



Prevent Policy Guidance

Any member of staff who has any concerns regarding the issues identified within this guidance policy should report those concerns immediately to Medex Safeguarding Officer.

Prevent is part of the Government counter-terrorism strategy (CONTEST). It's designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming terrorists themselves. The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of people; including children, young people and adults, to involve them in extremist activity.

This policy guidance is designed to provide a clear framework for Medex with how to respond to safeguarding concerns for those who may be vulnerable to the messages of extremism.

Using the Governments Prevent Strategy this guidance 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 from being drawn into terrorism and ensure they are given appropriate advice and support;
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health.

This policy guidance also provides details of the Channel process and expectations in identifying appropriate interventions.

The age profile of Medex learners range from 16-25 years, it is essential that Medex meets its obligation under the Prevent Duty and fosters a shared value of promoting cohesion and recognise that the risk of radicalisation and extremism can and do manifest within a learning environment.



In order to achieve the objectives of the Prevent Duty, Medex will focus on the following areas:

Leadership and Management

Medex will encourage all staff and learners to:

- Promote Equality and Diversity, Fundamental British Values, challenge bullying and discrimination;
- Promote the wellbeing of all staff and learners;
- Carry out risk assessments where it is identified staff or learners may be at risk of being drawn into terrorism.

Teaching, Learning and Assessment

Medex will encourage all staff and learners to:

- Promote a positive ethos throughout the learning environment;
- Build the skills and knowledge to understand how to recognise the undermining extremist ideologies;
- Challenge extremist narratives;

Personal Development, Behaviour and Welfare

Medex will encourage all staff and learners to:

- Promote Medex's code of conduct and expectations;
- Be aware of online risk including online grooming and exploitation;
- Understand e-safety including social media.

To ensure that Medex are preparing staff and learners in the management of risks of extremism, appropriate training will be introduced to understand the nature of the threat from extremism and how this may directly impact on learners as well as managing risks within Medex and from external influences.

In order for Medex to respond to incidents or events, Medex will need to introduce measures to reduce potential acts of extremism particularly within Medex Training Centres.

Any incidents that are reported will need to be referred to the local Prevent Co-Ordinators using the Channel programme where external agencies will be informed and will assess the threat and/or risk and will provide advice and guidance.

Referrals will be made directly by the Medex's Safeguarding Officer in the first instance; all incidents must be recorded using the Medex Incident reporting procedure.

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Person Responsible: Lara Beech

Medex Group Ltd



Possible Signs of Radicalisation

Through research from various organisations such as the Police; there are possible indicators that contribute to a person potentially being radicalised; these indicators are not exclusive:

- The individual's views have/or are becoming increasingly extreme regarding another section of society or government policy. - This could be understood as having faith or ideology issues.
- The individual's is observant downloading, viewing or sharing extremist propaganda from the internet.
- The individual becomes withdrawn and focussed in one ideology, possibly influence by family or friends. There is also the potential for mental health issues.
- The individual becomes increasingly intolerant of more modern views.
- The individual may change their appearance; they may become distance and isolated from family, friends, colleagues. A transitional change could be a key factor for becoming distant.
- The individual expresses a desire or intent to take part in or support extremist activity. This could be politically motivated, wanting a sense of justice, excitement or adventure. This could also be a group influence seeking to take risk and possible engage in criminal activity.

Training

Medex have a suite of online training for all staff to access. Prevent/Counter-terrorism training is part of the Safeguarding remit, and all staff and Board Members are encouraged to access or attend training. All Safeguarding and Equality & Diversity Training is carried out every two years and is mandatory within Medex.

Incidents/Concerns

All incidents must be reported to Medex's Safeguarding Officer based at Head Office. If staff have immediate concerns they must contact the authorities using the Channel Programme where trained

Police Prevent Co-ordinators will intervene and/or advise and support. Staff are to report any concerns the same way they would safeguarding or E&D Incidents and are advised to record the incident on Medex's Management System as soon as possible.

If the individual needs an immediate referral, please use the Medex Channel Referral document and contact Medex's external Prevent Coordinator, details are in Appendix 1 and 2.

Definitions

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice.

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Extremism is 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, whether in this country or overseas" (*HM Government Prevent Strategy 2011*).

CHANNEL is a key element of the "Prevent" strategy and is a multi-agency approach to protect people at risk from radicalisation. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community.

Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs.