Metadata Prevent Policy

Metadata Training

1. The Prevent Policy for Metadata reflects the importance of our responsibility to avoid radicalisation.

2. Metadata also complies with the statutory The Prevent Duty (The Counterterrorism and Security Act June 2015) and Social Media for Online Radicalisation (July 2015) and this Policy should be read in conjunction with these procedures and guidance.

3. The main aims of this policy are to ensure that staff are fully engaged in being vigilant about raising awareness; that they overcome professional disbelief that such issues will not happen at Metadata and ensure that we work alongside other professional bodies and agencies to ensure that our apprentices and staff are safe from harm.

4. Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind. Extremism is defined as the holding of extreme political or religious views. At Metadata, we are fully committed to safeguarding and promoting the welfare of all learners and staff. We recognises that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

5. At Metadata, all employees are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

6. The principle objectives of this policy are that:

o All staff will understand what radicalisation and extremism are and why we need to be vigilant.

o All apprentices and staff will know that Metadata has policies in place to keep them safe from harm and that Metadata regularly reviews its systems to ensure they are appropriate and effective.

7. Metadata's curriculum promotes respect, tolerance, and diversity. Apprentices and staff are encouraged to share their views and recognises that they are entitled to have their own different beliefs which should not be used to influence others. It is recognised that apprentices or staff with low aspirations are more vulnerable to radicalisation and, therefore, we strive to equip our apprentices and staff with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

8. Apprentices and staff are briefed during induction about how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the Internet. Inappropriate websites are banned and cannot be accessed from Metadata premises.

9. Metadata staff, contractors, associates and volunteers will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties. Through various training opportunities within Metadata, we will ensure

that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

10. Designated Prevent Lead – Mike Goodland email: mike.goodland@MetadataTraining.co.uk telephone: 07887 644572