Prevent Policy

Version:	V4.0	
Summary:	This policy sets out the Locala approach to the PREVENT agenda, and how it will be managed to contribute to the Government's policy to prevent and reduce the risk of significant harm to vulnerable adults from abuse or other types of exploitation, whilst supporting individuals in maintaining control over their lives and in making informed choices without coercion.	
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Has an Equality Impact Assessment been carried out?	Yes	Date: 02.03.2021
Name of originator/author:	Head of Safeguarding	
Executive Director	Director of Nursing, AHPs and Quality	
Name of responsible committee:	Safeguarding Committee	
Target audience:	This Policy applies to all colleagues, students and bank colleagues, contractors, temporary workers and other Third Parties (including volunteers/patients/clients).	
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Review and Amendment Log

Version No	Type of Change	Date	Description of Change
4.0	Full scheduled review		

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1. Introduction

In order to combat the threat posed to the UK by terrorism, the Government developed the counter terrorism strategy CONTEST, which has four strands.

The four CONTEST strategy strands are;

PREVENT: to stop people from becoming terrorists or supporting terrorism

PURSUE: to disrupt or stop terrorist attacks

PROTECT: to strengthen our protection against a terrorist attack

PREPARE: to mitigate and reduce the impact of a terrorist attack.

The Health Service is a key partner in Prevent and encompasses all parts of the NHS, charitable and not for profit organisations and private sector bodies which deliver NHS funded health services to patients/service users. Prevent is defined for health providers under the Prevent Duty as safeguarding people from becoming terrorists (often referred to as being radicalised) or supporting terrorism. The Department of Health and the Home Office have developed guidance for healthcare organisations to enable local implementation of Prevent. The three strands under the Prevent Duty are;

- Safeguard and support those most at risk of radicalisation through early intervention, identifying them and support.
- Enable those who have already engaged in terrorism to disengage and rehabilitate
- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.

It must be noted that Prevent refers to “pre-criminal space” in raising concerns that may lead to acts of terrorism and is not to be confused with criminal activity that is about to or has taken place.

Healthcare workers are well placed to recognise individuals, whether patients or colleagues, who may be vulnerable and therefore more susceptible to radicalisation by violent extremists or terrorists, it is fundamental to our ‘duty of care’ and falls within our safeguarding responsibilities. Preventing someone from becoming a terrorist or supporting terrorism is no different from safeguarding vulnerable individuals from other forms of exploitation. This policy sits alongside other Locala Safeguarding policies.

2. Purpose

The purpose of this Policy is to support the Prevent agenda by ensuring that

- Colleagues know how to safeguard and support vulnerable individuals, whether service users or members of Locala workforce, who they feel may be at risk of being radicalised by extremists
- Appropriate systems are in place for colleagues to raise concerns if they

believe this form of exploitation is taking place.

- Locala promotes and operates a safe environment where extremists are unable to operate

3. Target Population

This Policy applies to all colleagues, students and bank colleagues, contractors, temporary workers and other Third Parties (including volunteers/patients/clients).

4. Explanation of Terms

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

Interventions are projects intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, developing support networks or providing mainstream services.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism refers to 'the use or threat of action designed to influence the government or an international governmental organisation or to intimidate the public, or a section of the public; made for the purposes of advancing a political, religious, racial or ideological cause; and it involves or causes: serious violence against a person;

serious damage to a property;

a threat to a person's life;

a serious risk to the health and safety of the public;

or serious interference with or disruption to an electronic system.

Vulnerability within *Prevent* describes factors and characteristics associated with being susceptible to radicalisation.

5. Duties

5.1. Individual colleagues

Colleagues are responsible for reading, complying with and maintaining up-to-date awareness of policies as laid down in job descriptions and contracts of employment and for undertaking training as appropriate to enable them to comply with policies relevant to their roles and as colleagues of Locala.

5.2. Managers

It is the responsibility of all line managers to ensure that they and the people they manage are conversant with this policy and its contents.

5.3. Responsible committee

It is the responsibility of the Safeguarding Committee to monitor the implementation and effectiveness of this Policy.

5.4. Chief Executive

The **Chief Executive** has overall responsibility for the strategic and operational management of Locala including ensuring that the organisation's procedural documents comply with all legal, statutory and good practice requirements.

5.5. Director of Nursing, Allied Health professionals and Quality

Board level leadership and responsibility for Prevent rests with the Director of Nursing, Allied Health Professionals and Quality. The Board will receive reports on Prevent related matters as appropriate/within the quarterly safeguarding reports.

5.6. Head of Safeguarding

The Head of Safeguarding assumes operational leadership for Prevent and must

- Ensure that quarterly data relating to the number of Prevent referrals and colleague Prevent training is submitted to the nominated individual within the Clinical Commissioning Group.
- Attend regular local Prevent lead network meetings
- Provide information for the Channel Panel as required.
- Ensure updates on compliance and referrals is provided to safeguarding committee and operational meetings.

5.7. Safeguarding Team

The safeguarding team will provide expert advice, support and guidance in relation to Prevent and radicalisation and they will maintain a database of Prevent related colleague enquiries. The safeguarding team will also ensure that additional information and learning resources on Prevent and radicalisation are available and accessible to all colleagues

5.8. IT Department

The IT Department is responsible for ensuring that Locala IT provider has in place categorisation in order to block inappropriate internet content access by colleagues; this includes terrorism.

6. Prevent Strategy Implementation / Procedure

6.1. The Process of Exploitation

It is suggested that there is no single profile or indication of a person who is likely to become involved in terrorist-related activity and there is no

universally accepted view of why vulnerable individuals become involved. The factors surrounding exploitation are many and unique for each person. The increasing body of information indicates that factors thought to relate to the personal experiences of vulnerable individuals affect the way in which they relate to their external environment.

Vulnerable individuals may be exploited in many ways by radicalisers who target them based on the root causes of their vulnerability. Contact with radicalisers can take many forms i.e. face to face, or can happen indirectly through the internet, social networking or other media. More commonly this will occur through a combination of the above.

6.2. Contact with Radicalisers

It is generally more common for vulnerable individuals to become involved in terrorist-related activity through the influence of others. Initial contact may be via peers, siblings, other family members or acquaintances, with the process of radicalisation often being a social one. Such social interaction takes place in a range of unsupervised environments such as gyms, cafés, in private homes and/or via the internet.

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 to encourage debate through websites, internet forums and social networking, and is a swift and effective mechanism for disseminating propaganda material. Healthcare organisations should be aware of anyone making frequent visits to websites showing images such as armed conflict around the world and providing speeches and access to material from those involved in the radicalising process.

6.3. Use of extremist rationale (often referred to as 'narrative')

Radicalisers usually attract people to their cause through a persuasive rationale contained within a storyline or narrative that has the potential to influence views. This involves inspiring new recruits, embedding the beliefs of those with established extreme views and/or persuading others of the legitimacy of their cause, is the primary objective of those who seek to radicalise vulnerable individuals.

6.4. Factors that may make someone vulnerable

In terms of personal vulnerability, the following factors may make individuals susceptible to exploitation. None of these are conclusive in themselves and therefore should not be considered in isolation, but in conjunction with the specific circumstances of the individual and any other signs of radicalisation.

- Identity crisis
- Personal crisis

- Personal circumstances
- Unemployment or under-employment
- Criminality
- Grievances

Similarly, the following have also been found to contribute to vulnerable young people joining certain groups supporting terrorist-related activity

- Ideology and politics
- Provocation and anger (grievance)
- Need for protection
- Seeking excitement and/or action
- Fascination with violence, weapons and uniforms
- Youth rebellion
- Seeking family and father substitute

See Appendix A for further information.

6.5. Raising Concerns

Colleague concerns relating to the behaviour of a colleague or someone accessing Locala services, which indicates that they may be being drawn into terrorist-related activity, must be escalated and managed in a proportionate manner.

Where the concerns relate to a Locala colleague, a senior HR (Human resources) advisor should be contacted for advice and support following discussion between the relevant Manager and Prevent Lead/Safeguarding Professional. Decisions and escalation of the concerns when required will be in line with relevant policies e.g. Whistleblowing Policy, Managing Safeguarding Allegations Against Staff, Equality and Diversity Policy, Data Protection and Information Governance Policy with the involvement and agreement of HR and the Prevent/Safeguarding Lead.

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

Indicators may include:

- Service user/colleague accessing terrorist-related material online, including through social network sites;
- Parents/family reports of changes in behaviour, friendships or actions and requests for assistance;

- Partner healthcare organisations', local authority services' and police reports of issues affecting an individual accessing other healthcare organisations;
- Service user/colleague voicing opinions drawn from terrorist-related ideologies;
- Use of extremist or hate terms to exclude others or incite violence.

(see Appendix B for additional information)

Once the concerns have been discussed and substantiated, a concern must be raised to the relevant local authority Prevent team (see Appendix C). The local Police Prevent Lead will complete a risk assessment on each referral and decide if the case should go forward to a Channel panel.

Colleagues working with adult service users may become aware of children and young people who are at risk of radicalisation. This MUST be addressed as per the Locala Safeguarding Children and Child Protection Policy.

If anyone has immediate concerns that an individual is presenting an immediate terrorist risk to themselves, others or property, they should contact the National Counter-Terrorism Hotline on 0800 789 321, or the police on 999.

All concerns, discussions and advice MUST be documented in line with Locala safeguarding and record keeping policies.

6.6. The Channel Panel

The role of the Channel panel is to develop an appropriate support package to safeguard those at risk of being drawn into extremism based on an assessment of their vulnerability.

Channel works by identifying individuals who may be at risk, assessing the nature and extent of the risk, and where necessary, providing an appropriate support package tailored to their needs. A multi-agency panel, chaired by the local authority, decides on the most appropriate action to support an individual after considering their circumstances.

The panel is made up of several professionals with safeguarding experience from a variety of organisations and services including children and adults safeguarding, education, health, and West Yorkshire Police.

Appropriate referrals will go through a preliminary assessment coordinated by the Channel Coordinator and key statutory partners as appropriate. Partners will be asked to check and report back to the Channel coordinator if the vulnerable individual is known to their service and a case profile will be created to assist decision making at the Channel multi-agency panel.

See Appendix D for information about who can be referred to a Channel panel.

6.7. Consent

Appropriate consent should be obtained from the individual involved. However, there are legal gateways for sharing this information under prevention of crime in the Data Protection Act. Even if the individual is not told at this early stage if they are deemed genuinely vulnerable to radicalisation and in need of a supportive intervention under the Channel process, they must be told prior to receiving an intervention. The process for them will be carefully managed in discussion with the referring agency.

6.8. Returnees

British individuals returning from Syria, or other countries with Islamic State controlled areas, should be identified by the port authorities upon their return and the police notified. Robust pathways will then be developed by the counter terrorism police, in conjunction with other relevant professionals, in order to complete an assessment of the potential risks posed by the individual, including the identification of any health and support needs.

Should a colleague become aware that a person has returned undetected from Syria, or another area controlled by Islamic State, a referral must be made into the Prevent mechanism as Counter Terrorism Police assessment pathways will have not been followed. If the person is a child or a young person, or the individual has returned with children, a referral must also be made to children's social care in the local authority area where they are staying.

7. Equality Impact Assessment

Locala Community Partnerships aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

An Equality Impact Assessment Tool is used during ratification processes to establish whether its policies and practices would further, or had furthered, the aims set out in the section 149 (1) of the [Equality Act 2010]. Any outcomes have been considered in the development of this policy.

8. Consultation Process

A consultation process was carried out with key stakeholders in the development of this policy. These stakeholders included all members of the safeguarding committee, operational managers, quality assurance manager and team leaders.

9. Dissemination and Implementation

9.1. Dissemination

The policy will be communicated through Team Talk, Quality Summit and via the safeguarding operational meetings and business unit meetings. It will be placed in the relevant section of the Policies site on SharePoint.

Where a review is identified and any changes made, these will be communicated.

9.2. Competence/Training

Prior to ratification of this policy the required education and training needs for ensuring effective implementation and compliance have been reviewed.

All colleagues are required to undertake the Workshop Raising Awareness of Prevent (WRAP) e-learning on a three-yearly basis as part of the mandatory training matrix. New starters must complete this training within three months of their start date.

The Prevent lead will provide an annual Prevent update and the safeguarding team will ensure that additional learning resources and opportunities relating to Prevent and radicalisation are available for colleagues.

An awareness of radicalisation is an essential component of children and adult safeguarding competences.

10. Monitoring Compliance with the Document

10.1. Process for Monitoring Compliance

Monthly mandatory training reports are produced and compliance with safeguarding training, including Prevent, is reviewed at monthly business unit meetings.

The safeguarding committee is responsible for monitoring compliance rates.

10.2. Key Performance Indicators

The numbers of:

- Colleagues undertaking mandatory Prevent e-learning
- Prevent enquiries made by colleagues
- Prevent referrals

11. References/Bibliography

- Department of Health (2011) Building Partnerships, Staying Safe Available From: Building Partnerships, Staying Safe: guidance for healthcare organisations - GOV.UK (www.gov.uk) [Accessed 21/02/21]
- HM Government (2019) *Prevent* Duty Guidance for England and Wales Available from:Prevent duty guidance - GOV.UK (www.gov.uk) [Accessed 21/02/21]

- NHS England (2017) NHS England Prevent Training and Competencies Framework Available from: NHS England » Prevent Training and Competencies Framework [Accessed 21/02/21]
- Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism – a guide for local partnerships, HM Government, 2020 Available from: **https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance** [Accessed 15/03/21]

12. Associated Policy Documentation

- Locala Safeguarding children and child protection policy
- Locala Safeguarding adults at risk policy
- Locala Managing safeguarding allegations against staff policy
- Locala Clinical record keeping policy
- Locala Mental Capacity Act policy
- Locala Whistleblowing policy
- Locala Data Protection and Information Governance Policy
- Locala Equality and Diversity Policy

Appendix A – Factors That May Make Someone Vulnerable

Identity crisis
Adolescents / vulnerable adults who are exploring issues of identity can feel both distant from their parents / family and cultural and religious heritage, and uncomfortable with their place in society around them. Radicalisers can exploit this providing a sense of purpose or feeling of belonging. Where this occurs, it can often manifest itself in a change in a person's behaviour, their circle of friends, and the way in which they interact with others and spend their time.

Personal crisis
This may, for example, include significant tensions within the family that produce a sense of isolation of the vulnerable individual from traditional certainties of the family life.

Personal Circumstances
The experience of migration, local tensions or events affecting families in countries of origin may contribute to alienation from the UK values and a decision to cause harm to symbols of the community or state.

Unemployment or Under-Employment
Individuals may perceive their aspirations for career and lifestyle to be undermined by limited achievements or employment prospects. This can translate to a generalised rejection of civic life and adoption of violence as a symbolic act.

Criminality
In some cases a vulnerable individual may have been involved in a group that engages in criminal activity or, on occasions a group that has links to organised crime and be further drawn to engagement in terrorist-related activity.

Grievances
The following are examples of grievances which may play an important part in the early introduction of vulnerable individuals into acceptance of a radical view/ extremist ideology:

- A misconception and / or rejection of UK policy both foreign and domestic;
- A distrust of western media reporting;
- Perception that UK government policy is discriminatory (e.g. counter-terrorist legislation).

Other potential factors

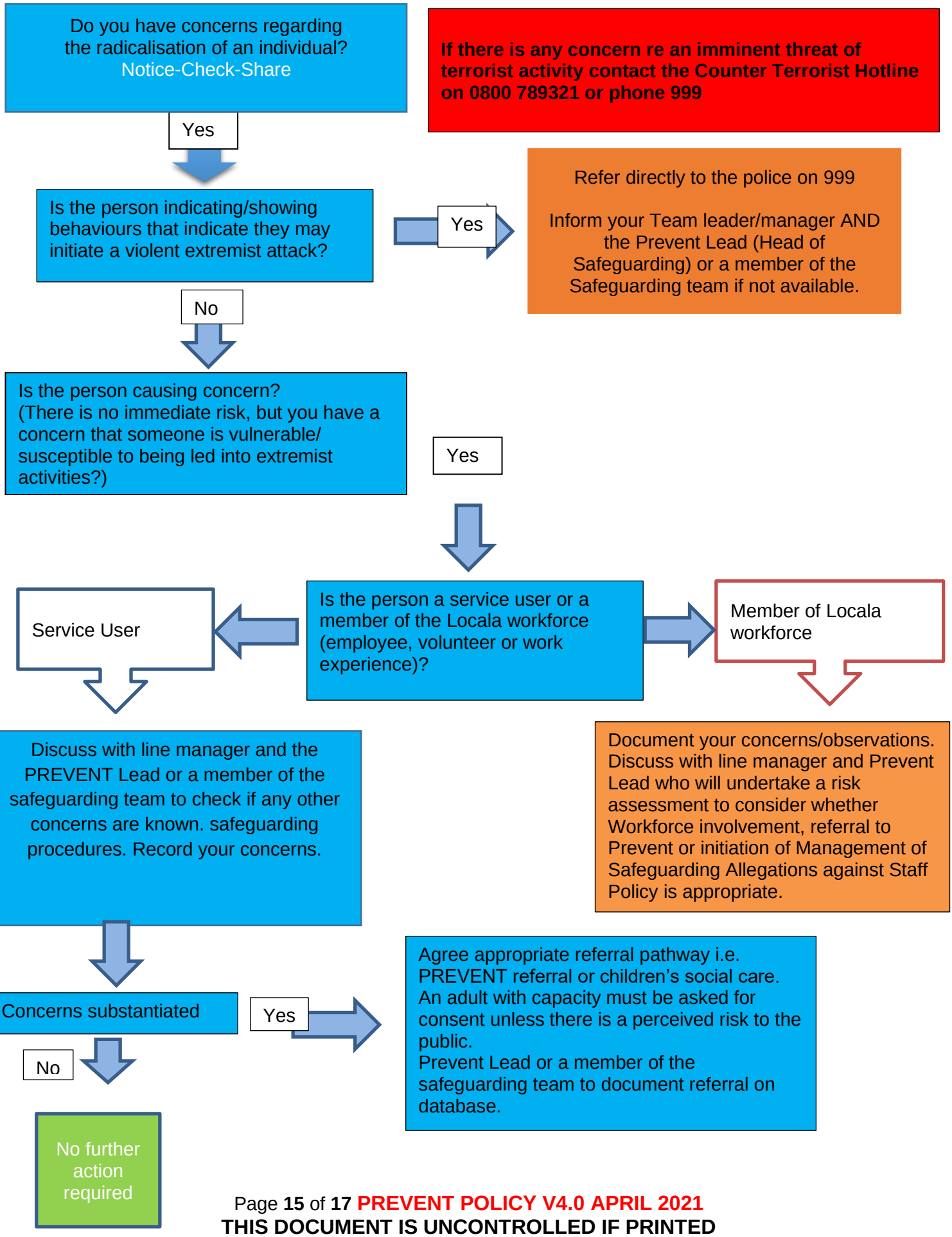
- Peer pressure
- Substance misuse
- Mental health issues
- Unwillingness to conform
- Looking for excitement or adventure

Appendix B – Possible Indicators of Radicalisation

The following indicators are not exhaustive and should be viewed in context.

What are potential signs someone might be being radicalised?	
Distancing from existing friends/peers	Significant change in dress/appearance
Becoming argumentative/aggressive	Increasing secretiveness
Rapid and recent change in religion	Being abusive to those who share different views
Reporting feelings of persecution	Justifying extremism
Expressing sympathy with the ideology of extremist groups	Attempting to join an extremist group
Accessing extremist videos/literature	Attempting to persuade others to join an extremist cause

Appendix C – Raising a *PREVENT* Concern Flowchart



Prevent mechanisms

Kirklees – 01924 483747 and complete, and email, referral form (available on Elsie Here) to PreventReferrals@kirklees.gov.uk

Calderdale – Complete, and email, referral form (available on Elsie Here) to **nectu.fimu@westyorkshire.pnn.police.uk**

Prevent Coordinator **Shakkela Ajaib-Latif** Shakkela.Ajaib-Latif@calderdale.gov.uk on 07799 656464

Bradford – Complete, and email, referral form (available on Elsie Here) to **nectu.fimu@westyorkshire.pnn.police.uk**

Prevent coordinator **Danielle King** Danielle.king@bradford.gov.uk on 01274 437770 or 07870991647

Appendix D – Who can be referred to the Channel Panel?

Channel may be appropriate for anyone who is vulnerable to radicalisation or being drawn into any form of extremism. Channel aims to safeguard children and adults of any faith, ethnicity or background before their vulnerabilities are exploited by those that would want to cause them or others harm.

If the Channel panel assesses that someone is vulnerable to radicalisation and / or extremism they will put in place a package of support tailored to address the individual's specific needs. The types of support could include:

- Mentoring support - work with a suitable adult as a role model or to provide personal guidance;
- Life skills - work on life skills or social skills generally, such as dealing with peer pressure;
- Anger management session formal or informal work dealing with anger;
- Cognitive/behavioural contact - cognitive behavioural therapies and general work on attitudes and behaviours;
- Constructive pursuits - supervised or managed constructive leisure activities;
- Education skills contact - activities focused on education or training;
- Careers contact - activities focused on employment;
- Family support - activities aimed at supporting family and personal relationships, including formal parenting programmes;
- Health awareness - work aimed at assessing or addressing any physical or mental health issues;
- Housing support - activities addressing living arrangements, accommodation provision or neighbourhood; and
- Drugs and alcohol awareness - substance misuse interventions.