

Prevent Policy

Introduction

This policy aims to ensure that staff and visitors to Vibrance are safe whilst on the premises. The policy will identify who is responsible and what responsibilities certain individuals will have.

Everyone has a 'duty of care' to ensure that staff and students have a greater understanding of the level of terrorism we face in our workplace based on the government's findings and guidelines.

Responsible Persons

The headteacher has the overall responsibility for the implementation and review of this policy.

The Headteacher ensures all staff members are updated with this policy and fully understand it.

All staff members are responsible for always being observant and informing Management/Police of any suspicious activity.

Due to the severity of this policy, terrorism will be monitored and an agenda item at team and management meetings.

General Policy and Guidelines

Vibrance does not permit nor condone any form of Terrorism or facilitation of Terrorism.

We will endeavour to carry out all our obligations under any Anti-Terrorism Legislation that may be in force promptly and efficiently.

All staff and associates will fully comply with this policy and report any suspicious activity.

Staff who represent Vibrance will take care not to pursue any activity that may cause other concerns, which may lead to an investigation of the company and those as an individual. All individuals must conduct themselves in a manner that ensures that Vibrance's reputation remains intact and is not damaged.

Governance Accountability and Transparency

While fully respecting individual privacy rights, Vibrance shall maintain records of all staff, identifying information regarding individuals' email addresses, home addresses and citizenship statuses.

Reporting

If any Vibrance Staff becomes aware, whether personally or through a third-party complaint or allegation of a connection to Terrorism or a Proscribed Entity of any program, they must report this to the Management and the Police/ local Prevent Co-ordinator immediately. The 'Prevent Strategy' enables individuals to report any terrorism at any level or potential people being drawn into radicalisation. The Prevent coordinator/police will determine the severity and risk of such allegations and act accordingly. If necessary, the 'Channel' programme may be used for individuals who have become radicalised and agree to such measures.

Page 1 of 2

Reviewed: August 2024

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Please note:

Nothing in this policy shall derogate from or supersede the rights or obligations of the person initiating the complaint to make any other report to the relevant authorities under applicable Anti-Terrorism Legislation

This policy is in line with the following legislations but is not limited to: -

- Terrorism Act 2000, 2000 c. 11.
- Anti-Terrorism, Crime and Security Act 2001, 2001 c 24.
- Prevention of Terrorism Act 2005, 2005 c.2; (The Act was repealed on 15 December 2011 by section 1 of the Terrorism Prevention and Investigation Measures Act 2011).
- Terrorism Act 2006, 2006 c. 11.
- Counter-Terrorism and Security Act 2015.