



Prevention of Radicalisation Policy

Policy Principles

The Monitor Group accepts its legal responsibility to have due regard to the need to prevent people from being drawn into terrorism. In accepting this responsibility, it must also balance detailed Prevent requirements against its core mission to ensure that certain fundamental standards are preserved. This balance is achieved by ensuring that any changes to operational policies, guidelines, processes, systems or working practices, implemented align with the one or more of the following core Prevent principles.

PREVENT

The Prevent strategy is part of the overall counter-terrorism strategy, CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people from becoming terrorists or supporting terrorism. The Counter-Terrorism and Security Act 2015 reflects the aim as the need to “prevent people from being drawn into terrorism”. It has been acknowledged that some individuals, especially but not exclusively those from the pre-identified high-risk groups, may be vulnerable to and therefore at risk from the encouragement and grooming by others.

The Act places a duty on certain bodies, in the exercise of their functions, to ‘have due regard to the need to prevent people from being drawn into terrorism’. Prevent therefore works in the pre-criminal space to divert individuals before they put themselves or others at risk of harm. Prevent affects both children and adults and comes under the remit of Safeguarding. This policy provides more detailed information in respect of the prevention of radicalisation and is in addition to the company’s existing Safeguarding Policy.

The Prevent strategy aims to:

1. Stop people from becoming terrorists or supporting terrorism
2. Raise awareness to all employees that Prevent is part of the existing safeguarding responsibilities
3. Know how to identify and refer vulnerable individuals for support in a pre-criminal space by;
 - a. Recognising vulnerable children, young people and adults who may be at risk of radicalisation

- b. Working in partnership with other agencies to reduce risk and protect the individual and
- c. Provide adequate and necessary support as part of a proportionate multi-agency response to any concerns.

It should be noted that the radicalisation of individuals is a process and not a one off event. There is no single profile of a terrorist, nor a single profile of a person who may be at risk.

Prevent is not about race, religion or ethnicity – the strategy aims to prevent the exploitation of vulnerable individuals and in so doing ensure they are safeguarded in the most appropriate and least restrictive manner.

Education

Critical to supporting our staff so that they are less susceptible to radicalisation is to educate and support them about equality, diversity, and inclusion. We do this through training, communication and positive monitoring.

Safeguarding

Preventing vulnerable individuals from being drawn into terrorism is a safeguarding issue and Company policies and procedures in place to help safeguard employees should consider the Prevent requirements.

Staff awareness

All managers and supervisors are expected to complete the relevant training.

Senior accountability

The overall lead on safeguarding children & vulnerable adults is provided by the Directors and the Senior Management Team. The Administration Manager has overall responsibility for the effective delivery and monitoring of this Policy. All managers and supervisors are responsible for ensuring that the requirements of this Policy are implemented in full.

Celebrating diversity

Different cultures and faiths must be observed and promoted to counter the threat of radicalisation from internal and external influences.

Confidentiality and Information sharing

Some internal and external information sharing will be necessary but only under appropriately controlled conditions. This does not amount to an agreement to share personal data on anything other than a needs based and case by case basis.

Free speech

Policies and procedures must balance the obligation to enable free speech with the requirements of Prevent.

Social media

Social media, whilst just another medium for communication, social interaction and debate, should be consistent with the Company's free speech obligations. Social media is a vehicle by which vulnerable individuals are particularly susceptible to radicalisation.

IT Usage

The Company will take steps where possible to deny access to specific websites, network resources and IP addresses that provide or facilitate access to extremism materials in relation to the Company's Prevent duty, this is through externally governed firewalls provided at the core of the network.

Approved by –



Angus Henry

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Next review November 2025