



Chartered
Institute of
Housing
Approved centre

Prevent Policy and Procedure

1. Aims

The Prevent strategy is part of the Government's counter-terrorism strategy and aims to reduce the threat to the UK from terrorism. It is the duty of all education providers to safeguard their learners and CIH Housing Academy is included in this requirement. Prevent is about raising awareness and communicating in order to keep learners both safe and within the law. The Prevent Duty is also about supporting people to use their concerns and views in non-extremist ways.

CIH Housing Academy is committed to providing a secure environment for its learners, delegates, and apprentices (known hereafter as individuals) where they feel safe and are kept safe. All staff and contractors within the Housing Academy recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for individuals or not.

- This policy applies to all staff and contractors who work within CIH Housing Academy and who contribute to the delivery of the outcomes of individuals
- CIH Housing Academy is committed to the safety of individuals as well as its staff members and contractors
- To ensure individuals are protected, CIH Housing Academy has an up to date Prevent policy and procedure which all individuals, relevant staff members and contractors will have read; this will be supplemented by briefings as appropriate.

CIH Housing Academy is committed to:

- ensuring there is an awareness of preventing extremism and radicalisation by individuals registered on CIH Housing Academy courses and programmes
- providing a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism. This includes ensuring that all staff are clear that Prevent referral procedures mirror the CIH Safeguarding referral pathway and that Prevent issues are Safeguarding issues
- embedding British Values into the ways of working
- recognising current practice which contributes to the Prevent agenda
- identifying areas for improvement

This Prevent policy and procedure is part of our overall arrangements to safeguard and promote the welfare of all individuals in line with our statutory duties as set out by Ofsted and government legislation, detailed in full below:

Ofsted's Common Inspection Framework, 2015, Safeguarding children and young people and young vulnerable adults' policy, July 2015.

Our Prevent policy also draws upon:

- Counterterrorism and Security Act, 2015
- Guidance to the Prevent Duty, DfE
- Protecting children from radicalisation: the prevent duty; July 2015
- Prevent: Resources Guide, DfE
- Social Media Guidance, July 2015,
- Tackling Extremism in the UK, DfE
- Equality Act 2010 and guidance on its implementation

2. Ethos and Practice

When operating this policy, we use the following accepted government definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas.'

- There is no place for extremist views of any kind in CIH Housing Academy, whether from internal or external sources; this includes individuals, staff, contractors, and partners we work with. Individuals should see CIH Housing Academy as a safe place where they can ask questions about the world and where staff and contractors encourage and facilitate these opportunities
- CIH Housing Academy recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for individuals and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect individuals
- CIH Housing Academy aims to provide a broad and balanced learning experience, delivered by skilled professionals, so that individuals understand and become tolerant of difference and diversity and to ensure that they thrive and feel valued and respected
- Individuals can be exposed to extremist influences or prejudiced views from any age which may originate from a variety of sources and media, including the internet. There may be times when individuals may reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language
- Any prejudice, discrimination, or extremist views, including derogatory language, displayed by individuals, staff or contractors will always be challenged and where appropriate supported through discussion with individuals, staff, contractors, and employers. CIH's codes of conduct and ethics will be referred to in these instances

As part of wider safeguarding responsibilities staff and contractors will be alert to:

- Disclosures by individuals of their exposure to the extremist actions, views, or materials of others in settings external to CIH Housing Academy, such as in their homes or community groups
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Individuals exposed to extremist material online, including social networking sites
- Local authority services, and police reports of issues affecting individuals in other settings
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equality and diversity policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- CIH Housing Academy will follow, where possible, any locally agreed or national procedures as set out by local authority or government agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

3. Approaches

We will ensure our teaching, learning and assessment approaches (where relevant) help learners to build resilience to extremism and give them a positive sense of identity through the promotion of critical thinking. We will aim to ensure that all our staff and contractors are equipped to recognise extremism and are skilled and confident enough to challenge it in a way appropriate to the learner's background, experiences, or age

We will facilitate a 'safe place' for individuals to speak confidently and openly about any worries or concerns they may have concerning their safety

This approach will be embedded within the ethos of CIH Housing Academy so that individuals know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution

We will work with partners in our efforts to ensure an understanding that embraces the values in challenging extremist views and to assist in the broadening of individuals' experiences. Where relevant we will help support individuals who may be vulnerable to such influences as part of our wider safeguarding responsibilities and in such instances seek external support to prevent extremism.

At CIH Housing Academy we will promote the British Values of:

- democracy,
- the rules of law,
- individual liberty,
- mutual respect and
- tolerance for those with different faiths and beliefs.

4. Roles and responsibilities

All adults working with individuals have a responsibility to safeguard and promote their welfare. It is far better to report a potential issue or concern and for it to be unfounded than not to report something that could potentially lead to the radicalisation or death of the individual or others.

The procedures outlined in the Safeguarding policy and procedures will be followed when a potential issue or concern concerning prevent or radicalisation is reported.

Leads

CIH Housing Academy has appointed individuals as Designated Safeguarding Leads (DSL) under its Safeguarding Policy and Procedures. These individuals will also take responsibility for dealing with cases of potential extremism and radicalisation. The names of designated staff members and their deputies can be found in the Safeguarding Policy and Procedures document.

Leads must take responsibility for any concerns that come to their attention in their particular teams. They must never ignore, underplay, or pass on overall responsibility to another member of staff, contractor, or peer. Leads have a key role in helping develop understanding, knowledge, and confidence to ensure procedures are followed effectively, professionally, and safely. No member of staff or contractor raising a concern or indeed, any lead must shoulder this burden on their own.

Staff and contractors

All staff and contractors will be briefed in and informed of their responsibilities in being alert to the signs of extremism and radicalisation. CIH Housing Academy will support staff and contractors by providing an opportunity to talk through their concerns with the Designated Safeguarding Lead (DSL) or their deputy.

If they feel there is a real and immediate risk to an individual or others, then anyone can refer directly to the Prevent representative within the local police structure.

Individuals

CIH's Housing Academy's Prevent Policy and Procedures will be communicated to apprentices, delegates, and learners as part of their induction programme or pre-course briefing. It will be uploaded onto the CIH website and also online platforms for individuals, contractors and visitors to the website to see.

Whistle Blowing

CIH's Housing Academy Whistle Blowing policy and procedure is uploaded onto the CIH website and sets out the way staff and contractors may raise any concerns they have, including extremism and radicalisation, and how those concerns will be dealt with.

5. Briefings and updating

- Briefings and updating on Safeguarding and Prevent will be organised for individuals and management at least every three years and will, in part, include briefings on extremism and radicalisation and its safeguarding implications.
- The Lead Safeguarding Practitioner will attend training courses, as necessary.

The Government provide comprehensive guidance on their website for both Higher Education and work-based learners and where to gain additional support:

<https://www.gov.uk/government/collections/the-prevent-duty-in-higher-education-he-training-and-guidance-for-practitioners>

<https://www.gov.uk/government/publications/work-based-learners-and-the-prevent-statutory-duty>

6. Reporting concerns

For individuals and contractors to report a concern please contact the Housing Academy in confidence housing.academy@cih.org

Name of policy or Procedure:	Prevent Policy and Procedure	Internal/external	External/Internal
Section	Housing Academy	Teams	CIH Learning, CIH Training, CIH Apprenticeship Training Provider
Policy owner and job title	Denise Taylor-Trotman, Apprenticeship Manager	Approved:	CIH HA Management Team & Sarah Dunkerley: Director of professional development
Date effective from:	October 2021	Review date:	October 2022
Associated policies and procedures	<ul style="list-style-type: none"> • Safeguarding policy and procedure • Learning, teaching, and assessment strategy • Data Protection Act 2018 guidelines • Whistle blowing policy and procedure 	Version	HA_PPv1Oct21



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