emh group

Title	PREVENT Policy
Scope	*This policy applies to all operating businesses within the emh group.*
Author	*Head of Quality and Compliance (care & support) – Designated Group Safeguarding Lead*
Date Approved Approved by	14th September 2018 emh group Board
Review Date	24 months from approval – 14/09/2020
Key Values	*Integrity* *Diversity* *Openness* *Accountability* *Clarity* *Excellence*
Business Plan Objectives	*b) To provide excellent, locally accountable customer services with customers at the heart of everything that we do.* *d) To tackle social exclusion by taking a wider view towards the provision of care and support, employment, training and other services as appropriate* *e) To provide effective and efficient business support services that provide value for money and promote continuous improvement*

Content

PART 1: POLICY

1.   Introduction

1.1   **CONTEST** is the overall UK strategy for Countering Terrorism. The aim of CONTEST is to reduce the risk to the UK and its interests overseas from terrorism, so that people can go about their lives freely and with confidence. It has four work streams, of which **PREVENT** is one. The purpose of the National Prevent Strategy is to stop people becoming terrorists or supporting terrorism.

1.2   The National PREVENT Strategy addresses all forms of terrorism and focuses work to prevent radicalisation on three key objectives:

     1.2.1   Challenging the ideology that supports terrorism and those who promote it
     1.2.2   Protecting vulnerable people
     1.2.3   Supporting sectors and institutions where there are risks of radicalisation

1.3   **Channel** forms a key part of the National Prevent strategy. Rolled out across England and Wales in 2012, it is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community to:

     1.3.1   Identify individuals at risk
     1.3.2   Assess the nature and extent of that risk
     1.3.3   Develop the most appropriate support plan for the individuals concerned

1.4   Channel is appropriate for anyone who is vulnerable to being drawn into any form of terrorism. Channel is about ensuring that vulnerable children and adults of any faith, ethnicity or background receive support before their vulnerabilities are exploited by those that would want them to embrace terrorism, and before they become involved in criminal terrorist related activity

1.5   Housing Associations and Adult Social Care providers are not specifically captured in either the PREVENT or the CHANNEL Duty. However, they have responsibilities as a result of their role within the health, care and charitable sector system

1.6   If you require further information, please contact Dave McMillan, Designated Safeguarding Lead at david.mcmillan@emhcareandsupport.org.uk

2.   Purpose and Scope

2.1   This policy outlines emh group's approach to supporting the PREVENT agenda

2.2   The purpose of this Policy is to provide staff with a clear and reliable framework to enable them to identify and report concerns surrounding staff and other members of the public if they have concerns regarding potential radicalisation

2.3   This policy applies to all staff working within the emh group whether employed, contracted or on a voluntary basis

2.4   Implementation of this policy will ensure that:

2.4.1   emh staff know how to safeguard and support vulnerable individuals, whether service users, carers or staff, who have been identified as being at risk of being radicalised by extremists

2.4.2   Appropriate systems are in place for staff to raise concerns if they believe that this form of exploitation is taking place

2.4.3   emh group promotes and operates safe environments where violent extremists are unable to operate

2.4.4   A group wide training and awareness programme is implemented to ensure that staff are aware of their responsibilities in relation to the Prevent agenda

2.5   The PREVENT Lead for emh group is the Designated Safeguarding Lead whose responsibility it is to ensure all emh group staff have an awareness of the PREVENT agenda and that all members of staff, contractors and volunteers receive a level of raising awareness training, proportionate to their role and responsibilities

3.   Definitions

3.1   *Channel* is a supportive multi-agency process, designed to safeguard those individuals who may be vulnerable to being drawn into any form of terrorism

3.2   *Extremism* is vocal or active opposition to fundamental values including democracy, the rule of the law, individual liberty, and mutual respect and tolerance of different beliefs and faiths. This also includes in the definition of extremism calls for the death of members of our armed forces, whether in this country or overseas

3.3   *Radicalisation* in this strategy refers to the process by which people come to support terrorism and forms of extremism leading to terrorism

3.4 **_Terrorism_** is defined in the **Terrorism Act of 2000** as an action that endangers or causes serious violence to a person or people causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the government or to intimidate the public and is made for the purpose of political, religious or ideological gain

3.5 **_Vulnerability_** in the context of Prevent is a person who is susceptible to extremists' messages and is at risk of being drawn into terrorism or supporting terrorism at a point in time. This is a wider group that those defined as at risk of abuse and neglect (vulnerable adults) under safeguarding adults

3.6 **_WRAP_** – Workshop for Raising Awareness of Prevent. This is nationally prescribed training aimed at specific relevant staff

4. Duties and Responsibilities

4.1 The following information details the roles and responsibilities of key individuals responsible for the implementation and governance arrangements of the Prevent agenda and the overall responsibilities of other staff groups to support the effectiveness of the process

4.2 The Designated Safeguarding Lead is responsible for:

4.2.1 The development of Prevent guidance and structures in line Policy direction
4.2.2 Liaising with the appropriate Executive Lead to manage the Prevent Strategy and that this is communicated across the emh group
4.2.3 The implementation and operation of the Prevent Strategy
4.2.4 Submitting Prevent quarterly and annual monitoring reports
4.2.5 Ensuring that key leads are identified to support the delivery of Prevent Standards
4.2.6 Liaising with relevant services and sectors as required

4.3 All members of staff have responsibility for:

4.3.1 Raising any concerns relating to Prevent and reporting these through the Prevent reporting flow chart
4.3.2 Implementation of the requirements of Prevent Guidance and associated procedures via Policy direction
4.3.3 Undertaking relevant Prevent and WRAP training as job role and responsibilities dictate
4.3.4 Ensuring full confidentiality and sensitivity is maintained during the reporting, investigation and management of any Prevent related incidents in line with associated Policy
4.3.5 Seeking advice and support from their line manager (in the first instance) of any ongoing support /training required following any incident reported

5.   Understanding and Recognising Risk

5.1   There is no such thing as a "typical extremist" and those involved in extremism come from a range of backgrounds and experiences

5.2   Both adults at risk and children and young people can be drawn into violence or they can be exposed to the messages of extremist groups by many means. These can include through the influence of family members or friends and/or direct contact with extremist groups and organisations or, increasingly, through the internet. This can put a person at risk of being drawn into criminal activity and has the potential to cause significant harm

5.3   Children and young people are vulnerable to exposure to, or involvement with, groups or individuals who advocate violence as a means to a political or ideological end. Safeguarding children and young people from radicalisation is no different from safeguarding them from other forms of harm

5.4   The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified. Potential indicators include:

    5.4.1   Noticeable behavioural changes.
    5.4.2   Expression of extreme views
    5.4.3   Possession of extremist literature or symbolism
    5.4.4   Advocating violent actions and means
    5.4.5   Seeking to recruit others to an extremist ideology

6.   The Risk Indicators

6.1   *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.

6.2 *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.

Adult health and social care 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.

6.3 *Use of Extremist 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.

6.4 *Indicators of Concern*

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

6.4.1 Graffiti symbols, writing or artwork promoting violent extremist messages or images
6.4.2 Service users or staff accessing violent extremist material on line, including social networking sites
6.4.3 Parental / family reports of changes in behaviour, friendships or action and requests for assistance
6.4.4 Service users voicing opinions drawn from violent extremist ideologies and narratives
6.4.5 Use of extremist or hate terms to exclude others or incite violence
6.4.6 Harmful influences on vulnerable individuals from staff, colleagues, volunteers, parents, spouse, family members, friends, external groups of other service users
6.4.7 Inappropriate use of the internet on emh premises
6.4.8 External groups using emh premises for meetings, distributing violent extremist materials

7. The Vulnerability Factors

7.1   In terms of personal vulnerability the following factors may make individuals susceptible to exploitation. None of these are conclusive in themselves and therefore should not be considered in isolation but in conjunction with the particular circumstances and any other signs of radicalisation:

7.1.1   *Identity Crisis*
Adolescents and/or 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

7.1.2   *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

7.1.3   *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

7.1.4   *Unemployment or Under-employment*
Vulnerable 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

7.1.5   *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

7.1.6   *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:

7.1.6.1   A misconception and/or rejection of UK foreign policy
7.1.6.2   A distrust of western media reporting
7.1.6.3   Perceptions that UK government policy is discriminatory

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

    7.2.1 Ideology and politics
    7.2.2 Provocation and anger (grievance)
    7.2.3 Need for protection
    7.2.4 Seeking excitement and action
    7.2.5 Fascination with violence, weapons and uniforms
    7.2.6 Youth rebellion
    7.2.7 Seeking family and father substitutes
    7.2.8 Seeking friends and community
    7.2.9 Seeking status and identity

8. Training and Development

8.1 emh group will support and encourage a consistent and proportionate approach to raising awareness of Prevent as part of the wider safeguarding agenda. emh group will provide clarity on the level of training required for staff by identifying staff groups that require basic Prevent awareness and those who have to attend Workshops to Raise Awareness of Prevent (WRAP). This will provide assurance on emh group meeting its obligations in relation to safeguarding

8.2 emh group will provide appropriate information and guidance to all staff across the group in order to raise awareness of the Prevent agenda. This will include the following:

    8.2.1 All new staff will receive information on the Prevent agenda through induction
    8.2.2 All staff to receive update as part of their mandatory update training
    8.2.3 Prevent awareness section as part of Safeguarding Adults training (elearning)
    8.2.4 Regular information on the Prevent agenda shall be cascaded to staff by the Designated Safeguarding Lead and updated information kept on i-Browse

8.3 WRAP training will primarily be delivered to staff in emh group services who are operating in high risk areas (i.e. front line management staff)

9. Monitoring Standards

9.1 This policy and its implementation will be monitored through emh groups Safeguarding Steering Group

9.2 Key performance indicators comprise:
    9.2.1 Number / percentage of staff completing Prevent awareness training
    9.2.2 Number / percentage of staff completing Prevent WRAP training
    9.2.3 Number / percentage of Prevent concerns raised by emh
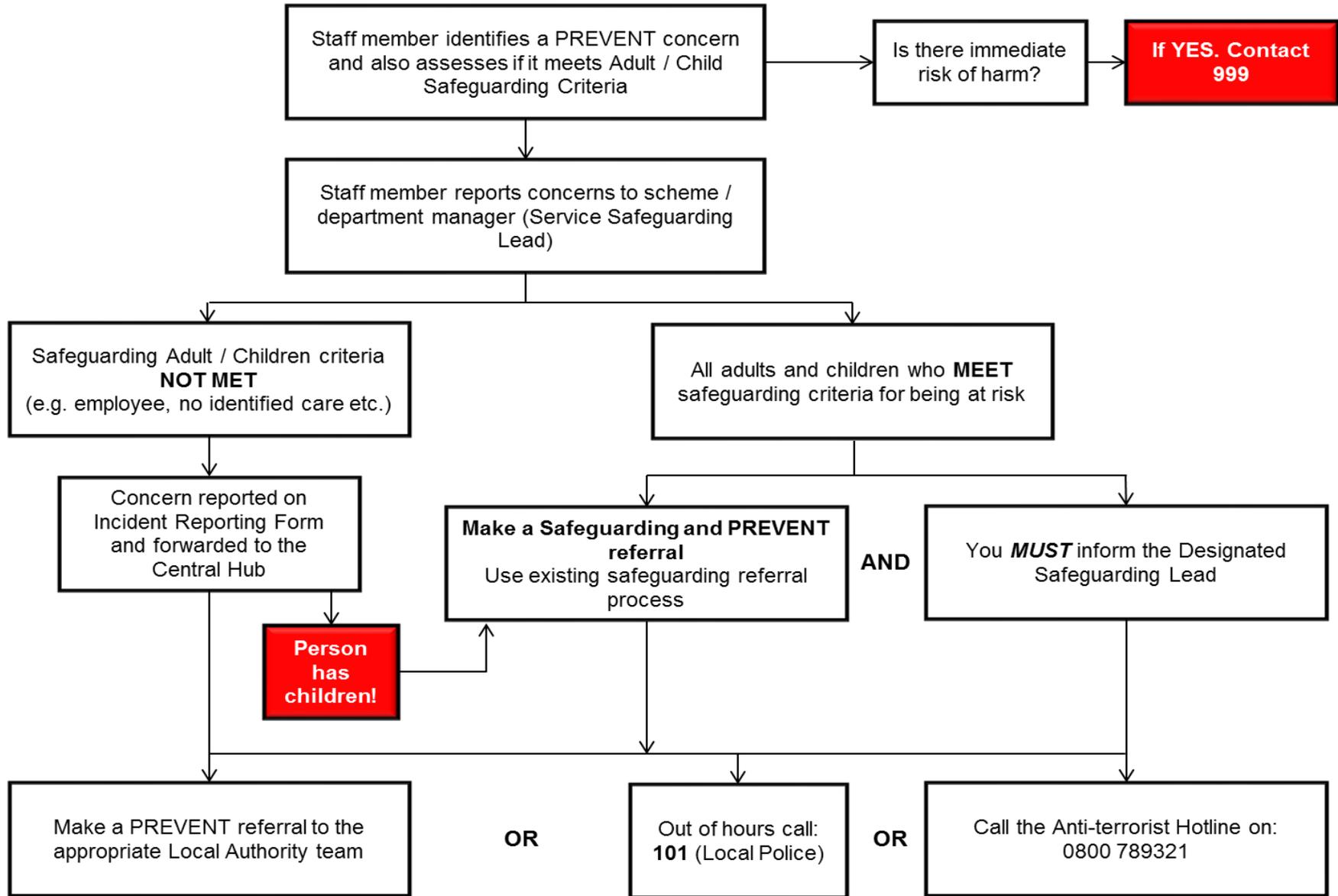
PART 2: PROCESS AND PROCEDURE

10.   Raising Concerns

10.1   The following information highlights the process for staff to raise concerns and/or make referrals through the Prevent strategy. Further information will also highlight procedures to be undertaken by the Designated Safeguarding Lead to work with Partner Agencies on receipt of such a referral

10.2   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

10.3   If they are deemed at risk of abuse and neglect and have care and support needs they should also be considered under the safeguarding process

10.4   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

10.5   Further guidance and direction should also be sought by contacting the group's Designated Safeguarding Lead

10.6   If a formal referral is required though the Prevent guidance, this should be accompanied by reporting the issue through the Incident Reporting System as would be the case with all safeguarding concerns

10.7   This will be forwarded to the groups Designated Safeguarding Lead

10.8   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
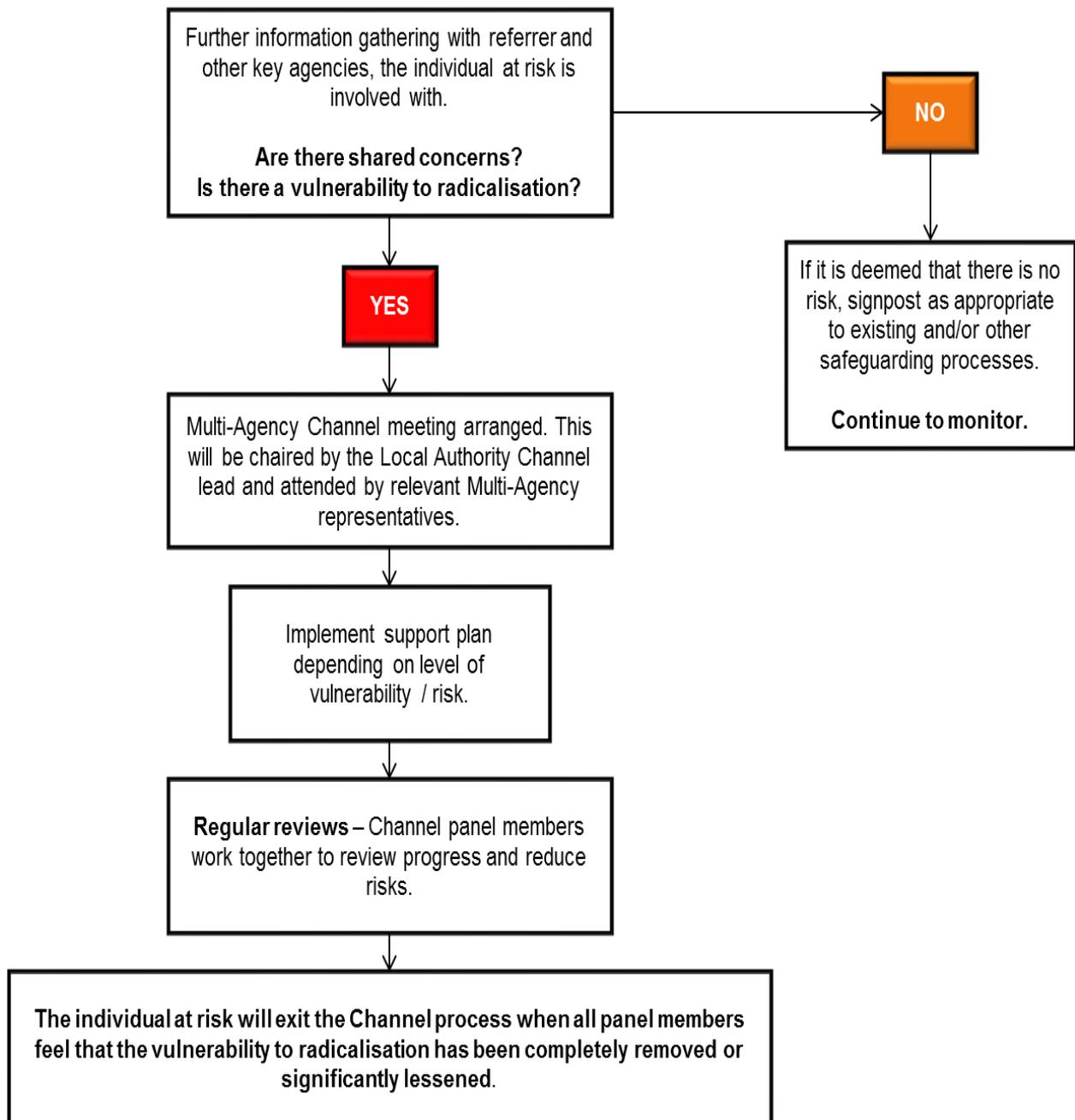
11.   Channel Referral Protocol

11.1   Channel is a supportive multi-agency process, designed to safeguard those individuals who may be vulnerable to being drawn into any form of terrorism

11.2   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

11.3   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

11.4   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

11.5   *All referrals to Channel <u>must</u> be made by the Designated Safeguarding Lead*

11.6   Each referral is initially screened for suitability. If the referral is not deemed appropriate for Channel it will exit the process or be referred to those services which are more appropriate to the vulnerable individual's needs.

11.7   Appropriate referrals will go through a preliminary assessment coordinated by the Channel Coordinator and key statutory partners as appropriate

11.8   Partners will be asked to check and report back to the Channel coordinator if the vulnerable individual is known to their service and a case profile will be created to assist decision making at the Channel multi-agency panel

11.9   The multi-agency panel will convene and be chaired by the local authority, where the individual's needs will be identified and a support plan will be put in place to address these needs

11.10 Each case is monitored regularly at an interval of no more than 6 weeks. In addition there will be a 6 monthly and 12 monthly review meeting for each case, once the referral has exited the process

12. Referral Process Flowchart (Part 1)

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┌─────────────────────────────────┐          ┌──────────────────┐        ┌──────────────────┐
│ Staff member identifies a       │          │ Is there         │        │ If YES. Contact  │
│ PREVENT concern and also        │ ───────> │ immediate risk   │ ─────> │ 999              │
│ assesses if it meets Adult /    │          │ of harm?         │        │                  │
│ Child Safeguarding Criteria     │          └──────────────────┘        └──────────────────┘
└─────────────────────────────────┘
                │
                v
┌─────────────────────────────────┐
│ Staff member reports concerns   │
│ to scheme / department manager  │
│ (Service Safeguarding Lead)     │
└─────────────────────────────────┘
        │                    │
        v                    v
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Safeguarding Adult / Children criteria NOT MET
(e.g. employee, no identified care etc.)

All adults and children who MEET safeguarding criteria for being at risk

Concern reported on Incident Reporting Form and forwarded to the Central Hub

Person has children!

Make a Safeguarding and PREVENT referral
Use existing safeguarding referral process

AND

You **MUST** inform the Designated Safeguarding Lead

Make a PREVENT referral to the appropriate Local Authority team

OR

Out of hours call: **101** (Local Police)

OR

Call the Anti-terrorist Hotline on: 0800 789321

12.   Referral Process Flowchart (Part 2)

12.1   Once a referral has been made and it meets the Channel criteria, the individual / group become part of the Channel process. The Police will carry out the below process with the support of Multi-Agency partners working to the relevant Local Authority lead. This process takes place in order to identify the level of risk and appropriate support plan where necessary

Further information gathering with referrer and other key agencies, the individual at risk is involved with.

Are there shared concerns?
Is there a vulnerability to radicalisation?

NO

YES

If it is deemed that there is no risk, signpost as appropriate to existing and/or other safeguarding processes.

Continue to monitor.

Multi-Agency Channel meeting arranged. This will be chaired by the Local Authority Channel lead and attended by relevant Multi-Agency representatives.

Implement support plan depending on level of vulnerability / risk.

Regular reviews – Channel panel members work together to review progress and reduce risks.

The individual at risk will exit the Channel process when all panel members feel that the vulnerability to radicalisation has been completely removed or significantly lessened.

13. References and Further Information

13.1 Useful Contacts:

Name	Email	Tel. No.	Mobile No.
emh Designated Safeguarding Lead	david.mcmillan@emhcareandsupport.org.uk	0115 850 8536	TBC
emh Deputy Designated Safeguarding Lead	amy.smith@emhcareandsupport.org.uk	0115 850 8548	n/a
emh Central Hub	centralhub@emhcareandsupport.org.uk	0300 123 1571	n/a
Derbyshire Police Prevent Team	EMSOU-SB-Derbys@Derbyshire.PNN.Police.UK	101	n/a
Leicestershire Police Prevent Team	prevent.team@leicestershire.pnn.police.uk	101	n/a
Nottinghamshire Police Prevent Team	prevent@nottinghamshire.pnn.police.uk	101	n/a
Northamptonshire Police Prevent Team	prevent@northants.pnn.police.uk	101	n/a
Name	**Email**	**Tel. No.**	**Out of Hours**
Derbyshire Safeguarding Duty Team	Online reporting	01629 533190	01629 532600
Leicestershire Safeguarding Duty Team	AdultsandcommunitiesCSC@leics.gov.uk	0116 3054933	0116 255 1606
Nottinghamshire Safeguarding Duty Team	mash.safeguarding@secure.nottscc.gov.uk	0300 500 80 90	0300 456 4546
Northamptonshire Safeguarding Duty Team	MASH@northamptonshire.gcsx.gov.uk	0300 126 1000	01604 626938

13.2 Government Publications:
Channel Guidance:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf
PREVENT Strategy:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf

PART 3: DOCUMENTATION AND FORMS

14.   Incident Reporting Form

14.1   Safeguarding / PREVENT Incident Reporting Form