

the root of it Prevent Policy

Aims

We recognise our duty under Section 26 of the Counter-terrorism and Security Act 2015 in recognising extremism (both violent and non-violent) in all its forms. This includes raising concerns about grooming or interest in extremism in order to avoid people being drawn into terrorism.

Extremism is defined as “vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.”

Internal provision

The pastoral provision for learners is important. As such we offer free support by phone, email or webcam for remote learners and from the trainer for in-person learners. Our induction for our learners includes guidance for the learner on accessing support for both their learning and also welfare.

Due to the nature of our provision, times that learners are together is very limited. Occasions they are would be breaks on in-person courses and also engagement in the Facebook support groups offered to learners. Staff are able to monitor conversations and intervene if there is inappropriate behaviour.

Site safety

The Root Of It does not have a physical delivery location and instead delivers in-person training on customer's sites or in venues like hotels. This means that the responsibility for access to the training venue lies elsewhere, however our trainer will be the responsible person for the physical security of the training room under the Prevent duty..

External speakers and events

When external speakers are booked or events, such as conferences are put on, part of the risk assessment should represent identification of the risk of extreme vies being expressed or likely to be expressed. Given the nature of our training and events, this is low-risk, but should be considered for all events regardless. If any risk is identified, then the Prevent Officer should be consulted and a decision made whether the event will proceed with caution (including the inclusion of opposing views), cancelled or whether the risk can be mitigated in another way.

Prevent training

Staff who have direct contact with learners receive Prevent training, this includes recognising the signs of radicalisation, such as changes in behaviour and outlook and actions that can be taken. This is refreshed on a bi-annual basis.

Subcontracting

Where The Root Of It subcontract part of a contract, it is expected as part of the due-diligence of setting up the subcontracting arrangement that their Prevent risk assessment, policy and procedures are checked. If these are found to not meet the requirements of the statutory duties, and it cannot be overcome through supportive action, then the subcontract should not be offered.

Reporting of concerns

Members of staff have a duty to report any concerns to the Prevent Officer, who in turn may turn to authorities as required.

The designated Prevent Officer is Richard Curtis, safeguarding@rootofit.com, 02381 120010.

Risk assessment

The Prevent Officer maintains a Prevent Risk Register, which is reviewed on an annual basis, or more frequently if required. This includes where and how students or staff may be at risk of being drawn into terrorism, policies, training available for staff and welfare support for learners.

Information Sharing

The Root Of It work in partnership with other agencies to enact the Prevent duties. Our Data Protection Policy makes clear the rights for the company to share data when required from relevant authorities. IT provision and restriction of access has been assessed as low risk on the Prevent Risk Register.

Review

This policy will be reviewed annually.

October 2025