



## **Prevent - Do you know what it is?**

(Employer information)

### **Prevent explained**

Prevent is a Government strategy about safeguarding people and communities from the threat of all types of extremism and radicalisation, including terrorism. It is also about the promotion of British values. Extremism and radicalisation might include violent Islamist groups, the extreme right wing and other causes. At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

### **Why do we need to be aware of prevent and extremism?**

Prevent is not just about extremism, it is about promoting and teaching values such as tolerance and mutual respect.

### **Is extremism really a risk in our area?**

Extremism takes many forms, including political, religious, misogynist and misandrist extremism. Some of these may be a greater threat in some areas than in others. Your local council and police will be able to advise if you have specific concerns or questions.

### **Prevent uses a range of measures to challenge extremism including:**

- Working with and supporting community groups and social enterprise projects who provide services and support to vulnerable people.
- Working with faith groups and institutions to assist them in providing support and guidance to people who may be vulnerable.
- Supporting local schools, local industry and partner agencies through engagement, advice and training.
- Supporting people who are at risk of being drawn into terrorist or extremist activity through the Channel process.

## What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. The programme uses a multi-agency approach to protect vulnerable people by:

### Identifying individuals at risk

- Assessing the nature and extent of the risk
- Developing the most appropriate support plan for the individuals concerned

### What can you do as an employer?

1. You have a responsibility to share any concerns regarding your staff and to allow the appropriate personnel to explore what the course of action might be
2. If you are concerned that someone you know may be at risk of radicalisation you can call the local police on 101 or call the confidential anti-terrorist hotline number 0800 789321
3. Provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British values
4. Be alert to any changes in your employee's behaviour that, in your professional opinion, give you cause for concern.

There are often no obvious signs, however the following information may help:

### Extremism

Change in behaviour and dress, allowing for trends in fashion, particularly among young people in their late teens early 20s. Physical signs could indicate concerns relating to extremism such as tattoos that far right organisation supporters sometimes display.

### Terrorism

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- Peer pressure
- Influence from other people or via the internet
- Bullying
- Crime against them or their involvement in crime, e.g. race/hate crime, anti-social behaviour etc
- Family tensions
- Lack of self-esteem or identity
- Personal or political grievances
- Concerns which should be passed on are:
- Evidence of sharing of extremist websites
- Evidence of homophobic, religion based or racist bullying



### External sources

The following sources may also be useful for further information:

#### **HM Government Prevent duty guidance for England and Wales**

<https://www.gov.uk/government/publications/prevent-duty-guidance>

**What is Prevent? Let's Talk About It** <http://www.ltai.info/what-is-prevent/>