

# Prevent

Do you know what it is?  
(Employer responsibilities)



**NLTG**  
NORTH LANCS TRAINING GROUP

Prevent is a Government strategy about safeguarding people and communities from the threat of all types of extremism\* and radicalisation\*, including terrorism\*. It is also about the promotion of British values.

Extremism and radicalisation might include violent Islamist groups, the extreme right wing and other causes. At the heart of Prevent is safeguarding children and vulnerable adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

## What are British Values?

- Democracy
- Individual Liberty
- The Rule of Law
- Tolerance of different faiths and beliefs



## Key Terms\*

**Extremism** - vocal or active opposition to fundamental British values such as democracy, the rule of law and tolerance of different faiths and beliefs.

**Radicalisation** - the process by which a person comes to support extremism and terrorism.

**Terrorism** - a violent action against people or property, designed to create fear and advance a political, religious or ideological cause.

**Misogynistic** - showing hatred, dislike, mistrust or mistreatment of women.

**Far right** - groups or individuals who plan or commit serious criminal activity motivated by a political or ideological viewpoint which includes all or some of the following: extreme nationalism, racialism, fascism, Neo-Nazism and anti-Semitism.

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NLTG has a statutory duty to 'prevent people from being drawn into terrorism'. This is called the Prevent Duty and includes NLTG informing employers about Prevent.



Home Office

## **FAQS and other useful information**

### **Why do we need to be aware of prevent and extremism?**

Prevent is not just about extremism, it is about promoting and teaching values such as tolerance and mutual respect. NLTG will make sure any discussions with learners are appropriate and suitable.

### **Is extremism really a risk in our area?**

Extremism takes many forms, including political, religious and misogynistic\* extremism. Some of these may be a greater threat in some areas. Your local council and police will be able to advise if you have specific concerns or questions.

### **Prevent uses a range of measures to challenge extremism including:**

- Working with and supporting community groups and social enterprise projects who provide services and support to vulnerable people.
- Working with faith groups and institutions to assist them in providing support and guidance to people who may be vulnerable.
- Supporting local schools, local industry and partner agencies through engagement, advice and training.
- Supporting people who are at risk of being drawn into terrorist or extremist activity through the Channel process.

### **What is Channel?**

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk.
- assessing the nature and extent of the risk.
- developing the most appropriate support plan for the individuals concerned.

For more information visit - <http://www.ltai.info/what-is-channel/>



# What does this mean in practice?

## What are NLTG doing?

Many of the things we already do at NLTG help learners to be positive, happy members of society, which will contribute to Prevent.

These include:

- exploring other cultures and religions and promoting diversity
- challenging prejudices and racist comments
- developing critical thinking skills and a strong, positive self-identity
- promoting the spiritual, moral, social and cultural development
- active promotion of British Values.

We will provide learners with information so they understand how to protect themselves from extremist views that go against British Values that they may encounter, now or later in their lives.

We use a range of methods to protect learners from the risk of radicalisation, such as filters on equipment that access the internet to make sure they can't access extremist and terrorist material and by vetting visitors who come into our training centres to deliver sessions. All our staff are subject to DBS (Disclosure and Barring Service) checks.

## What can you do as an employer?

- You have a responsibility to share any concerns regarding your staff and to allow the appropriate personnel to explore what the course of action might be.
- If you are concerned that someone you know may be at risk of radicalisation, you can call the local police on 101 or call the confidential anti-terrorist hotline number 0800 789 321.
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British Values.
- Exemplify British Values in your workplace.
- Carry out a risk assessment based on your premises. Example templates are available by clicking [here](#).
- The person who is responsible for the welfare of an apprentice or student on work placement should consider Prevent duty training. The Home Office has an e-learning package suitable for employers, which is available by [clicking here](#).
- Be alert to any changes in your employee's behaviour that, in your professional opinion, give you cause for concern. There are often no obvious signs, however the following information may help:

### Terrorism

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- peer pressure
- influence from other people or via the internet
- bullying
- crime against them or their involvement in crime, e.g. race/hate crime, anti-social behaviour etc
- family tensions
- lack of self-esteem or identity
- personal or political grievances.

### Extremism

- Change in behaviour and dress, allowing for trends in fashion, particularly among young people in their late teens and early 20s.
- Physical signs could indicate concerns relating to extremism such as tattoos that far right\* organisation supporters will sometimes display.

Concerns which should always be passed on are:

- evidence of sharing of extremist websites
- evidence of homophobic, religion based or racist bullying.

## See our policies

You will find more details about the Prevent duty in our Safeguarding policy, available on our website:

[www.nltg.co.uk/publications](http://www.nltg.co.uk/publications)

[To watch a video explaining Prevent click on this link.](#)

## External Sources

The following sources may also be useful for further information:

HM Government Prevent duty guidance for England and Wales - <https://www.gov.uk/government/publications/prevent-duty-guidance>

What is Prevent? Let's Talk About It - <http://www.itai.info/what-is-prevent/>

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### ProtectUK App

ProtectUK provides free advice, guidance and learning to help businesses and communities understand protective security and improve their response to the risk of terrorism.



Specific features include:

- links to learning packages
- guidance videos
- live news updates
- news and bulletins
- social media channels
- threat and response level guidance
- incident reporting
- incident response
- first aid guidance
- counter terrorism videos

Access to the site is available via- <https://www.protectuk.police.uk/>

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### RUN, HIDE, TELL

Run, hide, tell is a simple technique used for public security in the United Kingdom in the event of a firearms or weapons-based terrorist attack. It was introduced by the Metropolitan Police Service in 2017.



Short Film- Café Lockdown Drama (3 Mins)- CPNI have produced a short film which introduces the quick actions a member of staff within a small business can take to lockdown their premise during a terrorist incident. The principles of which can be applied across many types of locations and ultimately acting fast can save lives.

Short Animation- Lockdown at sites (10 Mins)- CPNI have produced an animation which discusses the application of lockdown at sites. It explains that lockdown can be an effective measure to reduce casualties and fatalities. It discusses the need to design lockdown of a site and the complexities of lockdown management. It offers options of the types and ways to lock down which ensures acting fast can save lives.

[Both videos and further information can be accessed here](#)