



# **The Old Needle Works Foundation**

## **Prevent Policy**

Date of Publication 21<sup>st</sup> March 2025

Date of Next Review 20<sup>th</sup> March 2026

Elaine Grant – CEO Date 21<sup>st</sup> March 2025

## Policy Background

This policy outlines t

The Old Needleworks Foundation's approach to the statutory requirement to implement the Prevent duty. The Prevent policy aims to safeguard vulnerable individuals who may be at risk of being radicalised and of potentially becoming involved in terrorist activities. It has strong links to safeguarding policies.

There is a duty placed on bodies receiving public funding to have due regard to the need to prevent people from being drawn into terrorism, "Section 26 of the Counter – Terrorism and Security Act 2015.

The government's "**Counter-Extremism Strategy**" (published 19 October 2015) further outlines the requirements on public institutions to implement the Prevent duty. The strategy aims to "ensure that no institutions can provide an uncontested space for extremist ideology to be propagated". It also identifies strategies for countering extremist ideologies, building partnerships with those who oppose extremism and building cohesive communities.

The government has defined extremism in the Prevent Duty as "vocal or active opposition to fundamental British values, including calls for the death of members of the British armed forces". British values include "democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs".

It is within this context that The Old Needle Works Foundation has developed its approach to the implementation of the Prevent duty.

### 1 Our aim

The Old Needle Works Foundation recognises its duty to implement Prevent and, in doing so, we are also committed to enabling and supporting critical debate about the duty within the context of The Old Needlework's mission and values.

### 2 Leadership and Management

The implementation of the Prevent Duty is the responsibility of the Senior Management team with direction from the CEO, outlining how the organisation has carried out its statutory duties and measuring progress against the Prevent risk assessment and action plan.

We will ensure that:

- The Prevent Duty will be fully implemented across the organisation seeking where possible to ensure an appropriate fit with our Mission and Values.
- There is consultation with community partners.

- There is an overall organisational risk assessment which seeks to highlight any key areas of focus and appropriate actions for The Old Needle Works Foundation as a whole.
- Staff understand the risks behind radicalisation, the meaning of extremism within the context of freedom of speech, and the factors which contribute to vulnerability to extremism.
- Staff have support in implementing the duty effectively.
- Staff receive regular training.
- Staff have the opportunity to engage in discussion about the implementation of the duty.
- Specific risk assessments in relation to the safety of our staff, students, members and volunteers may be utilised, as appropriate.
- Appropriate information sharing policies are in place.

### 3 **Safeguarding Service Users**

**The Old Needle Works Foundation aims to protect, as far as possible, the well-being of children and adults engaged in the range of its activities.**

Appropriate arrangements are in place to provide a safe and secure environment via the organisation's safeguarding procedures, structures and reporting mechanisms. Where there are concerns regarding vulnerability to exploitation and manipulation via on-line grooming or other methods, the Safeguarding reporting methods and procedures will be implemented. When an incident of concern occurs, a risk assessment must be carried out using the INCIDENTS OF CONCERN: RISK ASSESSMENT AND PRIORITISATION/FLOWCHART and recorded on the INCIDENT OF CONCERN – RISK ASSESSMENT AND PRIORITISATION RECORD FORM (SAFE 1). The flowchart will inform the appropriate action to be taken.

### 4 **Specific Responsibilities:**

**We aim to ensure that staff roles and responsibilities in relation to the Prevent duty are clear and transparent:**

#### 4.1 Management.

The CEO has responsibility for the safeguarding and Prevent policy and framework, facilitating actions and centrally recording statistics on any incidents related to Prevent alerts. The CEO will commission and collate a range of risk assessments in relation to Prevent and will ensure the application and critical discussion of Prevent in service provision and in training for staff.

#### **4.2 Designated Safeguarding person.**

The Old Needle Works Foundation trained Designated Safeguarding Person (DSP) who is responsible for:

- dealing with issues raised.
- ensuring that all Prevent procedures are followed.
- maintaining confidential records.
- reporting, as required.
- working with other agencies, as required, within the framework of Local Authority prevent co-ordinators.

#### **4.3 Staff and Volunteers**

All staff have access to The Old Needle Works Foundation Staff Handbook (which will include reference to the Prevent duty) and a strong emphasis on safeguarding issues should feature in their induction. Guidance on the Prevent duty will be included in staff induction documents. This should also be the case for volunteers especially where they are working with groups who may be vulnerable in certain circumstances. Staff should ensure that service users are aware of appropriate policies and how to report incidents and concerns. Appropriate policies include The Old Needleworks Zero Tolerance Policy.

### **5 Service delivery**

We are committed to providing a service which embodies our commitment to social purpose.

#### **We aim to achieve this by:**

- Supporting the development of critical thinking, resilience, and active citizenship within our hub.
- Enabling service users to express views freely within the context of the Zero Tolerance Policy and the law.
- Creating resources to support the discussion and challenge fundamentalist belief that underlies the types of extremism that denies democracy and equality and sometimes leads to terrorism.
- Actively celebrating diversity and fostering good relationships.
- Developing the following themes: "Community Engagement, Health and Well-being, Employability and Culture.
- Developing the service user voice and asking service users to provide feedback on their "confidence in speaking out and taking part in my community".
- Promoting our commitment to social purpose via varied media.
- Actively preparing our service users to live and work in Britain and the world as responsible citizens in society.

## 6 Training

**The Old Needle Works Foundation will require all appropriate staff and volunteers to undergo training with the aim of ensuring that they understand their responsibilities under the Prevent duty and act upon them accordingly.**

A training plan will build on the Prevent training already completed by staff. The plan will focus on 2 main aspects of the Prevent Duty:

- i. An understanding of the Duty, the context, the factors that contribute to vulnerability to extremism and reporting mechanisms. Training will be proportionate to the role, using a range of formats, e-learning, face to face, staff conferences...Specific resources will be developed to supplement training material already available.
- ii. An understanding of "British" or common values, how these are defined and how they are consistent with our mission and purpose. This will be embedded as part of The Old Needleworks Foundation's approach building on the strong value base of The Old Needle Works Foundation which is consistent with the British Values statements.

## 7 Community partnerships

In our targeted work with Community partners, we aim to engage in consultation on the implementation of the Prevent duty, to ensure an approach consistent with our values and purpose. We will provide support for our staff involved in such discussion, recognising that aspects of the duty may give rise to sensitive issues for both partners and staff.

## 8 Policies and Procedures

**We will ensure that all policies and procedures that are relevant to the Prevent duty are reviewed, updated and understood by Staff and volunteers, as appropriate to their role. Relevant policies include:**

- Safeguarding policy and procedures
- Whistleblowing policy
- The Old Needle Works Foundation Zero Tolerance Policy
- Complaint's Procedure