



APPRENTICESHIP PREVENT DUTY PRINCIPLES

ACADEMY OF PLAY AND CHILD PSYCHOTHERAPY

apprenticeships@apac.org.uk
APAC - The Coach House - Belmont Road - UCKFIELD - TN22 1BP

Introduction

As a Further Education (FE) institution, the Academy of Play and Child Psychotherapy (APAC) must comply with the Prevent Duty under the Counter Terrorism and Security Act 2015. APAC has a legal obligation to have due regard to the need to prevent people from being drawn into terrorism (Prevent Duty). It forms one of the four strands of the government's strategy for countering terrorism CONTEST strategy: Pursue, Protect, Prepare & Prevent.

Prevent Duty Principles

The Prevent strategic objective is to prevent people from becoming radicalised or supporting terrorist groups, and to challenge all forms of terrorism, including the influence from far-right extremist groups. The Prevent Duty is to protect people from all streams of extremist activity and not solely aimed at one specific group.

The Prevent strategy has 3 key objectives and will specifically:

- Respond to the ideological challenge of terrorism and the threat faced from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice & support
- Work with sectors and institutions where there is a risk of radicalisation

Within the Home Office Prevent Duty guidance document, it sets out very clear expectations and responsibilities of senior managers, leaders, managers and staff. Some of these are detailed below –

“We expect active engagement from senior managers, leaders & staff with other partners including the police and regional Prevent coordinators”

“We expect institutions to demonstrate that they undertake appropriate training & development for Senior Managers, leaders, managers & staff”

Prevent is part of safeguarding and learners and all FE providers have a duty to safeguard their learners from all aspects of abuse, exploitation and radicalisation. Implementing the Prevent Duty can be a sensitive issue for some learners and communities, and it is important to reiterate this is not about prying on learners or staff or about stopping conversations on controversial or sensitive topics. The Prevent Duty is intended to safeguard providers, learners & staff from being exposed to exploitation or radicalisation and to support the discussion and understanding of complex and controversial issues.

APAC will provide all staff and delivery partners with the support they need to implement the Prevent Duty. This will include annual safeguarding and Prevent health checks and risk assessments (reviewed quarterly), arranging training and awareness sessions for staff and management, developing teaching and support materials, sharing good practice from the sector and ensuring communication is frequent and open.

APAC's Senior Management responsibilities

APAC's Senior Management will:

- Actively engage with partners, including the police and Prevent coordinators;
- Undertake appropriate training and development in Prevent Duty;
- Appoint an Operations Director as their Prevent member who will oversee the duty and safeguarding;
- Exemplify British Values (see below) in their conduct;
- Ensure robust procedures are in place to ensure any subcontractors are aware of the Prevent Duty and the subcontractors are not inadvertently funding extremist organisations;
- Comply with the requirements of the Equalities Act 2010 in ensuring that their organisation challenges discrimination and expects learners to comply with this legislation also;
- Ensure that APAC challenges racism, extremism, hate & prejudice-based bullying, harassment, and intimidation as part of their commitment to exemplification of British Values;
- Need to appreciate the sensitivity of the subject and the need to approach the issues carefully with all learners and communities;
- Be responsible for ensuring that the Duty and its requirements are communicated to all levels of the organisation – management, teaching staff, support staff, and learners.

APAC's Senior Management, trainers and trainees also have responsibilities under the Prevent Duty.

They must ensure they have:

- Active engagement with local partners & support groups and regular contact with Prevent Coordinators;
- Clear, visible policies and procedures for managing whistleblowing & complaints
- Policies in place for learners using IT equipment safely, legally and securely;
- A Prevent Duty policy that complements the organisation's safeguarding and equality acts, and covers welfare & safety of learners and staff;
- A risk assessment is carried out to address the organisations implementation of Prevent and reviewed quarterly;
- Robust procedures for managing subcontractors and their awareness and implementation of Prevent;
- Appropriate training of all staff in Prevent;
- Staff who exemplify British Values in their management, teaching and through general behaviours in the organisation;
- Opportunities within the curriculum that are used to promote British Values to learners;

- Robust procedures for sharing information internally and externally about vulnerable individuals;
- Clear Prevent referral process with single point of contacts which are known to all staff and learners;
- Pastoral care at the heart of the provision and sufficient pastoral care is available to all learners who are vulnerable or being exploited.

Prevent and British Values

To comply with the Prevent Duty, providers are expected to exemplify British Values in their management, teaching practice & general behaviours. British Values are summarised as:

- Rule of Law
- Individual Liberty
- Mutual respect & tolerance of those from other backgrounds, religions and beliefs
- Democracy
- Compliance with the Equality Act and those protected by it

The protected characteristics in the Equality Act are:

- Age
- Gender reassignment
- Disability
- Marriage & civil partnership
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Trainers will be expected to understand & embed British Values into the apprenticeship delivery journey to ensure learners are aware of them, can evidence and exemplify them and understand what it means to be a successful learner and take part in life and Britain today.

Learners will also be required to understand how to keep themselves protected from risks associated with radicalisation, extremism, forms of abuse, grooming, bullying & staying safe online.

Training providers are also expected to work with employers to ensure learners are not exposed to risks associated with any of the above and adequate awareness of Prevent and British Values has taken place with workplace mentors, line managers or HR.

Facilitators must have an open culture which allows freedom of speech and exploration of issues that affect learners locally, nationally and internationally. Providers are to operate a

safe place for learners to communicate, but provide challenge where views or discussions become offensive, extreme or upsetting to others.

The context of British values

It is not the role of APAC to teach these values but to embody them in our teaching. APAC will:

- Enable trainees to develop their self-knowledge, self-esteem and self-confidence;
- Enable trainees to distinguish right from wrong and to respect the civil and criminal law of England;
- Encourage trainees to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in their locality and society more widely;
- Enable trainees to acquire a broad general knowledge of and respect for public institutions and services in England
- Further tolerance and harmony between different cultural traditions by enabling trainees to acquire an appreciation of and respect for their own and other cultures;
- Encourage respect for other people;
- Encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.
- Enable trainees to develop an understanding of how citizens can influence decision-making through the democratic process;
- Enable trainees to develop an appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety;
- Enable trainees to develop an understanding that there is a separation of power between the executive and the judiciary, and that while some public bodies such as the police and the army can be held to account through Parliament, others such as the courts maintain independence;
- Enable trainees to develop an understanding that the freedom to choose and hold other faiths and beliefs is protected in law;
- Enable trainees to develop an acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour;
- Enable trainees to develop an understanding of the importance of identifying and combatting discrimination. It is not necessary for APAC to 'promote' teachings, beliefs, or opinions that conflict with their own, but nor is it acceptable for us to promote discrimination against people or groups on the basis of their beliefs, opinions or background.

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