

Prevention of Extremism and Radicalisation Policy (Prevent)

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Summary Table

Policy Title	015 Prevention of Extremism and Radicalisation (Prevent) Policy		
Policy Number	015 v12	Date of Approval	23 Aug 2024
Effective Date	23 Aug 2024	Date for Review	23 Aug 202
Approver	Derek Meier	Policy Owner	Derek Meier

Document History

Date	Document Version	Document Revision Description	Document Author	Approved By
Sept 19	5.0	Policy review	P Melvin	Stuart Milne
Dec 19	6.0	Update document to include MAXIMUS UK	P Melvin	Stuart Milne
April 20	7.0	Policy updated to reflect business update to Maximus UK	P Melvin	Stuart Milne
April 21	8.0	Review and Policy update to DSO email and safeguarding email address	P Melvin	Stuart Milne
16 Sept 21	9.0	Section 9 updated to show dedicated safeguarding email address	P Melvin	Derek Meier
18 Jul 2022	10.0	Review and rebranding	S Richards	Derek Meier
04 Aug 2023	11.0	Annual review and update	S Richards	Derek Meier
23 Aug 2024	12.0	Annual review and update	M Guzy	Derek Meier

1. Introduction

The current threat from Terrorism and Extremism in the United Kingdom is real and substantial and can involve the radicalisation of adults at risk as well as children and young people. In accordance with the National Prevent Strategy 2011, which was formed as 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 the Maximus approach to help prevent radicalisation and extremism and how we comply where appropriate, with the new duty as set out:

- The Prevent duty guidance for England and Wales (2023) – this is statutory guidance for specified authorities in England and Wales, issued on 7 September 2023 under Section 29 of the Counter Terrorism and Security Act

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2015 – it came into force on 31 December 2023 ([Prevent Duty Guidance: England and Wales \(2023\)](#)).

- The Prevent duty guidance for England and Wales (2015) - specified authorities in England and Wales were required to have regard to the 2015 guidance until the 2023 guidance came into force on 31 December 2023 - the 2023 guidance replaces the 2015 guidance, and specified authorities must have regard to the new guidance.
- The Prevent duty guidance for Scotland (2015) continued to be in force until August 2014. Updated guidance for Scotland was published on 7 May 2024 and came into force on 19 August 2024 ([Prevent Duty Guidance for Specified Authorities in Scotland \(2024\)](#)).

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:

- Safeguarding Adults 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 Central 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.

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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 and Prevent Multi-Agency Panel (PMAP in Scotland)	A multi-agency approach in which partner agencies share expertise and resource to create a bespoke package of support to vulnerable individuals at risk of being drawn into radicalisation.

4. Roles and Responsibilities

Role	Responsibilities
Senior Leadership	<p>Senior leadership takes responsibility for ensuring:</p> <ul style="list-style-type: none"> • 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 subcontractors 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.

	<ul style="list-style-type: none"> • 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.
<p>Managers</p>	<p>Managers are responsible for ensuring:</p> <ul style="list-style-type: none"> • Safeguarding against radicalisation is embedded within the business. • 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.
<p>Colleagues</p>	<p>All colleagues including service delivery partners, casual workers and agency staff, consultants, contractor, and volunteers are responsible for:</p> <ul style="list-style-type: none"> • 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.

5. Prevent Legislation

The Counter Terrorism and Security Act 2015 became law in the UK in April 2015; it introduced a series of measures designed to tackle radicalisation. The new statutory guidance for England and Wales, issued on 7 September 2023 under Section 29 of the Counter-Terrorism and Security Act 2015 came into force on 31 December 2023, replacing the 2015 guidance which came into force in July 2023.

This statutory guidance is intended for use by:

- senior leadership teams in any of the specified authorities listed in Part 1 of Schedule 6 of the CTSA 2015
- those with dedicated Prevent and/or safeguarding responsibilities

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- people in specified authorities with responsibility for how resources and funding are used, and for external partnerships
- those in a frontline role and likely to engage with people who may be susceptible to radicalisation.

This guidance may also inform best practice for other sector that are not specified authorities but may wish to consider how to prevent the risk of people becoming terrorists or supporting terrorism.

The list of specified authorities subject to the duty at section 26 CTSA 2015 can be found at Part 1 of [Schedule 6 of the CTSA 2015](#). Further details are in the sector specific sections of this guidance.

This guidance replaces the:

- Revised Prevent duty guidance: for England and Wales (2015)
- Prevent duty guidance: for further education institutions in England and Wales (2015)
- Prevent duty guidance: for higher education institutions in England and Wales 2015 (updated in April 2021)

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.

6. 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.
- 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.

7. Resolving Concerns

All colleagues are expected to report any concerns in respect of radicalisation in at the earliest opportunity without fear of repercussion.

If the Prevent concern relates directly to a participant or customer, you should refer the matter to your line manager and the designated safeguarding advocate in your area. The safeguarding advocate will provide advice, guidance and action required. All Safeguarding concerns will be escalated to the Safeguarding Team (Including the Designated Safeguarding Lead) who will monitor and, when appropriate, authorise closure of the safeguarding incident.

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 Level 3 safeguarding training.

9. Escalating Safeguarding Concerns

- Safeguarding will escalate radicalisation concerns to one or more of the following as appropriate: DBS, Social Services, local authorities or GP emergency services. This list is not exhaustive and will be dependent on the nature of the concern and disclosures made.
- Senior leadership 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.

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