**Prevent Policy**

At Puffins Training, we hold high regard to our safeguarding policies and endeavour to ensure the welfare and safety of our learners. Our Tutors, Assessors and Managers have a duty of care to identify any concerns with learners and intervene accordingly. All staff have relevant training to identify factors that make people vulnerable and will challenge any vocal or active opposition to British values, and will not tolerate any forms of harassment, bullying or discrimination.

We encourage all staff to respect other people with a particular regard to the protective characteristics of the Equality act, including mutual respect and tolerance for those with different faiths and beliefs.

We have robust procedures in place to support vulnerable learners and refer them to the relevant safeguarding bodies. All settings will report to their Safeguarding Officer or company Safeguarding Officer if they have any concerns of abuse, discrimination, extremism and radicalisation.

Puffins operate a vigorous policy to monitor all online and internet-based activity. As with our procedures as outlined for vulnerable learners, all settings would be referred to the relevant Safeguarding body.

In respect of safeguarding individuals from radicalisation, Puffins works to the Prevent element of the Government’s Counter Terrorism Strategy, and where deemed appropriate seeks external support for learners through referrals to the Channel Programme. This programme aims to work with the individual to address their specific vulnerabilities, prevent them becoming further radicalised and possibly entering the criminal justice system because of their actions. It is recognised that radicalisation can occur to an individual from any section of society and is not particular to any racial, ethnic or social group. It is further recognised that in many instances the process of radicalisation is essentially one of grooming by others.

Some of the sign to look out for are listed below.

* Isolating themselves from family and friends
* talking as if from a scripted speech
* unwillingness or inability to discuss their views
* a sudden disrespectful attitude towards others
* increased levels of anger
* increased secretiveness, especially around internet use.

If concerns are raised these must be reported to the Safeguarding officer. They will then investigate and if necessary report it to Devon and Cornwall police. Using the following contacts.

A Prevent referral by can be made completing the form below and emailing it to: [Prevent](mailto:prevent.referrals@devonandcornwall.pnn.police.uk).

Alternatively the team can be contacted directly during office hours on 01392 225130 – please allow for the call to ring through to the answerphone as it calls our different offices in turn.

If there is an immediate threat to life always dial 999.