



## **Prevent Duty Policy**

**Scope of the Policy** – All Employees, Volunteers and Apprentices.

### **Introduction**

Fresh Start Future Enterprises Ltd (hereinafter referred to as "the Company") is committed to providing a safe and secure environment for all individuals involved in its activities, including employees, contractors, clients, and the general public. This Prevent Duty Policy outlines the Company's



commitment to safeguarding and preventing the risk of harm to individuals, particularly vulnerable individuals, and to preventing radicalisation and extremism. The policy applies to all Company employees, volunteers and apprentices, as well as any individuals engaged in activities on behalf of the Company.

## Policy Statement

### 2.1 Safeguarding

The Company is dedicated to safeguarding individuals, ensuring their well-being, and protecting them from harm. This includes safeguarding children, young people, and adults at risk. The Company acknowledges its legal and moral responsibility to take all reasonable steps to prevent harm and to respond appropriately to any concerns or suspicions of abuse, neglect or radicalisation.

### 2.2 Prevent

The Company is committed to the Prevent Duty, which aims to prevent people from being drawn into terrorism, radicalisation or supporting extremist ideologies. The Company recognises its role in identifying individuals who may be vulnerable to radicalisation and takes steps to support and protect them, as well as preventing radicalisation within its premises and activities. This policy is to ensure that staff, volunteers and apprentices are fully engaged in being vigilant about radicalisation and terrorism; that employees overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our clients are safe from harm.

Our principle objectives are that:

- All staff, volunteers and apprentices will understand what radicalisation and extremism are and why we need to be vigilant.
- All trustees and staff members (including volunteers and apprentices) will know what the charity policy is on Prevent Duty and will follow the policy when issues arise.
- Employees, volunteers and apprentices are protected from radicalising influences.
- Employees, volunteers and apprentices are resilient to extreme narratives.

All employees, volunteers and apprentices understand that they have a legal responsibility to fulfil the prevent duty statement:

*The overall aim of our counter-terrorism strategy, CONTEST, is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence. Prevent remains one of the key pillars of CONTEST, alongside the other three 'P' work strands:*

- Prevent: to stop people becoming terrorists or supporting terrorism
- Pursue: to stop terrorist attacks



- *Protect: to strengthen our protection against a terrorist attack*
- *Prepare: to mitigate the impact of a terrorist attack*

*The aim of Prevent is to stop people from becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism. The Prevent duty requires specified authorities such as education, health, local authorities, police and criminal justice agencies (prisons and probation) to help prevent the risk of people becoming terrorists or supporting terrorism. It sits alongside long-established safeguarding duties on professionals to protect people from a range of other harms, such as substance abuse, involvement in gangs, and physical and sexual exploitation. The duty helps to ensure that people who are susceptible to radicalisation are supported as they would be under safeguarding processes.*

The Counter Terrorism & Security Act 2023

## **Responsibilities**

### **3.1 Senior Management**

The senior management of Fresh Start Future Enterprises Ltd is responsible for ensuring the implementation, monitoring, training, and review of this Prevent Duty Policy. They will provide the necessary resources, training, and support to enable all employees, volunteers, apprentices and contractors to fulfil their responsibilities under this policy.

### **3.2 Designated Safeguarding Officer**

The Company will appoint a Designated Safeguarding Officer (DSO) who will be responsible for overseeing the implementation of safeguarding and prevent measures. The DSO will act as the primary point of contact for safeguarding and Prevent Duty concerns and will liaise with external agencies when necessary.

### **3.3 All Employees and Contractors**

All employees and contractors of the Company have a responsibility to familiarise themselves with this Safeguarding and Prevent Policy and act in accordance with its principles. They should report any safeguarding concerns or suspicions of radicalisation promptly to the DSO or a senior manager.

## **Risk Assessment and Training**



#### **4.1 Risk Assessment**

The Company will conduct a regular risk assessment to identify potential safeguarding risks and vulnerabilities within its activities and premises. This assessment will be used to inform the development of appropriate safeguarding measures.

#### **4.2 Training and Awareness**

All employees, volunteers and apprentices will receive regular training on safeguarding and the prevention of radicalisation. This training will equip them with the knowledge and skills necessary to identify and respond appropriately to safeguarding concerns and signs of potential radicalisation. Training will be provided during induction and refreshed periodically.

### **Reporting and Responding to Concerns**

#### **5.1 Reporting Procedure**

Any employee, volunteer, apprentice or contractor who has concerns or suspicions regarding the welfare or safety of individuals (including potential cases of abuse or neglect), radicalisation or extremism should report them immediately to the DSO or a senior manager. The Company will ensure that reporting procedures are clear, confidential, and accessible.

#### **5.2 Responding to Concerns**

The Company will respond promptly, sensitively, and proportionately to safeguarding concerns, following established reporting procedures and guidance from relevant authorities. This may involve contacting appropriate external agencies, such as the police or social services, to ensure the safety and well-being of individuals at risk.

**Norfolk Police Prevent Team** – 01953423905 or 01953423896 E-mail: [prevent@norfolk.police.uk](mailto:prevent@norfolk.police.uk)

**Russel Cole, Norfolk County Council Prevention of Radicalisation Coordinator** – [Russell.cole2@norfolk.gov.uk](mailto:Russell.cole2@norfolk.gov.uk)

#### **5.3 Early Warning Signs**

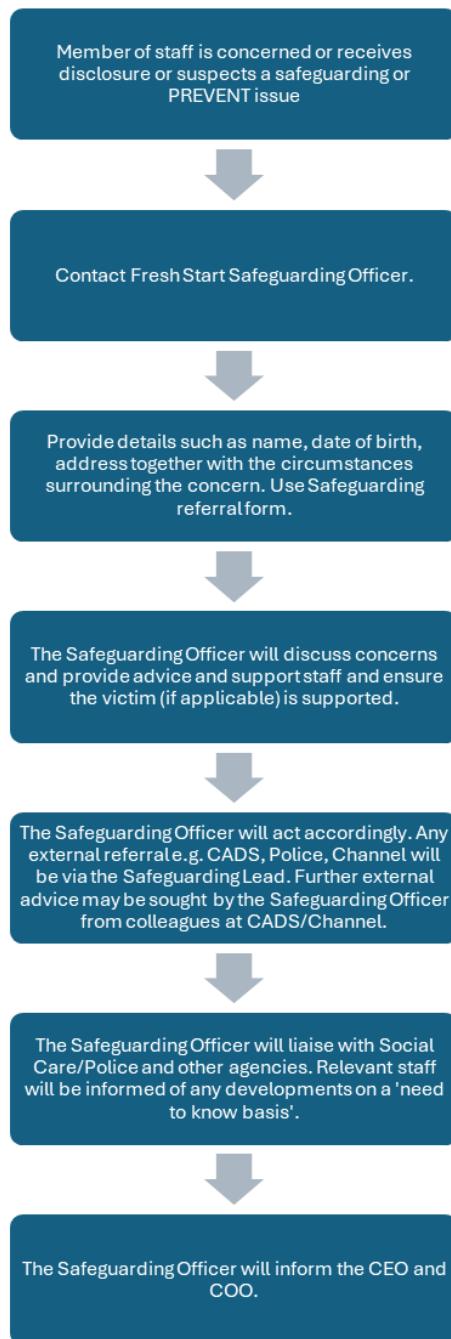
The following 'early warning signs' for employees, volunteers and apprentices and have all been identified from Prevent referrals over the last few years:

- Accessing extremist material online, including through networking sites (e.g. Facebook, YouTube)
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Changes in behaviour and/or friendships
- Wearing clothing and/or logos that are indicative of an extremist group



- Voicing opinions drawn from extremist ideology or narrative
- Use of extremist or hate terms to exclude others or incite violence

All concerns regarding clients, staff, volunteers and apprentices will need to be reported to the DSO.





## Monitoring and Review

### 6.1 Monitoring

The Company will monitor the implementation and effectiveness of this Prevent Duty Policy regularly. This may involve reviewing safeguarding practices, training records, incident reports, and feedback from employees, contractors, clients, and external agencies.

### 6.2 Review

This policy will be reviewed annually or more frequently if required, to ensure it remains up to date and in line with legal requirements and best practices.

### Conclusion

Fresh Start Future Enterprises Ltd is committed to maintaining a safe and secure environment for all individuals involved in its activities. By implementing this Safeguarding and Prevent Policy, the Company aims to protect vulnerable individuals, prevent harm, and contribute to the wider efforts of safeguarding and preventing radicalisation.

Name: Cathryn Grint

Signed: ***Cathryn Grint***

Date: 16<sup>th</sup> March 2025

Review Date : March 2026