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# British Values Statement of Intent

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Firebrand Training

## British Values & The Prevent Duty Commitment

Firebrand will:

- Provide staff with sufficient training to be able to recognise this vulnerability (Radicalisation) and be aware of what action to take in response
- Understand when to make referrals to the Channel programme and where to get additional advice and support.
- Keep learners safe and promote their welfare
- Be alert to any disclosed safeguarding issues in the learner's life at home or elsewhere
- Take action to protect learners from harm and be alert to harmful behaviour by other adults in the child's life.
- Focus on learners' personal, social and emotional development
- Ensure learners understand right from wrong, mix and share with others and value others views, know about similarities and differences between themselves and others, and challenge negative attitudes and stereotypes

To do this staff will:

- Listen to learners
- Share appropriate information with parents if applicable
- Listen to parents
- Report concerns
- Challenge negative behaviour
- Focus on what learners need
- Support learners **personal, social and emotional development** by helping learners to develop a positive sense of themselves, and others; to form positive relationships and develop respect for others; to develop social skills and learn how to manage their feelings; to understand appropriate behaviour in groups; and to have confidence in their own abilities.

### The Prevent strategy:

- Reacts to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views
- Delivers practical support to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- Collaborates with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism. Firebrand will always support young people and vulnerable adults who are at risk of being drawn into terrorist activity through the Channel process, which involves several agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities.

### Leadership and management

Firebrand's adoption and practice of the Prevent Duty is led from the top. As this is potentially a controversial issue there is a clear need for support from the board and Group Managing Director.

### Training

All delivery and support staff within Firebrand are provided with training and guidance on what to be alert to in terms of students or staff extremism. All Firebrand delivery and support staff must attend Safeguarding and Prevent duty training and report any Safeguarding and Prevent concerns to the Designated Safeguarding Officer. All staff are expected to uphold the values embedded within the Equality Act 2010 at all times. They should use any relevant opportunities to promote the

British values of: democracy, rule of law, individual liberty, tolerance and mutual respect for different faiths.

### **Communication**

Effective communication links have been developed with local Prevent coordinators and Prevent forms an action on the Safeguarding Action Plan which is reviewed monthly at the Quality and Compliance Forum

### **Curriculum**

Firebrand learners develop critical thinking skills which will support them in resisting extremism. Opportunities are available for apprentices to discuss challenging topics and events in a supported environment. Firebrand delivery staff continuously develop their own approaches to implementing British values to support apprentices in resisting extremism while developing their political views. As part of further raised awareness and reinforced understanding, apprentices are enrolled onto a supplementary curriculum that develops social awareness of such topics as Prevent and British Values within the ever changing digital landscape.

### **Clear agreed referral channels**

Every person at Firebrand, including apprentices know what they need to do if they are concerned about a peer or member of staff. The process of referral within Firebrand and externally is clear and unambiguous.

Complying with the Prevent duty includes promoting and exemplifying British values: i.e. Democracy, Rule of Law, Individual Liberty, Tolerance and Mutual Respect and different faiths and beliefs. This includes not discriminating against the following nine characteristics as set out in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Identification of concerns might include the following, although this list is not exhaustive:

- Expression of views which are discriminately against protected groups or individuals
- Third party reports of concerns about behaviour e.g. plans to travel abroad or extremist activities
- Evidence of discriminately treatment of other groups or individuals
- Evidence of bullying behaviour or harassment
- Evidence of non-compliance with the Firebrand and/or employers expectations of behaviour
- Possessing, accessing extremist materials
- Evidence of family concern about vulnerability to extremism
- Expression of extremist views including on social media
- Use of extremist language
- Threats of violence

Firebrand is committed to supporting vulnerable students through its safeguarding agenda in order to prevent potential radicalisation and maximise the learning experience to enable successful destinations, careers and life prospects.

Further Information:

- Channel Strategy and Prevent Duty  
<https://www.gov.uk/government/publications/counter-terrorism-strategy-contest>