



Prevent Policy

Created January 2018

Reviewed Feb 2022

1. POLICY STATEMENT

The purpose of this policy is to provide everyone connected to Peak Accountancy Training with a clear outline of our position with respect to the safeguarding of learners and staff under the Prevent Duty.

Prevent is a strand of the Government's counter-terrorism strategy - CONTEST. Peak Accountancy Training is, through its levels of engagement with learners of all ages and from a variety of cultural and ethnic backgrounds, able to contribute towards the aim of preventing individuals from being drawn into terrorism or extreme violence.

As an education and training provider, Peak Accountancy Training has a statutory duty to prevent people being drawn into terrorism under the Counter-Terrorism and Security Act (2015).

2. PURPOSE

As part of Peak Accountancy Training approach to Prevent, Safeguarding, Equality and Diversity and the promotion of fundamental British values, we will:

- Promote fundamental British values by ensuring that there is a culture of openness within our delivery and within the team. Peak also gives learners the opportunity to explore what this means to them. Fundamental British Values are defined by the Department for Education as: democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- Challenge segregation, promoting cohesion and building learner resilience with the aim of our learners and staff contributing actively to wider society.
- Operate a clear and consistent anti-bullying approach which challenges harassment and discrimination and enables learners and staff to feel safe and supported.
- Provide support, advice and guidance for learners and staff who may be at risk or radicalisation. This may include referral to Channel, the process by which multi-agency support is provided to individuals who are at risk of being drawn into terrorism.
- Ensure that staff, learners and employers are aware of their roles and responsibilities in preventing radicalisation and extremism.



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- Have a leadership team which actively promotes the core values of shared responsibility and well-being for learners, and staff ensure that these are at the heart of everything that we do.

This policy is applicable to, and will be communicated to, all staff, learners and third parties who interact with Peak Accountancy Training

3. POLICY

Peak Accountancy Training commits to:

1. Peak Accountancy Training Designated Safeguarding Lead (DSL) is the companies Prevent Officer. The DSL is Clive Pauling clive@peakaccountancytraining.co.uk
2. The deputy Designated Safeguarding Lead is Tina Shaw tina@peakaccountancytraining.co.uk
3. The DSL and deputy are responsible for making all decisions regarding referrals to Local Authority Channel Panels.
4. All staff should be vigilant to extremist behaviour as a wider part of their safeguarding duties and report their concerns to the DSL or deputy DSL in line with our wider safeguarding procedures.
5. Learner facing staff will deliver learning and assessment which reflects fundamental British values.
6. We will seek to actively safeguard all learners and provide welfare support at the point of need for learners identified to be at risk of harm as defined within Keeping Children Safe in Education (2015).
7. We will implement anti-bullying strategies and challenge discriminatory behaviour.
8. We will respond to identified community needs.
9. We will actively narrow the achievement gap between different groups of learners.
10. We will promote a culture of vigilance and operate a whistleblowing procedure which includes reference to the Prevent agenda.
11. We will provide a curriculum that promotes fundamental British values with the view to encourage learners to participate in their local communities and use their voice to make positive changes.
12. We will take every available opportunity to match curriculums to local priorities whilst offering learners the opportunity to develop critical thinking skills.



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13. We will use topical and relevant examples to stimulate thinking and actively tackle discrimination.
14. Learners will be encouraged to explore fundamental British values in a safe and supportive environment, without fear of discrimination.

4. Use and monitoring of ICT

IT equipment provided to both staff and learners is subject to monitoring. In addition to monitoring, filters are applied to Peak Accountancy Training systems which will restrict access to harmful content. A log will be kept and reviewed to enable patterns of inappropriate access to be identified and challenged. This log will be overseen by the owners.

Staff identifying inappropriate use will report this to the DSL or deputy DSL to enable this to be investigated for safeguarding and Prevent purposes.

5. RISK RESPONSE

Peak will ensure that there is a shared understanding amongst staff and learners as to the risks posed within the training environment by extremist behaviour by raising awareness through training and information sharing.

Steps will be taken to mitigate the risk posed to staff/learners by individuals vulnerable to radicalisation on a case-by-case basis.

Referrals to Channel will be made on a case by case basis and with consideration being made to the need for a multi-agency approach in advance of any referrals.

We will operate a critical incident management plan in dealing with terrorist related incidents.

We will ensure that there are plans in place which respond to any direct threats within our buildings.



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We will develop effective IT policies which promote responsible use as well as seek to monitor usage.

All display materials, including externally produced leaflets and posters, will promote fundamental British values and have due consideration to the Equality Act. We will seek to promote this ethos within employer premises.

Peak Accountancy Training will only promote its services within organisations that share its values for the need to safeguard, promote equality and prevent extremist behaviour. Where required risk assessments will be undertaken to consider the appropriateness of venues before agreements are made to provide information and advice to individuals within that organisation.

The culture of vigilance extends to our external relationships. Where employers with whom Peak Accountancy Training is engaged are found to be either in breach of the Equality Act or advocating extremist views or behaviour this will be addressed as a Safeguarding issue by the DSL/DSP.

6. STAFF AWARENESS AND TRAINING

All Peak employees will undertake Prevent training via eLearning provided by the home office.

Mandatory Safeguarding Training will equip staff with the ability to recognise signs that a learner or colleague might be on the path to becoming radicalised and outline the process by which concerns should be raised.

All training will be refreshed on an annual basis or as required by legislation.

Regular apprentice reviews will include discussion of safeguarding and prevent issues. Through regular review and contact Peak staff will be able to identify changes in behaviour of apprentices which could be a result of radicalism, extremism, intimidation and bullying.



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7. LEARNER AWARENESS AND TRAINING

All Apprentices will be set a task to complete the e-learning Prevent training through the home office within the first six weeks of their apprenticeship.

Prevent is embedded within regular meetings with learners by workplace advisors.

Mandatory safeguarding training will equip learners with the ability to recognise signs of radicalisation and the process by which concerns should be raised.

All training will be refreshed on an annual basis or as required by legislation.

8. RESPONSIBILITIES

Members of Peak Accountancy Training

All members of Peak Accountancy Training, third parties and collaborators on Peak Accountancy Training projects will be users of Peak Accountancy Training Prevent Policy.

Clive Pauling

Responsible for this and subsequent Prevent policies and will provide specialist advice across the company on Prevent issues.



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9. DOCUMENT CONTROL			
VERSION	DATE OF ISSUE	DATE OF REVIEW	DATE OF NEXT PLANNED REVIEW
1	January 2018	January 2018	January 2019
2	November 2018	November 2018	January 2019
3	January 2019	January 2019	January 2020
4	February 2020	February 2020	February 2021
5	February 2021	February 2021	February 2022
6	February 2022	February 2022	February 2023