

COMPANY **POLICY**

Safeguarding & Prevent Policy

Version: 3, 2023

The Magic of Learning

MERLIN CONSULTANCY 37 KENILWORTH ROAD LONDON W5 5PR
020 8567 4156 / 020 8932 8668
mail@merlin-consultancy.com

How we promote our Safeguarding & Prevent Policy

This is the Safeguarding & Prevent Policy of **Merlin Business Consultancy Ltd.** (hereafter referred to as Merlin Consultancy) and is available to download from our website (www.merlin-consultancy.org) to ensure transparency for all employers, learners and main providers that we are supporting through our delivery. Safeguarding & Prevent principles are promoted internally through our workplace culture, on-going development practices and communications.

How we get commitment to the policy

It is a requirement of employment within Merlin Consultancy that colleagues complete on-going development in this area on an annual basis. All policies within Merlin Consultancy are subject to peer review, with colleagues encouraged to contribute, ensuring we are compliant under ESFA funding rules and the Counter-Terrorism and Security Act 2015.

How we train employees in implementing the policy

Through **Future Learn's** online learning platform, www.futurelearn.com, and asking them to complete ACT Training through, ct.highfieldelearning.com.

All employees within the business are required to complete this on an annual basis by the anniversary of their previous certificate. Compliance of this is monitored by Dr Hilary Cooke, Director of Merlin Business Consultancy Ltd.

Our legal responsibility to fulfil the Safeguarding and Prevent Duty Statement

Merlin Consultancy undertakes significant due diligence to ensure it is not inadvertently funding extremist organisations, and that where we are partnering with others including, but not exclusively: main providers, employer providers, self-employed contractors, external content platforms and employers that we commit to:

- Balancing our legal duties in terms of both ensuring freedom of speech and also protecting learner and employee welfare
- We will not provide a platform for these offences under the Prevent Duty and the Counter-Terrorism and Security Act 2015 to be committed
- When deciding whether or not to host a particular speaker, we will consider carefully whether the views being expressed, or likely to be expressed, constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups
- We understand that the risk of radicalisation does not just come from external speakers, but also radicalised learners. We will look for changes in behaviour and ensure that these signs can be recognised and responded to appropriately

How we protect apprentices and employees from radicalising influences

Merlin Business Consultancy will adhere to the policies and requirements of the main provider to keep learners and employees safe from radicalisation. *This will be achieved through:*

- Identifying where there might be a need for support, for any reason
- Challenging discriminatory viewpoints and behaviour at all times
- Ensuring that colleagues and learners know where and how to access support and feel empowered to make disclosures if necessary
- Supporting at risk learners through both the main provider and our safeguarding policies and making external referrals where necessary
- Work to ensure that all learners are treated equally and inclusively to maximise their opportunity to achieve

How we ensure apprentices and employees are resilient to extreme narratives

Merlin Business Consultancy will work alongside the main provider to provide learning which promotes knowledge, skills and understanding for learners to build their understanding of Prevent and their resilience by:

- Embedding explicit training on the dangers of radicalisation and extremism, how learners can keep themselves safe from radicalisation and extremism both on and offline and where and how to seek help if they need it
- Reinforcing the fundamental British Values throughout the curriculum and offering opportunities to discuss and explore them
- Embedding learning about equality, diversity and inclusion, wellbeing and community cohesion
- Encouraging active citizenship, listening to others and respecting their viewpoints

How we identify changes in behaviour of apprentices and employees

As part of our duty of care to both our colleagues and our learners, we have committed to ensuring that we provide sufficient training for colleagues, managers and board members to be able to recognise and refer anyone vulnerable to radicalisation. Where changes in behaviour are identified by Merlin Business Consultancy, through our delivery, we would engage with both the main provider and the employer to raise our concerns and agree an action plan.

How we deal with any issues raised by apprentices or employees

Merlin Consultancy will ensure that it monitors risks, and is ready as a supporting provider, to inform and support the main provider with issues which arise. *This will be achieved through:*

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly, and ensure our colleagues are trained as outlined earlier in this policy
- Understanding and manage potential risks within our supporting provision and from external influences
- Responding appropriately to events in local, national or international news that may impact on us as a business and our learners
- Ensure plans are in place to respond appropriately to a threat or incident which may arise when delivering learning
- Use due diligence, security, monitoring and filtering systems with our IT equipment

How this policy will be reviewed annually

The policy will be reviewed on the date identified below, by the Development Manager, before being signed off and approved by Dr Hilary Cooke, Director of Merlin Business Consultancy Ltd.

Review date	Reviewed by	Signed off and approved by
14 th February 2023		
<i>Latest date of next review</i>	Chris Howe	Hilary Cooke
28 th January 2024	Development Manager	Director