



University of
Nottingham

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Prevent Update for Employers

July 2022

Recently the government's Joint Terrorism Analysis Centre (JTAC) has taken the decision to lower the UK National Threat Level to 'Substantial', meaning an attack is likely, from 'Severe', meaning an attack was highly likely.

Whilst it is important to stress that this is **not** in response to any particular or specific threat to the city or the University of Nottingham, staff and students are asked to remain vigilant and be aware of police advice in the unlikely event you are caught up in an incident. **You can find the current up-to-date threat level [online](#).**

Find out more in the National Police Chiefs' Council [Stay Safe – Public Information Film](#).

We understand from the Regional Prevent Co-ordinator for the East Midlands that social media represents a risk for apprentices to become radicalised online. For distance learning apprentices, and those more isolated due to Covid-19, there may be fewer opportunities for possible signs/indicators/risk factors to be noticed.

According to Educate Against Hate, there is no single route to radicalisation. It can happen over a long period of time or sometimes it is triggered by a specific incident or news item and can happen quickly. The behaviours [reproduced below] are intended as a guide to help you identify possible radicalisation.

Possible factors which may mean apprentices are susceptible to becoming radicalised are included in the [Channel Vulnerability Assessment Framework](#), and include for example:

- Struggling with a sense of identity
- Becoming distanced from their cultural or religious background
- Questioning their place in society
- Family issues
- Experiencing a traumatic event
- Experiencing racism or discrimination
- Difficulty in interacting socially and lacking empathy
- Difficulty in understanding the consequences of their actions
- Low self-esteem

Signs/indicators/behaviours of those who may be becoming radicalised include, for example:

- Online dependency/ unhealthy use of the internet
- Accessing/sharing extremist online content
- Sympathetic to extremist ideologies and groups
- Joining or trying to join an extremist organisation
- Changing online identity

Outward appearance/behavioural changes:

- Not listening to other points of view
- Abusive towards people who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance e.g. becoming unpopular in the workplace with peers e.g. due to views expressed on social media
- Converting to a new religion
- Being secretive of movements
- Increasingly argumentative
- Distancing themselves from old friends
- No longer doing things they used to enjoy/ changes to habits or routines

If you are concerned about an apprentice you must report concerns to the University via [Report and Support](#).

Please follow the flowchart on the University [webpages](#).

If you have not recently refreshed your understanding of Prevent you can access training online. Contact the Professional & Workbased Learning team on degree-apprenticeships@nottingham.ac.uk to access the training.

Educate Against Hate. [Available online](#) as at 29th November 2021.