graffiti symbols, writing or artwork promoting violent extremist messages or images.
* Clients / staff or volunteers accessing violent extremist material on line, including social networking sites.
* Parental / family reports of changes in behaviour, friendships or action and requests of assistance.
* Clients voicing opinions drawn from violent extremist ideologies and narratives.
* Use of extremist or hate terms to exclude others or incite violence.
* Harmful influences on vulnerable individuals from staff, colleagues, volunteers, parents, spouse, family members, friends, external groups of other clients.
* Inappropriate use of the internet on Pentreath premises.
* External groups using Pentreath premises for meetings, distributing violent extremist materials.

**The Internet and Prevent**

Vulnerable individuals may be exploited in many ways by radicalisers and this could be through face to face contact, or indirectly through the internet, social networking or other media.

Access to extremist material is often through leaflets and local contacts. However, the internet plays an important role in the communication of extremist views. It provides a platform for extremists to promote their cause and encourage debate through websites, internet forums and social networking. It is a swift and effective mechanism for disseminating propaganda material and is not always possible to regulate.

**Recording and Reporting arrangements**

Evidence suggests that there is no obvious profile of a person who is likely to become involved in a terrorist-related activity, or single indicator of when a person might move to support extremism.

However, the increasing body of information indicates that factors thought to relate to personal experiences of vulnerable individuals affect the way in which they relate to their personal environment and may make them susceptible to exploitation or supporting terrorist activities.

Vulnerable individuals who may be susceptible to radicalisation can be clients, carers, staff and / or volunteers.

Should any member of staff develop concerns arising from changes in an individual’s behaviour which indicates that they may be drawn in to violent extremism, they will need to take in to consideration how reliable or significant these indicators are.

Concerns that an individual may be vulnerable to radicalisation does not mean that you think the person is a terrorist, it means that you are concerned they are prone to being exploited by others, and so the concern is a safeguarding concern.

In the event that a member of staff has a concern that someone may be at risk of being drawn into terrorism, has begun to express radical extremist views or may be vulnerable to grooming or exploitation by others, the primary point of contact will be the Safeguarding Adults & Prevent Lead who will manage such enquires.

All concerns should be escalated, clearly identifying the precise nature of the concerns. This should be discussed where-ever possible with the member of staff’s line manager prior to referral.

If the Safeguarding Adult Lead determines that a safeguarding referral needs to be made, it will be done in accordance with the Safeguarding Adults Policy.

The Safeguarding Adults Lead will ensure that there is appropriate feedback to the member of staff raising the concern. The Safeguarding Lead will advise on appropriate support for the client and member of staff.

All discussions and outcomes to be sensitively documented on individual client contact sheets.

**Radicalisation and Children**

Pentreath staff and volunteers may meet people who are vulnerable to radicalisation including children. Working Together to Safeguard Children 2010 states *“Experience suggests that young people from their teenage years onwards can be particularly vulnerable to getting involved with radical groups through direct contact with members, or increasingly through the internet. This can put a young person at risk of being drawn in to criminal activity and has the potential to cause significant harm”.*

**Escalation**

Should anyone have concerns that an individual is presenting as an immediate terrorist risk to themselves, others or property then immediate action is required. They should contact direct:

* Ring 999 Emergency Police
* Police contact or National Counter-Terrorism Hotline on 0800 789 321

Then notify:

* Safeguarding Adults / Prevent Lead and the Chief Executive Officer.

**Escalating Concerns In Relation to Employees**

Although there are relatively few instances of healthcare staff radicalising others or being drawn into extremist acts, it is still a risk that Pentreath needs to be aware of and have processes within which to manage any concerns e.g. disciplinary action.

Where any Pentreath employee expresses views, brings material into the organisation, uses or directs clients to extremist websites or acts in other ways to promote terrorism, Pentreath will look to use non-safeguarding processes in order to address the concerns.

Where a staff member has a concern about a colleague, this should be raised with their line manager. The line manager will discuss the concerns with Pentreath’s Safeguarding & Prevent Lead in the first instance.

The Prevent Lead will assess and manage any related safeguarding risks and, where appropriate, the Police Prevent Lead will be contacted. The Human Resources Manager will lead on advising the line manager in relation to the disciplinary process should this be appropriate.

**Information Sharing**

In providing a service, Pentreath will at times develop partnerships with other agencies to ensure an individual gets the service they need. Being influenced or radicalised by extremism relates to adverse effects upon the individual, family members, the local community and / or the potential creation of unacceptable risk to public protection.

**Training**

All Pentreath staff will receive mandatory PreventWRAP training every 3 years and in addition as and when legislation changes.

**Monitoring and Review**

The Human Resources Manager is responsible for the monitoring of this policy. They will also review this policy annually in line with all other policies and in addition as and when there are changes to legislation.