****

**Prevent Policy**

**1. SUMMARY**

1. 1 Axia Solutions has a number of key obligations laid out in law. They have always included the necessity of reporting criminal activity to the police. Axia now also has an obligation to comply with the Government’s Prevent Duty. Axia acknowledges that a training organisation also has an obligation to promote freedom of speech. This policy will balance Axia’s commitment to free speech and debate and the requirement for a Prevent Duty. To ensure compliance with this policy, Axia has appointed a Prevent Officer (Paula Rowland) and a Deputy Prevent Officer (Yvonne Licata).

***2. CONTEXT AND LEGAL REQUIREMENTS***

2.1 Axia’s policy will be consistent with the full Prevent Strategy outlined here:

<https://www.gov.uk/government/publications/prevent-duty-guidance>

2.2 The full CONTEST strategy outlined by the Government can be found here:

<https://www.gov.uk/government/publications/counter-terrorism-strategy-contest>

2.2.1 As part of the CONTEST strategy, Prevent aims to

● Respond to the ideological challenge of terrorism and the threat faced by the UK from those who promote it

● Prevent people from being drawn into terrorism and ensure they are given appropriate advice and support

● Work with a wide range of sectors (including education, criminal justice, faith, charities, the internet and health) where there are risks of radicalisation which need to be addressed

2.3 Definitions

2.3.1 Axia will follow relevant definitions laid out in the law of England and Wales and Government Policy.

2.3.2 Terrorism is defined in the Terrorism Act 2000 as: the use or threat which: involves serious violence against a person; involves serious damage to property; endangers a person’s life (other than that of the person committing the act); creates a serious risk to the health or safety of the public or section of the public; or is designed seriously to interfere with or seriously to disrupt an electronic system. The use or threat of such action must be designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public and be undertaken for the purpose of advancing a political, religious, racial or ideological cause.

2.3.3 Extremism is defined in the Prevent Strategy as: vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual Prevent Policy, 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.

2.3.4 Violent extremism defined in the Prevent Strategy as: the endorsement of violence to achieve extreme ends.

2.3.5 Radicalisation is defined in the Prevent Strategy as: the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

2.3.6 The Channel process is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people. More information about Channel can be found here -

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf>.

2.3.7 Axia is a training provider requiring a Prevent Policy.

2.4 Axia will continue to work with a range of external organisations. In relation to this policy these will include, but not be limited to: Local authorities, BIS, the Police and security services, and specialist external advisers. Axia will also work with the Regional Prevent Coordinator where required.

2.5 Encouragement of terrorism and supporting of proscribed terrorist organisations are criminal offences. Training providers must not provide a platform for these offences to be committed. This means that events must not be held on the premises unless Axia can guarantee that extremist views will be challenged as part of the same event. There must be mechanisms put in place to assess and rate the risks associated with any events planned on the premises or that are affiliated with, funded by or branded as Axia. As Axia does not hold any events on the premises the risk is low, however, an additional risk assessment will be carried out if any event is arranged in the future.

2.6 Axia will have a risk based approach to preventing terrorism. To comply with the prevent duty, Axia must have procedures and policies in place which match the expectations set out by the Government. These policies must apply to all staff, learners and visitors.

2.7 Axia has policies relating to the use of their IT equipment which include specific reference to the statutory duty.

**3. POSSIBLE SIGNS OF RADICALISATION**

3.1 The Government does not specify what the signs of radicalisation are; it is likely that the most obvious sign of radicalisation will be extreme change in behaviour and this will vary from case to case. Below is a short list of the possible indicators for Training Providers to look out for:

This list is not exhaustive

1. Changes in ideology or faith

2. Narrowing of political views

3. Adoption of “Them” and “Us” mentality

4. Isolation from friends and family

5. Fervent public expression of strong anger or grievance about perceived injustice

6. Attendance at certain rallies or meetings

The following Axia policies may help staff to identify any relevant changes in behaviour:

● Axia Withdrawal Policy

● Axia Complaints Policy

● Axia Equal Opportunities Policy

3.2 These policies are available on the Axia shared documentation system.

**4. IMPLEMENTATION OF THE PREVENT DUTY**

4.1 Speakers and Events

Axia does not hold events or meetings which may be led by an external speaker. However, should at any time in the future this should happen a member of Axia staff will be in attendance at these meetings.

4.2 Internet Access

Axia has an Acceptable Use Policy which will be issued to all staff and visitors requiring access to our internet.

4.3 Learners Welfare

Axia staff will consider the Axia’s Prevent obligations alongside other welfare duties in the normal course of the teaching/assessments. Axia learners have monthly/weekly visits from staff. Any concerning behaviour may be picked up during this time. Learners are also encouraged to use assessors/tutors as a point of contact if they have any welfare concerns.

4.4 Training

Training has been provided to all members of staff. The Workshop to Raise Awareness of Prevent (WRAP) has been undertaken by all members of staff. Further training can be given to anyone who may need it. This training will help members of Axia staff to understand the behaviours outlined in 3.1 and the context in which these behaviours may occur.

**5. ESCALATION – LEARNER OR STAFF MEMBER SHOW SIGNS OF RADICALISED BEHAVIOUR**

5.1 Any member of staff from Axia may express concerns about another member of staff or a learner who they feel is potentially being drawn into violent extremism based on information received or behaviour observed.

5.2 Within Axia there are already mechanisms for guidance and monitoring. These are set out in the policies referenced in Section 3. Changes in behaviour are likely to be identified using the current processes and staff will be able to respond appropriately.

5.3 There may be circumstances where Axia identifies someone who is in need of intervention under the terms of this policy. If this happens, the Prevent Officer and/ or the Deputy Prevent Officer will intervene.

5.4 If a member of staff is worried that a learner is becoming radicalised or is radicalising others, this must be reported to the Prevent Officer immediately. The Prevent Officer and / or the Deputy Prevent Officer will investigate the matter.

5.5 If a member of staff is worried that a member of staff is becoming radicalised or is radicalising others, this must be reported to the Managing Director of Axia who will pass this on to the Prevent Officer if appropriate. The Prevent Officer and / or the Deputy Prevent Officer will investigate the matter further and a decision will be made as to the seriousness of the case.

5.5.1 If there is substance to the case but at this stage only internal action is required. The exact nature of the intervention required will be determined by discussion between the Prevent Officer and the Deputy Prevent Officer who will take the necessary action, and will agree a date on which this will be reviewed. This will be recorded on the learners file. During the review, the case will be assessed again and the appropriate actions taken (if necessary).

5.5.2 Axia may choose to refer the person to the Channel process as an action point. This is a voluntary safeguarding process. Should Axia refer someone to the Channel process, the Prevent Officer will attend the relevant meetings.

5.5.3 If a referral to the police is required because there are serious and immediate safety issues to the learner, staff member or others, and/or there is evidence to suggest a criminal act may be committed or has been committed. This decision will only be taken in the most serious circumstances and only following agreement between the Prevent Officer and Managing Director.

5.6 If concerns are raised about any of the members of staff involved in the above process, they will be excluded from the process.

5.7 Axia will handle personal data in accordance with the Data Protection Act (1998) and the specific requirements relating to Prevent as prescribed by Law.

5.8 Contact with the Regional Prevent Coordinator is the responsibility of the Prevent Officer Deputy Prevent Officer. The Prevent Officer and Deputy Prevent Officer will be responsible for coordination with relevant bodies in the event of Axia raising concerns.

5.9 The Prevent Officer and/ or Deputy Prevent Officer will also:

● Attend any training or conferences required to keep up to date on Prevent matters

● Meet regularly to discuss any matters arising

● Keep the Prevent Policy up to date

● Liaise with the relevant monitoring bodies

**Paula Rowland**

**Managing Director**