



# PDT – Social Inclusion Strategy (prevent policy)

Approved by Board: June 26<sup>th</sup> 2018

Review Date: January 2019

Lead Trustee – Chair

Lead Officer – CEO

## **Introduction and Context**

PDT is a registered Charity working within ethnically diverse and socially and economically disadvantaged areas. We believe strongly in promoting social cohesion. 'Social cohesion is a broader term than 'community cohesion' The focus on social cohesion underlies our belief that cohesion requires the material inequalities in society to be addressed and that cohesion refers as much to intra- and to inter-group relations. Success in terms of social cohesion would be evidenced by sustainable harmonious relationships stemming from a substantive reduction in material inequalities among those of different age/generation, gender and socioeconomic backgrounds. Issues of ethnicity, faith and migrant status are only one dimension of inequalities and we believe that tackling inequalities is fundamental to our work of promoting social cohesion. But harmonious relationship also requires us to promote and reinforce shared values in all our work and to use all opportunities within our work to break down segregation among different communities by supporting inter-faith and inter-cultural dialogue and understanding.

As part of our work we also support a wide range of partners who are concerned to address the risks of radicalisation including education, criminal justice, faith, our partner organisations and health. Prevent, which was set up in 2006, is meant to protect individuals thought to be at risk of being radicalised. We are reluctant to use the 'Prevent' label, as among some of our local communities the programme has been criticised for demonising Muslim communities and deterring people from sharing information with police. However, we are committed to work to end violent extremism as part of our aim to foster shared values and promote cohesion

Our main focus therefore is on tackling material inequalities and supporting integration, inter-faith and inter-cultural understanding. As part of this activity we will ensure:

- That Trustees, staff and volunteers are aware of their roles and responsibilities in preventing violent extremism.
- That staff, volunteers and clients are safe, making sure that all are free from bullying, harassment and discrimination.
- That we can provide support for clients who may be at risk including signposting appropriate sources of advice and guidance.
- That we provide appropriate training to ensure staff, volunteers and trustees understand issues pertaining to inter-cultural understanding.

## **Managing Risks and Responding to Events**

PDT will ensure that all Trustees, staff and volunteers understand the nature of the threat from violent extremism and how this may impact directly or indirectly on PDT and our local community. This includes:

- Promoting harmonious relationships between Trustees, staff and volunteers (see Equalities Policy)

- Understanding and managing potential risks within PDT and from external influences. (for example – being aware of who is hiring our facilities, being sensitive when we appoint or arrange for speakers or sponsors).
- Responding appropriately to events in local, national or international news that may impact on staff, volunteers, clients or the wider community. (for example, supporting and being sympathetic to any staff members who may be affected by an event)
- Ensuring measures are in place to minimise the potential for acts of violent extremist within all PDT premises (see health and safety policy).
- Ensuring plans are in place to respond appropriately to a threat or incident within or affecting PDT.
- Developing effective ICT privacy and security and responsible user policies. (see data protection policy)

Any member of staff, volunteer, trustee or partner organisation who has a complaint or concern about our social inclusion strategy should raise it with the CEO. The CEO will tell the complainant how the concern/complaint will be investigated and give a timetable and report on the outcome appropriately. It will be recorded in our complaints record which is reviewed annually by the Trustees. If the complainant or person raising concerns is not satisfied with the outcome they should refer the matter to the Chair of Trustees.