

Prevent Policy



PREVENT

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Signed:



Date Ratified: 08/12/2022

Version Control

This policy and procedure will be reviewed annually or as changes in legislation dictate.

Version Number	Date	Reason for Update
1	20/10/2022	Streamlining from older Safeguarding Policy
2	28/11/2022	Adjusted due to changes in terminology

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Key safeguarding contacts

Below is a list of key safeguarding contacts within Medipro, for further advice, guidance, or to share a concern, please contact the following:

Designated Safeguarding Lead

Internal: 01325609030 ext. 306
External: 02039 814643
Email: safeguarding@medipro.co.uk

Appointed Safeguarding Champions

For information on who is your local safeguarding champion, please contact safeguarding@medipro.co.uk who will pass their information to you.

Tutors

For information on who your designated tutor is, please check Bud. There will be a contact email and number there for you to contact your tutor if you wish to share a concern with them.

Should you wish to find your own support, a list of resources and organisations are available within the QR Code section of this policy.

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Purpose

The following policy provides information and guidance for all learners and staff regarding the Prevent Duty within Medipro. Where a learner or an employee requires further information regarding prevent, they should contact their line manager, tutor, their local Safeguarding Champion, or the designated Safeguarding Lead. You can do so by emailing your concern to safeguarding@medipro.co.uk.

Scope

This policy applies to all our learners, tutors, staff, and subcontracted staff; we expect this policy to be adhered to by all. It deals with the protection of all learners, staff, and visitors from counterterrorism, and being drawn into terrorism.

As a training provider within the further education sector, we have a moral duty to help prevent people from being drawn into terrorism.

The Prevent Duty Guidance for higher education institutions in England and Wales came into effect on 18 September 2015 following approval by Parliament. This policy sets out actions we have taken to follow this guidance as per government guidance.

Promotion

Within Medipro, we expect this policy to be adhered to by everyone, including third-party providers that work with our company.

As a measure to promote this, we carry out the following proactive action:

- Safer Recruitment
- Company Induction
- CPD Opportunities
- Prevent training for all staff members
- Training embedded into learners' programmes

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The Importance of Prevent

As a further education facility, we understand the importance of the Prevent Duty. It is our moral and professional obligation to prevent our learners, and our staff, from being drawn into terrorism. This includes violent extremism, and extremist movements, but also non-violent extremism, which can create an atmosphere that could lead to popularized views which terrorists can exploit.

Approach

Medipro understands its importance to ensure that the Prevent Duty is implemented 'in a proportionate and risk-based way', as per official government guidance. This policy was created to highlight the approach we hold to uphold this duty. In doing this we will actively involve all aspects of the company and will continue to consult them should any changes to this policy be required in the future.

We understand the importance we have as a training provider to ensure the safety and wellbeing of staff, learners, and the wider community. As a part of this, we aim to do all that we can to prevent any staff member, learner, or visitor on Medipro premises from being drawn into terrorism.

We value the principles of academic freedom and general freedom of expression and have a statutory duty to protect them. Some of the ways in which we meet these responsibilities are set out in this document.

Leadership

We understand that throughout Medipro, we need to prevent terrorism occurring in our community: this starts with our management. Our approach has been approved by the Managing Director, who has identified our Safeguarding Lead responsible for ensuring that the company complies appropriately with the Prevent Duty.

Risk Assessment

As required by Prevent Duty, we have assessed the risk of our staff, and learners, being drawn into terrorism for each of our training centres, and our Head Office. We will review these risk assessments annually to assess risk levels, and where any significant risk is identified, we will consider what action might mitigate the impact/likelihood of that risk developing into a major concern.

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Guest Speakers

Medipro is committed to ensuring that all our learners are safe when studying and ensure that all our Guest Speakers are assessed with careful consideration before allowing them to visit our premises. To ensure that learners are safe, guest speakers will not be left alone with any learner at any time.

A contact (a member of staff, e.g., tutor) will be appointed to ensure that learner's safety is upheld whilst the guest speaker is on site. To overview the content being taught, a staff member will remain in the classroom to ensure that any presented content is not inappropriate, or radical in nature.

In complying with the Prevent Duty, Medipro will not:

- Provide a platform for any proscribed terrorist organisation or encourage terrorism in any way.
- Allow gender segregation at any event it organises.

Education and training for staff

During company induction, all staff are provided sufficient information, instruction, and training at the appropriate level for their role on the topic of Prevent – including how to refer to our Safeguarding Lead when and where appropriate. Training on this topic is mandatory for all our staff and must be completed every two years to ensure that staff are familiar with the process. In continuation, staff will undergo an annual update to refresh them on Prevent, and the policies and procedures that Medipro has in place.

The training covers identification of risks, appropriate procedural actions, and documentation via e-learning packages that are government approved and comply with the Prevent Duty.

All participation and completion of training will be monitored by appropriate individuals, and any lack of action will be identified through the Personal Development Review Process.

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IT Network

We consider it unacceptable for our IT networks to be used in any way that supports, promotes, or facilitates terrorism in any shape or form. We will keep our staff, and learners' access to IT under regular review to ensure that no access to content that supports, promotes, or facilitates terrorism, or extremist views.

The possible use of filters as a means of restricting access to content covered by the Prevent Duty will be assessed as part of our risk assessments, and if necessary will be introduced as a way to block learners and staff from engaging with extremist material. Social media services such as Facebook, Twitter and Reddit provide new avenues for the distribution and accessing of extremist material, and MediPro takes the challenges presented by social media very seriously. If any misuse of the company's branding on social media accounts is discovered, then action will be taken in accordance with the terms and conditions of the relevant platform.

Communication

We will not permit material supporting terrorism to be displayed within MediPro premises and will remove any such material if it is found. Likewise, we will seek to ensure that the company's printed and electronic communications (including our company website) do not contain or support terrorist material or material likely to encourage terrorism.

With this in mind, we will immediately investigate if any such materials are spotted, or concerns are raised. As a training provider, we acknowledge that there will be legitimate reasons to display materials relating to terrorism as part of legitimate teaching and research activities. If this is the case, this should be declared to us beforehand.

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Information sharing

Medipro is aware of its duty to pass on relevant concerns and information both informally and formally with any relevant authorities. We will use these when we consider it is necessary and appropriate to do so in the interests of preventing people from being drawn into terrorism.

Roles and responsibilities

Within Medipro, it is everyone's responsibility, including learners, to be aware of the Prevent Duty, and the measures we take to ensure that everyone is safe from terrorism.

If a learner, or staff member is concerned about a learner or peer who might be at risk of being drawn into terrorism, they should report this to their tutor, line manager, or a member of the safeguarding team.

If a staff member is concerned about another staff member who might be at risk of being drawn into terrorism, they should report it to their line manager, who will then pass this information on accordingly.

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QR Codes

Medipro Safeguarding Policy



GOV.UK - Prevent Duty Guidance



GOV.UK - Channel Duty Guidance



NSPCC Guidance



Educate Against Hate



GOV.UK - Act Campaign



GOV.UK – Counter Terrorism Strategy (2018)



GOV.UK – Prevent in The Education Setting



GOV.UK – Guide on getting help/reporting concerns



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