



Anti-Radicalisation & Prevention (Prevent) Policy

Cordie Ltd takes the responsibility of safeguarding students, apprentices and staff very seriously. We are committed to the safeguarding of students, apprentices and staff, and committed to supporting the recovery of individuals who may be targeted by the circumstances outlined in this policy. The policy of support and prevention of extremism and radicalisation has been devised to be complementary to work alongside our Safeguarding Policy.

This policy, whilst a standalone policy is integral to other policies including Safeguarding, Diversity and Equal Opportunities, Health & Safety, Data Protection & Information Assurance and Recruitment & Selection. This policy applies to all operating divisions of Cordie and all of our operational activities. It applies to all Cordie staff and any external third parties operating on our behalf.

Government Prevent Duty

Section 21 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”. The Government’s Prevent Strategy was published in 2011 and forms part of an overall Counter-Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting individuals who might be susceptible to radicalisation.

The Prevent Strategy objectives are as follows:

- Terrorist ideas should be identified and challenged



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- Vulnerable people should be supported and protected from becoming terrorists or supporting terrorists
- Communities, institutions and the Government should all work together to tackle the problem of extremism.

The Government's Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism, but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorist exploit.

The United Kingdom currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of attacks in the near future. We will monitor the UK Government threat level and act in all due consideration of the guidance.

Definitions Used in This Policy

▪ Terrorism

The current UK definition of terrorism is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

▪ Extremism

A vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism call for the death of armed forces whether in this country or overseas.



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- **Ideology**
A set of beliefs. These beliefs can be religious, political or personal.
- **Prevention**
Reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent involves the identification and referral of those at risk of being involved in violent extremism.
- **Radicalisation**
The process by which a person comes to support terrorism and forms of extremism leading to terrorism.
- **Radicaliser**
A person who encourages others to develop or adopt beliefs and views that support terrorism and forms of extremism leading to terrorism.
- **Radicalising Locations**
Venues, often unsupervised, where the process of radicalisation takes place.
- **Radicalisation Materials**
Literature or videos that are used by radicalisers to encourage individuals to adopt a violent ideology. Some of this material may openly encourage violence.
- **Vulnerability**
Describes the condition of a susceptibility to be injured, difficult to defend; open to moral or ideological attack. Within Prevent, the work describes factors and characteristics associated with being at risk of radicalisation.

Our Aims and Objectives

Cordie Ltd strives to recognise and manage the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief.



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We have four key objectives:

1. To develop student, apprentice, staff and associate awareness of Prevent
2. To ensure that our students, apprentices, staff and associates are aware of their roles and responsibilities in preventing violent extremism and radicalisation
3. To promote and reinforce shared values, to create space for free and open debate, and support the student and/or apprentice voice
4. To manage the risk of students, apprentices and staff being exposed to extremism and becoming radicalised.

Our Responsibilities

To ensure that Cordie Ltd effectively manages risks and is able to deal appropriately with issues around radicalisation and extremism we will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on Cordie Ltd
- Understand and manage potential risks within Cordie Ltd and from external influences including the display of extremist materials and use of venues
- Ensure measures are in place to minimise the potential for acts of extremism within Cordie Ltd learning environments
- Ensure plans are in place to respond appropriately to a threat or incident within Cordie Ltd
- Adopt effective ICT security and responsible user policies and promote these to all students, apprentices, staff and associates.

Staff and Associate Responsibilities

The Designated Prevent Officer, **Andrea Reynolds**, holds overall responsibility for ensuring this policy is implemented across Cordie Ltd and any concerns are shared with the relevant organisations in order to minimise the risk of students, apprentices and staff becoming involved with terrorism.

All staff and associates at Cordie Ltd have a responsibility to:

- Provide an ethos which upholds Cordie Ltd.'s vision and values and promotes respect, equality and diversity and inclusion



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- 'Actively promote' the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs
- Report any concerns around extremism or radicalisation to the Prevent Officer
- Report on literature displayed or used at any training venue that could cause offense or promote extremist views
- Support the development of student, apprentice, staff and associate understanding of the issues around extremism and radicalisation.

Referrals

Where there is an identified/potential risk that a student, apprentice or staff member may be involved in supporting or following extremism, further investigation by the police will be requested.

The Designated Prevent Officer is responsible for contacting the Police for further advice and guidance.

Any student, apprentice, staff or associate who identifies such concerns should report these to Andrea Reynolds, Designated Prevent Officer on 07743 893333 or email: andrea.reynolds@cordie.co.uk

Incidents in relation to extremism are expected to be very rare, but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession of a student, apprentice or member of staff. In this situation, a 999 call should be made and the Prevent Officer and Directors informed as soon as practicably possible.



This policy applies to all the operating divisions of Cordie Ltd. Cordie reserves the right to amend the Anti-Radicalisation & Prevention (Prevent) Policy from time to time. Thank you for your commitment to this policy. A full copy of this policy is accessible to all staff and associates electronically and can be obtained upon request. A copy of this policy is also available on our public website.

Andrea Reynolds
Managing Director, Cordie Ltd



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