

Swansea City AFC Foundation

Prevent Policy

“Preventing violent and non-violent extremism and radicalisation”



Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environments for all stakeholders.

The Foundation recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for stakeholders. The Foundation further recognise that if we fail to challenge extremist views, we are failing to protect our stakeholders from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

The Foundation has voluntarily adopted the Prevent Duty.

The Foundation will endeavour to incorporate the relevant duties so as not to:

- (a) Stifle legitimate discussions, debate or engagement activities in the local community; or
- (b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Why do we need this policy?

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers duties and responsibilities on a range of organisations and seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
- Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK can be found here:

<https://www.mi5.gov.uk/threats-and-advice/terrorism-threat-levels> . The Foundation's Prevent Policy has four key objectives:

1. To promote and reinforce shared values, including British Values*; to create space for free and open debate; and to listen and support the individual voice.
2. To ensure staff and beneficiary safety and that the Foundation and all its activities are free from bullying, harassment and discrimination.
3. To provide support for staff and beneficiaries who may be at risk of radicalisation, and appropriate sources of advice and guidance.
4. To ensure that staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An *ideology* is a set of beliefs
- *Radicalisation* is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism
- *Safeguarding* is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
- *Terrorism* is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing political, religious or ideological views.
- *Vulnerability* describes factors and characteristics associated with being susceptible to radicalisation

- *Extremism* is vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs.

The Prevent Duty defines British Values as:

- Promoting democracy (making decisions together)
- Promoting the rule of law (understanding rules and boundaries)
- Individual liberty (freedom for all)
- Mutual respect and tolerance

Aims

Leadership and Values

To create and maintain a Foundation ethos that upholds core values of shared responsibility and wellbeing for all stakeholders whilst promoting respect, equality and diversity and understanding. This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
- Building stakeholder understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Deepening engagement with local communities and faith groups.
- Actively working with the Swansea Prevent Group which includes representation from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.

Educational Environment

To develop an educational environment that promotes British Values, knowledge, skills and understanding, to build the resilience of Foundation Staff and beneficiaries by undermining extremist ideology and supporting the individual voice. This will be achieved through embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the Foundation environment.

Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policies and should be applied as an extension to the Foundation's current and established safeguarding procedures.

The Foundations Board of Trustees

All Board Members have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the Board must ensure that:

- All key Foundation staff have undertaken training in the Prevent Duty;
- All staff are aware of when it is appropriate to refer concerns about another member of staff or beneficiary to the Safeguarding Team;
- All Foundation staff incorporate British Values into their own values;
- Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

Prevent Lead for the Club

The Head of Safeguarding is the Prevent Lead, with responsibility for ensuring that our Prevent Strategy is implemented across the Foundation and that any concerns are shared with the relevant organisations, in order to minimise the risk of our beneficiaries becoming involved with terrorism. The Safeguarding Team meet monthly and any concerns raised under the Prevent agenda or changes to the Duty that affect the Foundation are discussed within this team.

All Staff

All staff at the Foundation have a responsibility to:

- create and support an ethos that upholds the Foundations mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- Attend Prevent training (if required) in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels;

- Report and remove any literature displayed around Foundation activities that could cause offense or promote extremist views;
- Support the development of staff and beneficiaries understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- Participate in engagement with local communities, schools and external organisations as appropriate.

Managing Risks and Responding to Events

The Foundation will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on the Foundation.
- Identifying, understanding and managing potential risks within the Foundation from external influences.
- Responding appropriately to events reported via local, national or international news that may impact on players and beneficiaries.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within the Foundation.
- Ensuring measures are in place to respond appropriately to a threat or incident within the Foundation.
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies.

Links to other Club Policies

This policy should be used in conjunction with the following policies and procedures:

- Children's Safeguarding Policy
- Adults at Risk Safeguarding Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Anti-Bullying and Harassment Policy
- Whistleblowing Policy

- Data Protection Policy
- Social Media Policy

Contact Details

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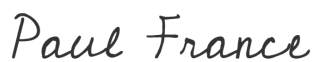
Signed on behalf of the Trustees



Rebeca Storer

Date: 11/13/2024

Head of Foundation:



Paul France

Date: 11/13/2024