Prevent Policy

Contents

1 Purpose

The purpose of this Policy is to provide staff with a clear and reliable framework to enable them to identify and report concerns if they have concerns regarding potential radicalisation. Implementation of this policy will ensure that:

- Staff know how to safeguard and support vulnerable individuals, whether service users, patients or staff, who have been identified as being at risk of being radicalised by extremists.
- Appropriate systems are in place for staff to raise concerns if they believe that this form of exploitation is taking place.

- CareTech promotes and operates safe environments where violent extremists are unable to operate or influence vulnerable adults and young people.

2   Policy Statement

As a health and social care provider, we are aware that Service Users and patients who access mental health or learning disability services may be more easily drawn into terrorism. CareTech and any subsidiary companies support the successful implementation of the Prevent agenda- particularly as healthcare professionals routinely come into contact with people who may be vulnerable to radicalisation. Prevent aims to protect those who are vulnerable to exploitation from those who seek to get people to support or commit acts of violence and healthcare staff are well placed to recognise individuals, whether service users, patients or staff, who may be vulnerable and therefore more susceptible to radicalisation by violent extremists or terrorists. Every member of staff has a role to play in protecting and supporting vulnerable individuals who use our services and the implementation of the Prevent agenda is fundamental to our duty of care to such individuals.

3   Scope

This Policy applies to all colleagues employed by CareTech including temporary, agency, volunteers, partners, and sub-contractors. All have a legal responsibility to take any concerns seriously about radicalisation and abuse that come to their attention and to follow the procedures set out in this policy. This Policy provides support for all young people and vulnerable adults regardless of their length of stay and mode of service delivery.

4   Legislative Framework

Counter-Terrorism and Security Act 2015

Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies ('specified authorities' listed in Schedule 6 to the Act), in the exercise of their functions, to have 'due regard to the need to prevent people from being drawn into terrorism'.

Guidance on Counter Terrorism Act- England and Wales

The Prevent strategy, published by the Government in 2011, is part of an overall counter-terrorism strategy, CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to 'prevent people from being drawn into terrorism'. The Office for Security and Counter-Terrorism (OSCT), in the Home Office, works to counter the threat from terrorism.

Their work is covered in the government's counter-terrorism strategy CONTEST which is primarily organised around the following four key principles:

- PURSUE: to stop terrorist attacks and acts of terrorism
- PREVENT: to stop people becoming terrorists or supporting terrorism
- PROTECT: to strengthen our protection against a terrorist attack or acts of terrorism
- PREPARE: to mitigate the impact of a terrorist attack or acts of terrorism

The Prevent principle of this strategy has the following three national objectives:

- Objective 1: respond to the ideological challenge of terrorism and the threat we face from those whose promote it
- Objective 2: Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Objective 3: work with sectors and institutions where there are risks of radicalisation which we need to address

The information and direction contained within this Policy will focus primarily on Objectives 2 & 3 of the Prevent strategy.

5 Risk Indicators

5.1 Exploitation

Evidence suggests that there is no single profile or indication of a person who is likely to become involved in terrorist-related activity. To date there is no universally accepted view of why vulnerable individuals become involved. The factors surrounding exploitation are many and they are unique for each person. The increasing body of information indicates that factors thought to relate to personal experiences of vulnerable individuals affect the way in which they relate to their external environment. In this sense, vulnerable individuals may be exploited in many ways by radicalisers who target the vagaries of their vulnerability. Contact with radicalisers is also variable and can take a direct form, i.e. face to face, or can happen indirectly through the internet, social networking or other media. More commonly this will occur through a combination of the above.

Should any member of staff develop concerns arising from changes in an individual's behaviour which indicates that they may be drawn in to violent extremism, they will need to take in to consideration how reliable or significant these indicators are.

5.2   Contact with Radicalisers

It is generally more common for vulnerable individuals to become involved in terrorist related activity through the influence of others. Initial contact may be via peers, siblings, other family members or acquaintances, with the process of radicalisation often being a social one. Such social interaction takes place in a range of unsupervised environments such as gyms or cafés, in private homes and via the internet.

Access to extremist material is often through leaflets and local contacts. However, the internet plays an important role in the communication of extremist views. It provides a platform for extremists to promote their cause and encourage debate through websites, internet forums and social networking, and is a swift and effective mechanism for disseminating propaganda material. Healthcare organisations should be aware of anyone making frequent visits to websites showing images such as armed conflict around the world and providing speeches and access to material from those involved in the radicalising process.

5.3   Use of Extremist Rationale (often referred to as 'narrative')

Radicalisers usually attract people to their cause through a persuasive rationale contained within a storyline or narrative that has the potential to influence views. Inspiring new recruits, embedding the beliefs of those with established extreme views and/or persuading others of the legitimacy of their cause is the primary objective of those who seek to radicalise vulnerable individuals.

5.4   The Internet and Prevent

Vulnerable individuals may be exploited in many ways by radicalisers and this could be through direct face to face contact, or indirectly through the internet, social networking or other media. Access to extremist material is often through leaflets and local contacts. However, the internet plays an important role in the communication of extremist views. It provides a platform for extremists to promote their cause and encourage debate through websites, internet forums and social networking being a swift and effective mechanism for disseminating propaganda material.

5.5   Indicators of concern

Indicators that staff may observe or identify regarding individuals behaviour or actions may include the following:

- Graffiti symbols, writing or artwork promoting violent extremist messages or images.
- Patients/staff accessing violent extremist material on line, including social networking sites.
- Parental / family reports of changes in behaviour, friendships or action and requests for

assistance.

- Patients voicing opinions drawn from violent extremist ideologies and narratives.
- Use of extremist or hate terms to exclude others or incite violence.
- Harmful influences on vulnerable individuals from staff, colleagues, volunteers, parents, spouse, family members, friends, external groups of other patients.
- Inappropriate use of the internet on company premises.
- External groups using company/service/ SU homes or premises for meetings, distributing violent extremist materials.

5.6 What factors might make someone vulnerable

In terms of personal vulnerability the following factors may make individuals susceptible to exploitation. None of these are conclusive in them and therefore should not be considered in isolation but in conjunction with the particular circumstances and any other signs of radicalisation. Identity Crisis: adolescents/vulnerable adults who are exploring issues of identity can feel both distant from their parents/family and cultural and religious heritage, and uncomfortable with their place in society around them. Radicalisers can exploit this by providing a sense of purpose or feelings of belonging. Where this occurs, it can often manifest itself in a change in a person's behaviour, their circle of friends, and the way in which they interact with others and spend their time.

- Personal Crisis: this may, for example, include significant tensions within the family that produce a sense of isolation of the vulnerable individual from the traditional certainties of family life.
- Personal Circumstances: the experience of migration, local tensions or events affecting families in countries of origin may contribute to alienation from UK values and a decision to cause harm to symbols of the community or state.
- Unemployment or under-employment: individuals may perceive their aspirations for career and lifestyle to be undermined by limited achievements or employment prospects. This can translate to a generalised rejection of civic life and adoption of violence as a symbolic act.
- Criminality: in some cases a vulnerable individual may have been involved in a group that engages in criminal activity or, on occasion, a group that has links to organised crime and be further drawn to engagement in terrorist-related activity.
- Grievances: the following are examples of grievances which may play an important part in the early indoctrination of vulnerable individuals into the acceptance of a radical view and extremist ideology:
- A misconception and/or rejection of UK foreign policy
- A distrust of western media reporting
- Perceptions that UK government policy is discriminatory (e.g. counter-terrorist legislation).

Similarly to the above, the following have also been found to contribute to vulnerable people joining certain groups supporting terrorist related activity:

- Ideology and politics
- Provocation and anger (grievance)
- Need for protection
- Seeking excitement and action
- Fascination with violence, weapons and uniforms
- Youth rebellion
- Seeking family and father substitutes
- Seeking friends and community
- Seeking status and identity
- A misconception and/or rejection of UK foreign policy
- A distrust of western media reporting
- Perceptions that UK government policy is discriminatory (e.g. counter-terrorist legislation)

6 Responsibility

The Board is accountable for:

- Ensuring the Designated Prevent Lead undertake regular training in safeguarding and Prevent.
- ensuring CareTech has an up to date Safeguarding/ and Prevent Policy in place.

The Prevent Lead is responsible for:

- Oversight of the referral of cases of suspected abuse or allegations to Social Care Services.
- Oversight of the referral of cases to the Channel programme where there is a radicalisation concern.
- Providing advice and support to other staff in relation to Safeguarding Prevent.
- Maintaining a record of any referral, complaint, or concern (even where the concern does not lead to a referral).
- Liaising with the Local Authorities, Safeguarding Partnerships, and other appropriate agencies.
- Ensuring safeguarding record keeping is accurate and secure and providing regular reports to the Board setting out how CareTech has discharged its duties.

The Director of Human Resources is accountable for:

- Ensuring the safe recruitment of staff, including appropriate references and DBS checks at

the correct level.

- Ensuring that safeguarding and Prevent policies and practices are a core part of induction.
- Ensuring that colleagues are regularly trained to an acceptable standard.

Staff responsibilities:

- Undertake training and development to understand Prevent and safeguarding for Adults and young people as appropriate.
- Implement the Safeguarding and Prevent Policy.
- Establish and maintain an ethos and environment where young people and vulnerable adults feel secure and are encouraged to talk and are listened to.

7 Procedure

If anyone has immediate concerns that an individual is presenting an immediate terrorist risk to themselves, others or property, then they should immediately contact the police on 999 and/or the National Counter-Terrorism Hotline on 0800 789 321.

Concerns that an individual may be vulnerable to radicalisation do not mean that you think the person is a terrorist, it means that you are concerned they are prone to being exploited by others, and so the concern is one relating to the safeguarding process. If a member of staff feels that they have a concern that someone is being radicalised, then they should in the first instance discuss their concerns with their immediate line manager. All concerns must be referred to the Prevent Lead: Caroline Jones Caroline.Jones@caretech-uk.com. The Prevent Lead will advise and lead on referrals, supporting staff to complete information within referral forms.

Staff may remain anonymous.

Information required for a referral may include the following:

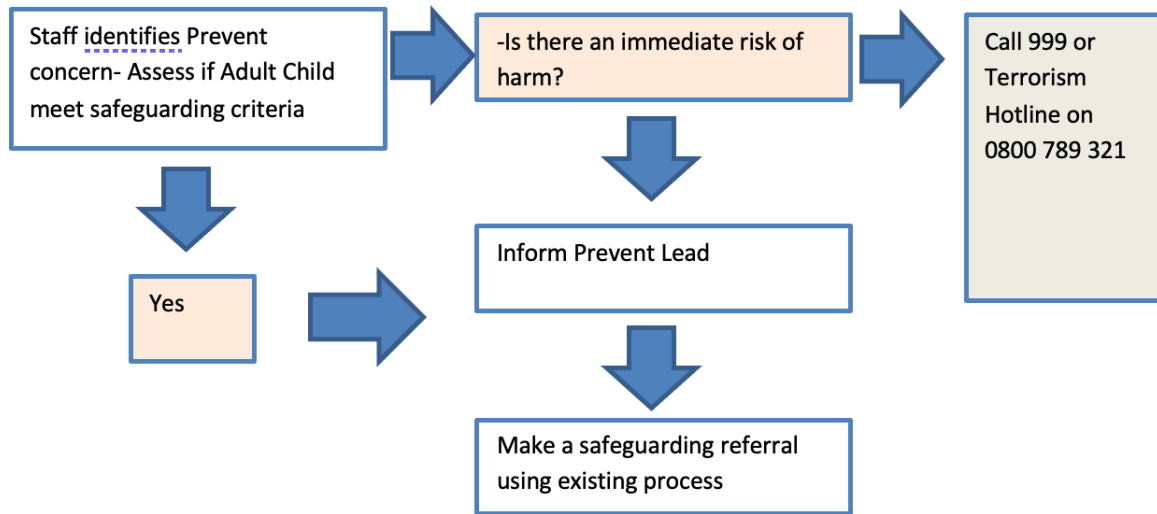|	
Does it involve a specific event? What happened? Is it a combination of factors? Describe them.	
Has the Individual discussed personal travel plans to a warzone or countries with similar concerns? Where? When? How?	
Does the Individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact?	

Is there something about the Individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information?	
Has the Individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly?	
Has the Individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider any extremist ideology, group or cause, as well as support for 'school-shooters' or public-massacres, or murders of public figures.	
Please describe any other concerns you may have that are not mentioned here.	

8 Prevent referral protocol into Channel

Channel is a supportive multi-agency process, designed to safeguard those individuals who may be vulnerable to being drawn into any form of terrorism. Channel works by identifying individuals who may be at risk, assessing the nature and extent of the risk, and where necessary, providing an appropriate support package tailored to their needs. A multi-agency panel, chaired by the local authority, decides on the most appropriate action to support an individual after considering their circumstances. It is about early intervention to protect and divert people away from the risk they may face at an early opportunity and allows us to intervene to prevent individuals being drawn into terrorist related activity. Partnership involvement ensures that those at risk have access to a wide range of support ranging from mainstream services such as health and education through to specialist mentoring or faith guidance and wider diversionary activities such as sporting activities. Each support package is monitored closely and reviewed regularly by the multi-agency panel.

All referrals to Channel will be made by the Prevent Lead.

9 Referral Process

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┌─────────────────────────┐      ┌─────────────────────────┐      ┌──────────────────┐
│ Staff identifies Prevent│ ──►  │ -Is there an immediate  │ ──►  │ Call 999 or      │
│ concern- Assess if Adult│      │ risk of harm?           │      │ Terrorism        │
│ Child meet safeguarding │      └─────────────────────────┘      │ Hotline on       │
│ criteria                │                  │                    │ 0800 789 321     │
└─────────────────────────┘                  ▼                    │                  │
             │                    ┌─────────────────────────┐     │                  │
             ▼                    │ Inform Prevent Lead     │     └──────────────────┘
       ┌─────────┐                └─────────────────────────┘
       │   Yes   │ ──►                         │
       └─────────┘                             ▼
                                  ┌─────────────────────────┐
                                  │ Make a safeguarding     │
                                  │ referral using existing │
                                  │ process                 │
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10 Revision History

Date of next review: September 2022

Date of release: September 2021