

PREVENT POLICY

1 Introduction

Eastwood Park is fully committed to safeguarding and promoting the welfare of all staff (to include employees, casual workers, consultants and freelancers) and learners. This policy reinforces our expectation that staff are fully engaged in being vigilant about radicalisation and extremism; that they overcome professional disbelief that such issues will not happen at Eastwood Park.

This policy applies to all employees of Eastwood Park Ltd; it is not part of your terms and conditions of employment and can be varied at any time. It also applies to all casual workers, consultants, freelancers and learners.

2 Policy

2.1 CONTEST (2018)

Contest is the Government's Counter Terrorism Strategy. The aim of CONTEST is to reduce the risk to the UK and its citizens and interests overseas from terrorism, so that people can go about their lives freely and with confidence. CONTEST has a framework of four 'P' work strands, each comprising a number of key objectives:

- PREVENT – to stop people becoming terrorists or supporting terrorism
- PURSUE – to stop terrorist attacks
- PROTECT – to strengthen our protection against a terrorist attack
- PREPARE – to mitigate the impact of a terrorist attack

2.2 PREVENT

The aim of the PREVENT strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support, and
- Work with sectors and institutions where there are risks of radicalisation

Terrorist groups often draw on extremist ideology, developed by extremist organisations. Some people who join terrorist groups have previously been members of extremist organisations and have been radicalised by them. The government has defined extremism in the PREVENT strategy as:

“vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces”

Terrorism is an action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

2.3 Radicalisation

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires staff exercise their professional judgement, seeking further advice as necessary. Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

2.4 Standards and Practice

Eastwood Park demonstrate an awareness and understanding of the risk of radicalisation within their centre. Those in leadership positions:

- Establish mechanisms for understanding the risk of radicalisation
- Ensure staff understand the risk and have the capabilities to deal with it
- Communicate and promote the importance of the duty
- Ensure staff implement the duty effectively

Via this policy, Eastwood Park ensure that all staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation, and are aware of the process of radicalisation and how this might be identified.

PREVENT awareness training will be completed by all members of the Senior Management Team. A certificate is issued on completion of the eLearning and Eastwood Park will keep an up-to-date register of eLearning completed.

The eLearning can be accessed here: [E-learning training on PREVENT](#)

2.5 Practice

When staff identify a person at risk of exploitation by radicalisers or are exhibiting extremist beliefs or behaviours, they must share these concerns. The concern should initially be shared with their line manager, who should then raise this with the Head of Human Resources who will consider the need for an initial assessment meeting or no further action.

If the Head of Human Resources decides that further action is required after the initial assessment meeting they will make a referral to South Gloucestershire PREVENT Group.

The referral and Channel process can be found here:

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviours. Channel is designed to work with individuals of any age who are at risk of being exploited by extremists or terrorist ideologues. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

3 Document management

3.1 Version control

Version:	3.4
Date of version:	27/06/2024
Approved by:	Strategic Leadership Team
Confidentiality level:	Public

3.2 History

Date	Version	Author	Comment/change/approval
05/03/2019	1.0	Lisa Slevin	Initial draft
12/06/2019	2.0	Carly Jones	HR review
27/06/2019	2.0	Carly Jones	Senior Management Team approval
05/01/2022	3.0	Carly Bennett	Policy review, removal of implementation plan and Strategic Management Team approval
17/01/2022	3.1	Carly Bennett	Change of renewal period from two years to one year
11/05/2023	3.2	Carly Bennett	Review, no changes made
11/10/2023	3.3	Carly Bennett	Update to clause 2.4 regarding training
27/06/2024	3.4	Carly Bennett	Update to clause 2.4 regarding training to be completed by SMT

3.3 Review

This policy will be reviewed every year by the Head of HR.

Date set for review: June 2025