

**MAXIMUS Training
PREVENT strategy 2018/19**

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Introduction and context

PREVENT is part of the Government's initiative to develop a robust counter terrorism programme (CONTEST). The United Kingdom (UK) faces a range of terrorist threats. All of the terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause.

The PREVENT strategy seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- Provide practical help to prevent people being drawn into terrorism and to ensure they are given appropriate advice and support
- Work within sectors where there are risks of radicalisation that need to be addressed. This includes education, criminal justice, faith, charities, the internet and health.

A system of threat level has been created which represents the likelihood of an attack in the near future.

The five levels are:

- **Critical:** An attack is expected imminently
- **Severe:** An attack is highly likely
- **Substantial:** An attack is a strong possibility
- **Moderate:** An attack is possible, but not likely
- **Low:** An attack is unlikely.

The current threat level from international terrorism in the UK is **Severe**. This means that a terrorist attack is highly likely.

Education and training providers for the 16 to 25 year age group, particularly young people from ethnically diverse, and/or socially and economically disadvantaged areas have a role to play in PREVENT.

The age and profile of these learners make it crucial to be engaged with the PREVENT strategy, and MAXIMUS Training has a part to play in fostering shared values and promoting cohesion. MAXIMUS Training staff should focus on the risks of violent extremism, which represents the greatest threat at a national level, whilst recognising that other forms of violence or extremism can, and do, manifest themselves within training settings.

The PREVENT strategy has five key objectives:

1. Promote and reinforce shared values; to create spaces for free and open debate; and to listen and support learner voices
2. Break down segregation among different learner communities, this includes supporting inter-faith and inter-cultural dialogue and understanding. Also to engage all learners in playing a full and active role in wider engagement in society
3. Ensure student safety and that MAXIMUS Training is free from bullying, harassment and discrimination
4. Provide support and appropriate sources of advice and guidance for learners who may be at risk
5. Ensure learners and staff are aware of their roles and responsibilities in preventing violent extremism.

PREVENT strategy focus

In order to achieve these objectives the strategy concentrates on four areas:

1. Leadership and values

MAXIMUS Training will foster and promote a culture of shared values that includes responsibility and wellbeing for everyone. This includes staff, learners, visitors and guest speakers. Understanding and respect for equality and diversity in the MAXIMUS Training learning environment and the wider MAXIMUS organisation. We can achieve this by:

- Promoting equality and diversity, respect and participation, British values, democracy, freedom of choice and our learner voice
- Including PREVENT as standard agenda items for learner curriculum and staff training days
- Develop staff and learner understanding of issues and how to be able to deal with them confidently
- Provide and tailor training on PREVENT duty to individual staff members and ensure that this training is refreshed annually
- Ensure PREVENT duty training is given to all new staff joining MAXIMUS Training as part of their induction process.

2. Teaching and learning

MAXIMUS Training will continue to develop and build curriculum that promotes knowledge and skills, builds resilience and the confidence to undermine and challenge extremist ideologies. We will also encourage participation in our learner voice. We can achieve this by:

- Promoting health and wellbeing together with community cohesion. The continued embedding of inclusion, equality and diversity
- Developing soft skills which include the social and emotional aspects of learning
- Ensure MAXIMUS Training curriculum recognises individual and local needs, promotes rights and responsibilities and challenges extremist narratives
- Encourage global citizenship and active participation in learner voice activities
- Promoting and exemplifying British values and embedding these in the delivery of any curriculum
- Offer advice and guidance on PREVENT duty to employers of apprentices and signpost to training opportunities.

3. Learner support

MAXIMUS Training will ensure all staff are confident and able to take a responsive and preventative approach when working with professional partners, families and the wider community. We can achieve this by:

- Ensuring there is a continuum of strong, effective learner support throughout all learning journeys
- Building an awareness of what is happening within MAXIMUS Training, the MAXIMUS organisation, our communities and the wider world
- Challenge discriminatory behaviour and implement anti-bullying strategies
- Help staff and learners understand where to access support within MAXIMUS Training and externally through appropriate agencies
- Identify and support learners identified as at risk, through our PREVENT and safeguarding processes
- Include PREVENT duty as part of regular learner and employer reviews to ensure that the information provided has been retained and understood.

4. Managing risks and responding to events

MAXIMUS Training will monitor and assesses risks to be able to respond swiftly and appropriately with issues as they arise. We will achieve this by:

- Ensuring effective ICT security is in place. This includes blocking extremist material, monitoring access and usage of IT equipment and encouraging responsible use of IT resources
- Respond appropriately to events in local, national and international news that may have an impact on learners or their families
- Understand, manage and assess potential risks within MAXIMUS Training and from external influences
- Understand the nature of the threat from violent extremism and how this could have a direct or indirect impact on MAXIMUS Training
- MAXIMUS Training Leadership Team will review the PREVENT risk register and vulnerability assessments quarterly with the PREVENT SPOC and/or Safeguarding DSO, providing regular updates to policy or risk assessments as required. In turn this may feed in to the wider MAXIMUS approach to PREVENT.