



Preventing Radicalisation Policy

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Policy Purpose

This Prevent Policy is to ensure the safety and protection of all of our employees, including apprentices from harm and hazards within the workplace, online and offline, as well as away from home.

At the WEC Group we ensure that through our mission statement, vision and values we promote tolerance and respect for all cultures, faiths and lifestyles. The Apprentice Engineering Academy team also ensures that this ethos is reflected and implemented effectively throughout The WEC Group and that there is an effective Safeguarding Policy (available on the HR page on intranet) in place to safeguard and promote employees including our apprentices' welfare.

Policy Scope

This policy applies to all WEC Group employees, including apprentices and any partners or other stakeholders (incl. subcontractors, if/where applicable) involved in delivering educational or apprenticeship training services. It covers our legal duty and responsibilities as a provider of education/apprenticeship training services as funded by the Department for Education (DfE) to protect our employees, including our apprentices from the potential threat and risk of being drawn into extremist or radical activities, networks and/or situations.

This policy enforces our position to deliver education and a thorough understanding around the Prevent Duty and how to identify and report any suspicious activity and/or changes in behaviour that may lead to the process of being drawn into radical ideologies and extremist activities.

Our Principles and Values

The WEC Group have a duty to prepare all our employees especially our apprentices for life in modern Britain and to keep them safe. Everyone at the WEC Group has the right to learn and work in safety. We do not tolerate bullying, intimidation, discrimination or grooming of any kind or for any purpose and will challenge language, behaviour and attitudes towards others of this nature when and where detected.

The WEC Group values are:

- 1) **INTEGRITY**- We will operate ethically, reliably and honestly.
- 2) **EXCELLENCE**- We will exceed expectations and strive to be the best we can.
- 3) **POSITIVITY**- We will bring energy and enthusiasm to both our work and learning whilst being supportive of others, our processes, our customers and the Company.
- 4) **TEAMWORK**- We will work together to be more efficient and productive, resulting in increased innovation, higher morale and improved retention.
- 5) **SAFETY**- We will promote a safety culture within the workplace which is fundamental to our operational excellence.

We align our values to the British Values, which are:

- 1) **Democracy**- giving everyone a voice of opinion
- 2) **Individual liberty**- Freedom of speech
- 3) **The Rule of Law**- No one is above the law, innocent until proven guilty
- 4) **Respect and Tolerance**- respect for people of all backgrounds, cultures, ages, genders, faiths, sexualities and beliefs

As part of our commitment to this Prevent Policy, the WEC Group has appointed a nominated internal Prevent Lead who will liaise closely with the Training Manager, Kris Mercer and the Designated Safeguarding Lead, Mr Dean Duffy and other staff/agencies about issues to do with protecting our employees, in particular our apprentices, from radicalisation and extremism: Jeanette Gledhill.

Key Objectives

The key objectives of this Policy are to:

- 1) Keep all of our staff, including apprentices safe from harm and external influences that may lead to extremist views and/or activities
- 2) To comply with the Safety, Safeguarding and Prevent Laws, as necessary as part of our commitment for delivering apprenticeships
- 3) To risk assess our operations in order to ensure that employees, including apprentices feel safe and secure at work and within the workplace
- 4) To risk assess our operations in order to ensure that employees, including apprentices feel safe and secure online and when using ICT
- 5) To train and develop our staff to identify any behaviours in employees, including apprentices that may appear uncharacteristic
- 6) To monitor and manage all radicalisation concerns to satisfactory conclusion and work with external agencies and experts to signpost employees to if/where necessary
- 7) To monitor the safety of our employees and apprentices by ensuring safe recruitment of personnel to our business and undertaking verification checks, e.g. DBS checks

Roles and Responsibilities

The Managing Director, Steve Hartley

It is the role of the WEC Group MD to:

- Ensure that The WEC Group and its employees including apprentices respond to preventing radicalisation on a day-to-day basis.
- Ensure that Engineering Academy Apprenticeship curriculum (please refer to the implementation of this policy for more information) addresses and teaches around the issues involved in becoming radicalised and the serious consequences of the same
- Ensure that staff conduct, including expectations of apprentices, across the Group is consistent with preventing radicalisation

The Designated Safeguard Lead (DSL), Dean Duffy

It is the role of the DSL to:

- Ensure that all employees including apprentices understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- Receive safeguarding concerns (please refer to our Safeguarding Policy for information on Reporting Safeguarding concerns procedure) about staff, including apprentices who may be vulnerable to the risk of radicalisation or are showing potential signs of radicalisation
- Make referrals to appropriate agencies with regard to concerns about radicalisation (contact details can be found in the Useful Contacts section of this policy)

- Liaise with partners, including the local authority and the police
- Ensure all policies and procedure are published on the Group website and are visible to all employees and visitors

Apprentice Engineering Academy Management team

- It is the role of the Apprentice Engineering Academy Management team along with the DSL and the Prevent Lead to ensure that the WEC Group meets its statutory duties with regard to preventing radicalisation. This is to be implemented through the curriculum and teachings that we provide, implemented through regular 1-2-1 review meetings with line managers for all of our apprentices and trainees.
- Apprentice Engineering Academy Management to undertake Prevent Duty training upon induction to the business and/or at least annually as part of refresher training thereon. This is to ensure our delivery team are up to date on prevent issues, locally, regionally and nationally.

All WEC Group Employees including Apprentices

It is the role of all our employees including our apprentices to understand the issues of radicalisation, to recognise the signs of vulnerability or radicalisation and to know how to actively refer their concerns (please also refer to the Safeguarding Policy on how to report safeguarding concerns).

Implementation of this Policy

In order to implement this Prevent Policy in the workplace we will focus on the following areas:

Curriculum Development

WEC Group is committed to ensuring that its apprentices are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. The WEC Group encourage its apprentices to be inquisitive, open to new experiences and tolerant and embracing of differences. Our values support the development of the whole person as a reflective apprentice within a safe respectful learning environment. Embedding the WEC Group's core values alongside the fundamental British values supports both quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

Apprentices are informed via a thorough induction, where information is given regarding the WEC groups policies and procedures and an introduction to the Safeguarding team. We also continue to build on this information during 1-2-1 reviews with line managers.

On-line safety

The internet provides all our employees including our apprentices with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used here at the WEC Group blocks inappropriate content, including extremist content. If any employee, apprentices or visitors find unblocked extremist content they must report it to a member of staff (please refer to our ICT Policy for further information).

The WEC Group are aware that all our employees including our apprentices have access to unfiltered internet when using their mobile phones. All our employees including apprentices unless authorised are not allowed access to their phones during working hours/class room sessions (please refer to our Mobile Phone Policy for further information). All our employees are alert to the need for vigilance when apprentices are using their phones during breaks.

Our ICT and online safety policy refers further to preventing radicalisation and related extremist content. All our employees, including apprentices, are given information on how to report internet content that is inappropriate or of concern (Please refer to the ICT policy for more information)

Staff training

Our Apprentice Engineering Academy Management staff will be given training to help them understand the issues of radicalisation, so that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of annual safeguarding training and where required as detailed in our Safeguarding Policy, all training will be updated bi-annually.

Safer recruitment

The WEC Groups recruitment procedures are rigorous and follow the statutory guidance when recruiting 'young workers' and any staff member who works with young or vulnerable adults. Vetting and barring checks (Enhanced DBS) are undertaken on relevant people, including all our Apprentice Engineering Academy staff and volunteers due to their proximity to learners. All DBS records are securely stored and are monitored periodically for any updates and/or changes that may adversely affect our safety record, that may compromise the safety of our staff and our apprentices, as well as our brand or reputation.

Visitors

All visitors to the WEC Group are made aware of our Safeguarding Policy on arrival at the WEC Group and are given information about what to do if they are concerned. All visitors to the Apprentice Engineering Academy in Blackburn and all our sites with apprentices are asked to sign in upon arrival. WEC employees must not invite speakers into Apprentice Engineering Academy without first obtaining permission from the Training Manager. The WEC Group undertake due diligence to ensure that visiting speakers are appropriate and do not inadvertently promote radical views and/or extremist ideologies. Speakers will be supervised at all times and will not be permitted to address apprentices without a member of the WEC Group being present.

Referral process

Employees and visitors to the WEC Group must refer all concerns about apprentices who show signs of vulnerability or radicalisation to the nominated contact, Jeanette Gledhill and/or our Designated Safeguarding Lead, Dean Duffy, using the report safeguarding concerns procedure (please refer to our Safeguarding Policy for further guidance).

When there are significant concerns about an apprentice, the Designated Safeguarding Lead in liaison with the Group HR Manager will make a referral to the appropriate body, taking into consideration the CHANNEL protocols with the Local Authority (a multi-agency safeguarding programme run in every Local Authority in England and Wales.)

Reporting and Recording Activity

All employees including our apprentices should always be alert to signs of radicalisation and act appropriately should they identify any unusual behaviour.

In the first instance the Prevent Lead, Jeanette Gledhill and our DSL for the WEC Group, Dean Duffy should be notified of any concerns, no matter how insignificant they may appear – contact details can be found in the useful contacts of this policy and also on the noticeboards.

All concerns should be raised on the internal safeguarding database, via the reporting a safeguarding concern procedure, and any notes or reports should be passed over to the relevant person and a record of the report will be raised.

The Prevent Lead, Jeanette Gledhill along with the DSL, Dean Duffy, will carefully review the case and refer the matter to the relevant external agencies, partnerships including local authorities and social services if/where relevant.

Review and Continuous Improvement

The safety and protection of all our employees including our apprentices is key and is a fundamental core value here at the WEC Group and is part of our culture.

To ensure we are continuously improving the safety and protection for our employees including our apprentices (at work, online or at home) we ensure that:

- We are regularly reviewing our Prevent and Safeguarding Policies whilst learning from any serious incidents.
- We are regularly monitoring any radicalisation incidents focusing on any reported in the last year specifically reviewing the outcomes and actions taken as a result.
- Produce radicalisation incident/ near miss reports for the Governance team from the in house safeguarding database- these reports will be in the format of chart/ tables with figures reported confidentially
- Learn from best practice forums, news sources, media outlets and local reports and intelligence of any major issues of concern around Prevent and radicalisation within our surrounding area, regionally and nationally and use this to update our curriculum and teaching around British Values and life in modern Britain, where/as necessary
- Monitor and be aware of extremist acts as advised on the Governments website

This Preventing Radicalisation Policy will be reviewed annually- additional reviews may be needed during the year in the event of any radicalisation incidents.

NEXT REVIEW DATE: 27/10/2023

SIGNED: _____

Steve Hartley, Managing Director

DATE: _____

27/10/22

Useful Contacts

WEC Group Prevent Lead: Jeanette Gledhill	07803 591837	Jeanette.gledhill@wecl.co.uk
WEC Group Designated Safeguarding Lead: Dean Duffy	07570 808267/ 01254 773718	Dean.duffy@wecl.co.uk
WEC Group Safeguarding officers: Jeanette Gledhill Gemma Kennedy Chris Dickinson Kris Mercer	07803 591837 07384 460546 07825 870943 07493 969929	Jeanette.gledhill@wecl.co.uk Gemma.kennedy@wecl.co.uk Chris.dickinson@wecl.co.uk Kris.mercer@wecl.co.uk
WEC Group Engineering Academy Governing Team: Steve Hartley- Chair of Governors Gemma Kennedy- Governor	07774 768342 07384 460546	steve@wecl.co.uk gemma.kennedy@wecl.co.uk
Human Resources: Gemma Kennedy, Group HR Manager	07384 460546	Gemma.kennedy@wecl.co.uk
IT Department: Ian Bray, Group IT Manager	07525 668082	ian.bray@wecl.co.uk
Anti Terrorist Hotline	0800 789 321	
Lancashire County Councils Prevent Team	01772 413398	concer@lancashire.pnn.police.uk
The Designated Officer for Blackburn with Darwen: Emma Boyle (Professional abuse allegations)	01254 666400	LADO@blackburn.gov.uk
Blackburn with Darwen Children's Advice and Duty Service (CADS)	01254 666400	
Blackburn with Darwen Emergency Duty Team (EDT)	01254 587547	
Contact Child Action North West	01254 244595 or 01254 248282	

Appendix A

Legislative requirements

The Counter Terrorism & Security Act (2015) & the revised Prevent duty guidance updated on 1.4.2021 outlines the responsibility of The WEC Group in relation to the Prevent strategy.

The WEC Group is committed to providing a secure environment for all its apprentices, staff and visitors. There is no place for extremist views within The WEC Group. This policy and information regarding Prevent/Safeguarding is available on the intranet.

Prevent is about safeguarding people and communities from the threat of terrorism.

Prevent is part of the government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism using early engagement to encourage and support individuals to challenge ideologies and behaviours.

The Prevent strategy

- Responds to the ideological challenge of terrorism and the threat we face from those who promote it
- Provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- Works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that need to be addressed.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.

The Counter Terrorism & Security Act (2015):

This Act places a duty on specified authorities including schools, Further and Higher Education, to have due regard to the need to prevent people from being drawn into terrorism otherwise called 'the Prevent duty'.

[safeguarding-policy-2022.pdf](#)

Appendix B: Definitions

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government 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, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as: The demonstration of unacceptable

behaviour by using any means to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
 - Seek to provoke others to terrorist acts;
 - Encourage other serious criminal activity or seek to provoke others to serious criminal acts;
 - Foster hatred, which might lead to inter-community violence in the UK.
4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
5. **Apprentices may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that staff are able to recognise those vulnerabilities.**
6. Indicators of vulnerability include,
- Identity Crisis – the apprentice is distanced from their cultural / religious heritage and experiences discomfort about their place in society.
 - Personal Crisis – the apprentice may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
 - Personal Circumstances – migration, local community tensions and events affecting the apprentice’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
 - Unmet Aspirations – the apprentice may have perceptions of injustice; a feeling of failure; rejection of civic life.
 - Experiences of Criminality – which may include involvement with criminal groups, imprisonment and poor resettlement / reintegration.
 - Special Educational Need – apprentices may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
7. More critical risk factors could include:
- Being in contact with extremist recruiters.
 - Accessing violent extremist websites, especially those with a social networking element.
 - Possessing or accessing violent extremist literature.
 - Using extremist narratives and a global ideology to explain personal disadvantage;
 - Justifying the use of violence to solve societal issues.
 - Joining or seeking to join extremist organisations.
 - Significant changes to appearance and / or behaviour.
 - Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Further sources of advice

- [The Prevent Strategy](#)
- [The Prevent duty guidance](#)
- [The Prevent duty: Departmental advice for schools and childcare providers](#)
- [Home Office Prevent e-learning](#)
- [Keeping Children Safe in Education: Statutory guidance for schools and colleges](#)
- [Are you concerned about a vulnerable adult? - Lancashire County Council](#)
- [NSPCC Protecting children from radicalisation: advice for adults worried about a child](#)
- [Guidance on promoting British values in schools - strengthened guidance on improving the spiritual, moral, social and cultural development of apprentices.](#)
- The Department of Education "[Educate against hate](#)" website offers practical advice to protect children from dangers of extremism, drawing on resources and guidance designed by the government and charities such as the NSPCC and Childnet.
- [Lancashire Constabulary - Got a concern?](#)
- [Show Racism the Red Card](#) educates and encourages young people and adults to challenge and prevent racism.
- [The UK Safer Internet Centre](#) has tips, advice, guides and resources for parents, carers, teachers and other professionals to help keep children and young people safe online