



Reynolds

Training Services

POLICY NAME	Prevent Policy			POLICY NUMBER	Po-005-RTS
EFFECTIVE DATE	November 2023	NEXT REVISION	November 2024	VERSION NUMBER	1.1

VERSION HISTORY				
VERSION	AUTHOR	REVISION DATE	DESCRIPTION OF CHANGE	APPROVED BY
1	John Reynolds	January 2020	Policy Implemented	John Reynolds
1	John Reynolds	January 2021	Annual Review – No Amendments	Andrew Reynolds
1	John Reynolds	January 2022	Annual Review – No Amendments	Andrew Reynolds
1.1	John Reynolds	November 2022	Logos Updated	Andrew Reynolds
1.1	John Reynolds	November 2023	Annual Review – No amends	Andrew Reynolds

Approved by: John Reynolds
Position: Managing Director
Date: 15th November 2023

Approved by: Andrew Reynolds
Position: Centre Manager
Date: 15th November 2023



Introduction and Context

Prevent is part of a Government initiative to develop a robust counter terrorism strategy – CONTEST.

The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy seeks to:

- ❖ Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- ❖ Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- ❖ Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health.

Key Definitions

Radicalisation

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

Extremism

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas (HM Government Prevent Strategy, 2011).

Policy Statement

The Reynolds Training Services Ltd (RTS) Prevent policy has the following key objectives:

- ❖ To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
- ❖ To break down segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners in playing a full and active role in wider engagement in society
- ❖ To ensure student safety and that RTS is free from bullying, harassment and discrimination
- ❖ To provide support for learners who may be at risk and appropriate sources of advice and guidance
- ❖ To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives, the Reynolds Training Services Prevent policy will concentrate on four areas;

1. Leadership and Values
2. Teaching and Learning
3. Learner Support
4. Managing Risks



1. Leadership and Values

Reynolds Training Services understands that we have a moral and legal responsibility to this Prevent Policy. To this end we have an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- ❖ Promoting fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
- ❖ Building staff and student understanding of the issues and confidence to deal with them
- ❖ Deepening engagement with local communities.
- ❖ Actively working with local schools, local authorities, police and other agencies.
- ❖ Identifying changes in the behaviour of apprentices and employees.

2. Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- ❖ Embedding equality, diversity and inclusion, wellbeing and community cohesion
- ❖ Promoting wider skill development such as social and emotional aspects of learning
- ❖ A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- ❖ Encouraging active citizenship/participation and learner voice
- ❖ Ensure that all Reynolds Training Services staff receive training on Prevent as part of their CPD.

3. Student Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- ❖ Effective training and communication for Managers, Associates, and Consultants.
- ❖ In coordination with the other providers establishing strong and effective student support services.
- ❖ Listening to what is happening in RTS, the local community and the CATCH Facility.
- ❖ Challenging anti-social and discriminatory behaviour.
- ❖ Helping Learners, Managers, Associates and Consultants know how to access support through RTS, the CATCH Facility and community partners.
- ❖ Supporting at risk learners through safeguarding and crime prevention processes.
- ❖ Focusing on narrowing the attainment gap for all learners.

4. Managing Risks and Responding to Events

To ensure Reynolds Training Services monitors risks and is ready to deal appropriately with issues which arise. It will do this through:

- ❖ Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly RTS and the CATCH Facility.
- ❖ Understanding and managing potential risks within RTS and from external influences.
- ❖ Responding appropriately to events in local, national or international news that may impact on learners and communities.
- ❖ Ensuring measures are in place to minimise the potential for acts of violent extremism within RTS
- ❖ Ensuring plans are in place to respond appropriately to a threat or incident within RTS.
- ❖ Developing effective ICT policies.



Any such issues that the apprentice or employee has can be reported in the following ways:

- a. Verbally to the course tutor or Centre Manager. The apprentice or employee may be asked by the Centre Manager to support this in writing.
- b. In writing either via email or letter.

In Writing	By Phone	By email
Mr Andrew Reynolds Reynolds Training Services Ltd Technical Training Centre, Redwood Park Estate Stallingborough, North East Lincolnshire DN41 8TH	01469 558 215	andrew@reynoldstraining.com

Any issue/comment/complaint will be assessed at this stage by the Centre Manager and the next steps addressed. The Managing Director and Apprentice Employer will be updated at this stage, wherein the issue/comment/complaint will be investigated promptly and fully. Further action at this stage will follow in line with the Policy outline above.