

Introduction

Didac is committed to providing a safe and supportive environment for all learners, staff, and visitors. We recognize the importance of preventing violent and non-violent extremism and radicalisation, and we are dedicated to promoting shared values, including British Values, and ensuring the safety and wellbeing of all individuals associated with our programmes. This policy applies to everyone working at or attending Didac programmes, including directors, managers, staff, learners, agency staff, volunteers, contractors, visitors, consultants, and those working under self-employed arrangements.

Scope

The aim of the Prevent Policy is to safeguard our community from the risks associated with extremism and radicalisation. We are committed to fulfilling our responsibilities under the Prevent Duty, in accordance with legislative requirements, while ensuring that we do not stifle legitimate discussions or stereotype, label, or single out individuals based on their origins, ethnicity, faith, beliefs, or any other characteristics protected under the Equality Act.

Responsibilities

Prevent Lead

Elaine Stanley serves as the Prevent Lead for Didac, responsible for ensuring the implementation of our Prevent Strategy across the business and sharing any concerns with relevant organisations to minimise the risk of our learners becoming involved with terrorism.

All Staff

All staff at Didac are required to attend Prevent training to gain the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns. Staff are also responsible for reporting any concerns around extremism or radicalisation via the safeguarding reporting channels.

Training

Didac provides eLearning courses on Prevent for all students and staff. These courses are updated regularly to reflect any changes made by the government, including the current UK risk level.

Reporting

Concerns related to extremism or radicalisation should be reported internally to the Prevent Lead, Elaine Stanley. Staff can also report concerns to their respective employers or through other internal channels as appropriate.

Links to Other Policies

This policy should be used with the Safeguarding Policy and other relevant policies within Didac.

Partnerships

Didac is a proud member of the Western Training Provider Network (WTPN), a leading training provider network in the West of England that connects business, education, and training, with a specific focus on apprenticeships. Our partnership with WTPN allows us to stay informed about the latest developments in Prevent-related matters, share best practices, and access resources that enhance our ability to safeguard our learners and staff from extremism and radicalisation.

Risk Management

In line with our commitment to proactive risk management, Didac has established a Further Education (FE) Prevent risk register and a Prevent duty risk assessment. These tools allow us to identify and manage potential risks related to extremism and radicalisation effectively.

Safer Recruitment

Didac is committed to safer recruitment practices. We ensure that all staff, including temporary, freelance, agency, partners, and subcontractors, undergo appropriate checks, such as Disclosure and Barring Service (DBS) checks, as part of our recruitment process. This commitment extends to ensuring that any concerns raised about a staff member are appropriately handled and reported, even if they leave the organisation.

Confidentiality

Confidentiality is of utmost importance at Didac. All staff members are required to maintain the confidentiality of any information related to Prevent-related concerns or incidents, sharing this information only with those who need to know in order to take appropriate action. However, it should be understood that absolute confidentiality cannot be guaranteed in all circumstances. Information will be shared as necessary to protect individuals or to comply with legal obligations.

Support for Staff

Didac recognises that dealing with Prevent-related issues can be challenging and potentially distressing. We are committed to providing support to our staff in these situations. Any staff member who finds a disclosure particularly distressing can access support services, including counselling. We also encourage an open-door policy for any staff member who wishes to discuss their concerns.

Communication

The content of this Prevent Policy will be communicated to all staff members and learners during their induction phase and at other times as necessary. Regular updates and reminders about the policy will be provided through staff meetings, training sessions, and other internal communication channels. A copy of the policy will always be available on our internal network for reference.

Review & Monitoring

This policy will be reviewed annually or in the event of a change in requirements to ensure that it continues to meet the needs of Didac and its community.

Version Control

Date	Section(s) amended	Brief Description	Author
30/05/2023	N/A	Policy complete rewrite	Gavin Lewis
05/07/2023	N/A	Formal review and adoption by Didac Board of Directors	