



**discovery**

**Your Workforce Reimagined**

**Prevent in  
Apprenticeships Policy**

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## Contents

1. Introduction
2. Definitions
3. Implementing Prevent in Apprenticeships

## 1. Introduction

Discovery is committed to meeting all statutory requirements and adopting best practice in every aspect of its business. This document describes how Discovery and its employer partners fulfil their responsibilities for Prevent in apprenticeships.

Section 2 provides definitions of Prevent in the specific context of apprenticeships.

Section 3 describes how Prevent is implemented in apprenticeships. As a registered apprenticeship provider, Discovery falls into the category of 'specified authorities' for the Prevent duty. Apprenticeship teams are responsible for developing, updating, and implementing Discovery's Prevent policy in apprenticeships.

## 2. Definitions

The Prevent duty applies to everyone involved in apprenticeships, including participants, staff and subcontractors.

The law imposes a duty on 'specified authorities', including apprenticeship providers, to have due regard to the need to prevent people from being drawn into terrorism. Discovery is responsible for implementing this duty as the apprenticeship provider.

'Terrorism' includes not just violent extremism but also non-violent extremism. Non-violent extremism includes anything which creates an atmosphere conducive to terrorism and may popularise views which terrorists can exploit.

Extremism is defined as: 'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance for those with 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.'

The Prevent duty specifically covers the following areas in apprenticeships:

- Management of events with external speakers
- Partnerships with police and Prevent coordinators
- Risk assessment and action planning

- Staff training
- Welfare support
- IT policies.<sup>1</sup>

Ofsted examines how the Prevent duty is implemented in apprenticeships, as part of its inspection of safeguarding.

### **3. Implementing Prevent in Apprenticeships**

#### **Prevent Policy Ownership**

The Prevent policy is a subset of Discovery's safeguarding policy. Responsibility for the Prevent policy is held by Discovery's Director of Programmes & Apprenticeship Learning, who also has overall responsibility for safeguarding.

Any contact with the police on risks and issues identified in relation to the Prevent duty is handled directly by Discovery's Director of Programmes and Apprenticeship Learning, Raj Babber.

Operationally the Prevent policy is implemented in apprenticeships by Discovery's apprenticeship teams. The single point of contact for operational delivery of Prevent-related activity is the programme leader in each apprenticeship team. Prevent is a standard agenda item on the meetings of apprenticeship governance bodies.

#### **Preventing Extremism**

Discovery is committed to preventing extremism and upholding British values in apprenticeships. British values are defined as:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths and belief.

#### **Events and external speakers**

Discovery's apprenticeship teams:

- do not provide a platform for encouraging terrorism or inviting support for a proscribed terrorist organisation

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<sup>1</sup> HM Government (July 2015) Prevent Duty Guidance

- have procedures in place for the management of events, that clearly set out what is required for the event to proceed and to identify associated risks
- ensure that staff involved in the event are aware of the Prevent duty and that procedures are in place for sharing information about speakers with partners.

## Partnerships

Discovery's apprenticeship teams:

- have a single point of contact for operational delivery of Prevent-related activity
- have effective relationships with partners including police and regional Prevent co-ordinators
- share information about Prevent activity across the organisation and externally, as appropriate

## Risk Assessment

Discovery's apprenticeship teams:

- carry out risk assessment to assess where and how participants or staff involved in apprenticeships may be at risk of being drawn into terrorism
- develop a Prevent action plan where it identifies a risk, setting out the actions to mitigate the risk
- notify the relevant Prevent co-ordinator and other partners as necessary.

## Staff Training

All staff in Discovery's apprenticeship teams are trained to:

- understand the factors that make people vulnerable to being drawn into terrorism
- challenge extremist ideas
- exemplify British values in their contact with participants and general behaviours
- educate participants in British values
- encourage participants to respect other people
- take appropriate action in response to issues related to Prevent.

## Pastoral support

Discovery's apprenticeship teams:

- provide sufficient pastoral care and support for all participants on apprenticeships
- have clear policies for the use of prayer rooms and other faith-related facilities, and mechanisms for managing any issues arising from the use of the facilities.

## IT Policies

Discovery's apprenticeship teams:

- include specific reference to the Prevent duty in IT policies and procedures
- restrict access to harmful content, as part of the strategy to prevent people from being drawn into terrorism
- have clear policies for participants and staff using IT equipment to research terrorism and counter terrorism in the course of apprenticeships
- make use of specialist advice and support to help ensure that participants on apprenticeships are safe online and appropriate safeguards are in place.

## Monitoring

Implementation of the Prevent policy in apprenticeships is monitored through the quality assurance process carried out by Discovery. This process includes:

- direct observation of induction, training, coaching and other apprenticeship activities
- discussions with participants
- interviews with managers, staff and subcontractors
- review of relevant documentation including policies and procedures, records, complaints and training resources.

A quality assurance report relating to Prevent is provided to apprenticeship governance bodies every quarter. Discovery's apprenticeship self-assessment report and quality improvement plan includes a section on Prevent.

## Protecting Apprentices

Induction and on-going training take place to ensure that apprentices are aware of their personal responsibilities, understand the concept behind Prevent, and are resilient. The following topics are covered at induction and reinforced through training:

- Concept of vulnerability
- Definition of extremism and terrorism
- British values
- Risks and awareness
- Reporting
- Links to organisational values