

Prevention of Extremism and Radicalisation Policy (PREVENT)

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Summary Table

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1. Introduction

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the radicalisation of vulnerable (at risk) adults as well as children and young people. In accordance with the National PREVENT Strategy 2011, which was formed a part of the UK overall counter-terrorism strategy known as CONTEST, Maximus has a duty to prevent individuals from being influenced into terrorist activity.

This policy is designed to explain Maximus approach to help prevent radicalisation and extremism and how we comply where appropriate, with the new duty as set out under sections 26 of the Counter-Terrorism and Security Act 2015; it is our aim to safeguard all of our colleagues and customers from radicalisation and extremism. We ensure that there are robust measures in place to identify potential risks to individuals in being drawn into radicalisation and extremist activities.

Reference should also be made to the following company policies:

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- Safeguarding Adults, Children and Young People Policy
- Whistleblowing Policy
- Equality, Diversity, and Inclusion Policy
- Health, Wellbeing and Safety Policy
- IT Security Policy
- E- Safety Policy

This policy does not form part of any employee contract of employment and may be amended by the organisation at any time.

Further advice and guidance on the application of the policy is available from the Quality and Continuous Improvement Director.

2. Scope

The content of this policy is relevant to all Maximus colleagues.

This policy is relevant to those providing relevant services on our behalf, such as service delivery partners, casual workers and agency staff, consultants, contractors, and volunteers; all are expected to abide by this policy.

3. Definitions

| Term | Definition |
|-----------------------|---|
| Extremism | Vocal or active opposition to fundamental British Values, including democracy, the rule of the law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. |
| Radicalisation | The act or the process of making a person more radical or favouring of extreme fundamental changes in political, economic, or social conditions, institutions of habits of mind. |
| Terrorism | An action/s that endangers or causes serious violence to a person/people; causes serious damage to property, or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence to government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause. |
| Ideology | An ideology is a set of beliefs – In the context of PREVENT there are organisations and groups who may share a common ideology which motivates people associated with a group to become involved in or support terrorist related activity. |
| Channel | A multi-agency approach in which partner agencies share expertise and resource to create a bespoke package of support |

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| | to vulnerable individuals at risk of being drawn into radicalisation. |
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4. PREVENT Legislation

The Counter Terrorism and Security Act 2015 became law in the UK in April 2015; it introduces a series of measures designed to tackle radicalisation.

The Act covers specified authorities which are delivering functions such as:

- Local Government
- Criminal Justice
- Education and Childcare
- Health and Social Care
- Police

This includes Further Education (FE) providers in England, Scotland and Wales as follows:

- FE Providers on Skills Funding Agency's Register of Apprenticeships and Training Organisations (RoATP), including FE Colleges and Private Training Providers who receive 100K and more in subcontracts via a Lead Provider.
- Organisations funded by the Education Funding Agency to deliver post – 16 education and training.
- FE Institutions in Wales, funded by the Welsh Government.
- Private FE Institutions not in receipt of public funding, (who may be on the RoATP) and who have 250 students or more undertaking courses in preparation for examinations, which either receive public funding or are regulated by the Office of Qualifications and Examinations Regulation, or the Welsh Government.
- Proprietors or governing bodies of any post – 16 education body, within the meaning of the Further and Higher Education (Scotland) Act 2005.

The Act places a statutory duty on specified authorities to help individuals from being radicalised and drawn into terrorism; this includes a requirement to have policies in place to safeguard against the threat of radicalisation.

5. Maximus Commitment

Maximus has to commitment to safeguarding our colleagues and customers from radicalisation We acknowledge that someone can hold extreme views, and this does not necessarily make them a radical; however, if anyone holding extremist views tries to inflict their views on others and causes harassment, discrimination or bullies others who use our services and workplaces, we will take appropriate action. We are fully committed to:

- Providing services and workplace where people feel safe and there is a tolerance of those with different faiths and beliefs

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- Ensuring colleagues are fully engaged in being vigilant in regard to signs of radicalisation
- Complying with all relevant legislation and working accordingly with any relevant professional body, organisation, or authority.
- Encouraging colleagues to exemplify British Values in the delivery of activities and through behaviours
- Providing PREVENT training for all colleagues to ensure they understand and adhere to the PREVENT policy and how to raise a concern
- Ensuring our customers understand that the organisation has policies in place to keep them safe from harm
- Carrying out risk assessments prior to hosting external speakers and events on our premises to balance the need for freedom of speech alongside protecting the welfare of colleagues and customers to ensure that we do not provide a platform for terrorism
- Conducting regular reviews of our systems and processes to ensure they are appropriate and effective
- Providing clear and concise guidance on the appropriate use of IT systems and restricting access to harmful content via our IT systems.

6. Responsibilities

| Role | Responsibilities |
|------------------|--|
| The Board | <p>The Board takes responsibility for ensuring:</p> <ul style="list-style-type: none"> • Exemplification of British Values through leadership and behaviours • The PREVENT policy and our approach to radicalisation is effectively communicated and is accessible to our customers, colleagues, sub - contractors and other relevant parties • All sub – contractors and partners are fully aware of the need to safeguard from radicalisation and report any concerns to the business • We will co – operate with any relevant outside authority and /or agencies regarding radicalisation and any potential incidents • We will meet all of our legal obligations and responsibilities • Processes are in place and communicated to enable both customers and colleagues to raise concerns at the earliest opportunity and without fear of repercussion • Trained safeguarding Advocates are in place to handle any incidents or concerns relating to customers and take appropriate action • We continuously update our practices in line with current information and legislation |
| Managers | Managers are responsible for ensuring: |

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| | <ul style="list-style-type: none"> • Safeguarding against radicalisation is embedded within the business • Exemplifying British Values through management and behaviours • All colleagues are made aware of the PREVENT policy and receive appropriate PREVENT training • All colleagues and customers are made aware of how to report any potential incidents or concerns • Risk assessments are conducted prior to hosting external speakers or events |
| Colleagues | <ul style="list-style-type: none"> • All colleagues including service delivery partners, casual workers and agency staff, consultants, contractor, and volunteers are responsible for: • Exemplifying British Values in the delivery of their activities and setting examples by behaviours • Taking personal responsibility for safeguarding against radicalisation • Being vigilant and co – operating fully with the PREVENT policy and any associated procedures • Ensuring any potential incidents or concerns are reported at the earliest opportunity |

7. Resolving Concerns

All colleagues are expected to report any concerns in respect of radicalisation in relation to colleagues or customers at the earliest opportunity without fear of repercussion. This also includes the option to raise an anonymous concern via whistleblowing hotline which is available from Monday to Friday, 8.00 a.m. to 5 p.m. and can be contacted by telephone 0808 250 5049 option 2 or via email to HRsolutions@maximusuk.co.uk

8. Training

- We will ensure that colleagues and volunteers receive appropriate training and ongoing awareness sessions. All new colleagues are required to complete mandatory Extremism and Radicalisation (PREVENT) training via an e- learning module as part of the induction process. Colleagues are expected to repeat e- learning every 2 years; this may be earlier if there are significant changes to current legislation.
- Designated Safeguarding Advocates receive specialist safeguarding training.

9. Escalating Safeguarding Concerns

- Safeguarding will escalate radicalisation concerns to one or more of the following as appropriate: DBS, Social Services, Police. This will be dependent on the nature of the concern and disclosures made.
- The Board will be notified prior to involving the relevant authorities.
- Contractual arrangements may mean it is appropriate to report radicalisation concerns to the relevant prime contractor or sub - contractor, this can be carried out by the Line Managers after discussion with Senior Operational Managers.
- In the case of concerns relating to colleagues these should be reported to HR Director via HRsolutions@maximusuk.co.uk