

LIFE IN MODERN BRITAIN

JUNE 26

PREVENT

RECOGNISING EXTREMIST PROPAGANDA

What is Extremist Propaganda?

Extremist propaganda is material designed to influence people towards harmful, hateful, or violent ideologies. It can appear online, in social media posts, videos, memes, chat groups, podcasts, leaflets, or even in casual conversations.

Extremist groups often target young people and apprentices because they may be exploring new ideas, communities, and identities.



Common Warning Signs

Be cautious if content:

- Promotes hatred towards people because of race, religion, nationality, gender, or beliefs
- Encourages violence or “taking action” against groups or authorities
- Uses conspiracy theories to create fear or mistrust
- Claims that one group is superior to others
- Pressures people to keep conversations secret
- Tries to isolate individuals from friends, family, or colleagues
- Uses emotional language designed to create anger or division
- Glorifies extremist individuals or attacks

How Extremists Spread Messages

Extremist propaganda is often disguised to appear normal or entertaining.

Examples include:

- Short-form videos and memes
- Gaming chat platforms
- Fake news articles
- Manipulated images or clips
- Influencers promoting extreme opinions
- Private messaging groups
- Music, symbols, or coded language

Always think critically about where information comes from.



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Tips to Stay Safe Online

Check Before You Share

- Verify information using trusted news sources
- Be wary of sensational headlines
- Look for evidence, not opinions presented as facts

Protect Yourself

- Review privacy settings on social media
- Avoid joining unknown groups or channels
- Report harmful or threatening content

Think Critically

Ask yourself:

- Who created this content?
- What are they trying to make me feel?
- Is the message encouraging hate or division?
- Is the information reliable and balanced?

What To Do If You're Concerned

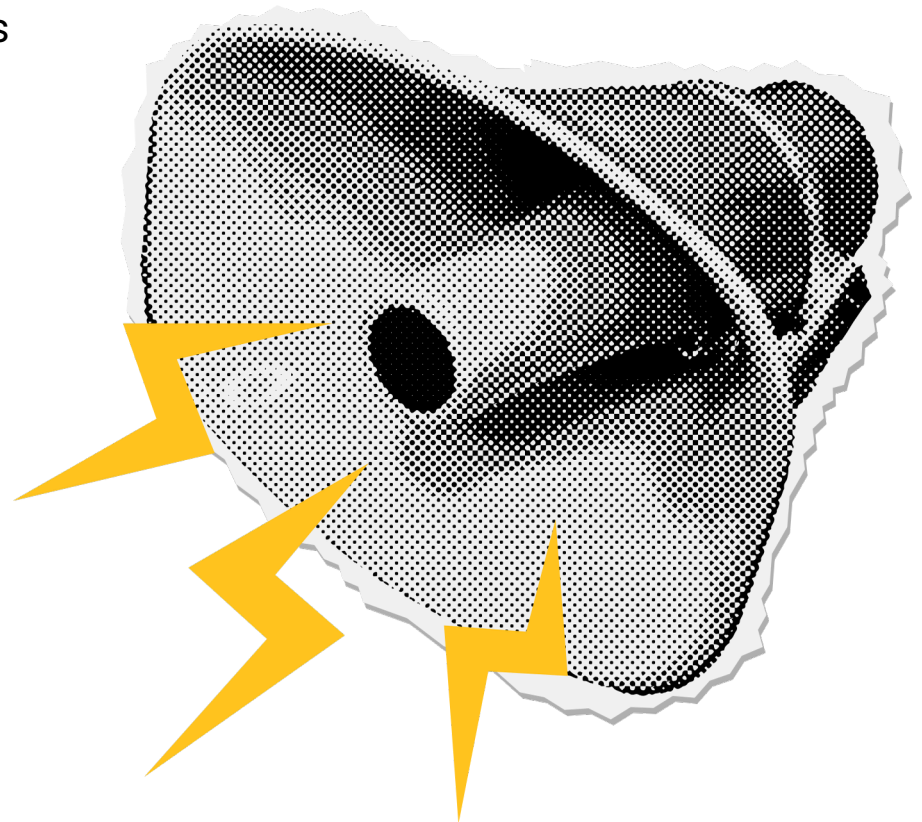
If you see extremist content or are worried about someone:

- Speak to your tutor, line manager, tutor or apprenticeship coordinator. You have the safeguarding hotline too!
- Report harmful online content through platform reporting tools
- Contact the police if there is an immediate risk of harm

Remember: raising concerns is about keeping people safe.

Key Message

Extremist propaganda often aims to manipulate emotions, spread division, and recruit vulnerable individuals. Staying informed, thinking critically, and speaking up when something feels wrong helps create a safer workplace, college, and community for everyone.



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BRITISH VALUES

Free Speech vs Hate Speech

In any workplace or training environment, communication matters. Understanding the difference between free speech and hate speech helps create a respectful, safe, and professional space for everyone.

What is Free Speech?

Free speech is the right to express your opinions, ideas, and beliefs without unfair censorship. In the workplace, this means:

- You can share views respectfully
- You can ask questions and challenge ideas
- You can discuss topics openly in a professional way

However, free speech does not mean saying anything, anywhere, without consequences, especially in professional settings.

What is Hate Speech?

Hate speech refers to communication that:

- Targets people based on protected characteristics (such as race, religion, gender, disability, or sexuality)
- Encourages discrimination, hostility, or violence
- Creates a hostile or unsafe environment for others

This type of speech is not protected in many workplace policies and can lead to disciplinary action.

Finding the Balance

The key difference is respect and impact:

Free speech - expressing opinions respectfully

Hate speech - harming or demeaning others based on identity

In apprenticeships and workplaces, the expectation is not to avoid all disagreement, but to communicate in a way that is professional, inclusive, and constructive.

LET'S TALK
ABOUT IT

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EQUALITY, DIVERSITY AND INCLUSION

Disability Awareness & Reasonable Adjustments

Information for Apprentices

Creating an inclusive workplace means making sure everyone has a fair opportunity to learn, work, and succeed. Understanding disability awareness and reasonable adjustments is an important part of that.

What is Disability Awareness?

Disability awareness is about understanding that:

- Disability can be visible or invisible (e.g., physical disabilities, mental health conditions, neurodiversity, long-term health conditions)
- Everyone's needs are different
- Barriers in the workplace or training environment can often be removed with the right support

It's about focusing on ability, not limitation, and treating everyone with respect.

What are Reasonable Adjustments?

Reasonable adjustments are changes made to remove or reduce disadvantages faced by disabled people in the workplace or training.

They are designed to make sure everyone can perform their role effectively.

Examples include:

- Flexible working hours or break times
- Extra time for training tasks or assessments
- Providing information in different formats (large print, digital, audio)
- Assistive technology or adapted equipment
- Adjustments to the physical workspace
- Quiet spaces for focus or recovery

These adjustments are tailored to individual needs.



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EQUALITY, DIVERSITY AND INCLUSION

Disability Awareness & Reasonable Adjustments

Why Are Reasonable Adjustments Important?

Reasonable adjustments:

- Ensure fairness and equal opportunity
- Support productivity and wellbeing
- Help apprentices perform at their best
- Are part of legal responsibilities under equality legislation



They are not special treatment, they are about removing barriers so everyone can succeed.

How to Access Support

If you think you might need support:

- Speak to your line manager, tutor, or training provider
- Contact HR or your apprenticeship coordinator
- You do not need to disclose everything, only what is relevant to your support needs

Conversations are usually handled sensitively and confidentially.

How to Access Support

If you think you may need support or want to learn more, you can contact:

- [Access to Work](#) (UK Government support for workplace adjustments)
- [ACAS](#) (Advice on workplace rights and adjustments)
- [Mind](#) (Mental health support and resources)
- [Scope](#) (Disability equality and practical support)
- [Disability Rights UK](#) (Guidance on rights and independent living)
- [National Careers Service](#) (Advice for learning and work support)

You can also speak to your line manager, tutor, or apprenticeship coordinator.

Conversations are usually confidential and focused on helping you get the right support.



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SAFEGUARDING

Professional Boundaries

Professional boundaries help create a safe, respectful, and productive working environment. As an apprentice, understanding these boundaries is key to building positive relationships with colleagues, learners, and customers.

What are Professional Boundaries?

Professional boundaries are the limits that define appropriate behaviour in the workplace. They help ensure that relationships remain:

- Respectful
- Professional
- Fair and consistent
- Focused on work and learning

They apply to how we communicate, behave, and interact with others.

Why Boundaries Matter

Clear boundaries help to:

- Maintain a safe and respectful workplace
- Prevent misunderstandings or conflicts
- Support professionalism and trust
- Protect both staff and apprentices
- Ensure fair treatment for everyone



Social Media & Communication

Be mindful that:

- Work relationships should remain professional online and offline
- Avoid sending personal messages to colleagues unless appropriate and approved
- Think carefully before posting anything that could affect your employer or apprenticeship



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SAFEGUARDING

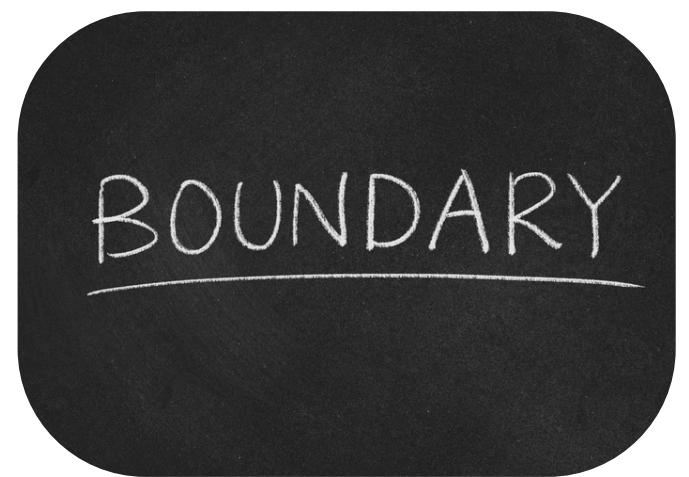
Professional Boundaries

Professional boundaries help create a safe, respectful, and productive working environment. As an apprentice, understanding these boundaries is key to building positive relationships with colleagues, learners, and customers.

Examples of Professional Boundaries

Appropriate Behaviour:

- Being polite and respectful to everyone
- Keeping conversations work-related in professional settings
- Following company policies and instructions
- Treating colleagues and customers fairly



Unprofessional Behaviour:

- Oversharing personal information in the workplace
- Developing overly familiar or dependent relationships at work
- Inappropriate jokes, comments, or messages
- Ignoring workplace policies or instructions
- Using personal social media inappropriately with colleagues or customers

Examples of Professional Boundaries

If you need guidance on workplace behaviour or boundaries, you can also refer to:

- [ACAS Workplace Advice \(Conduct and relationships at work\)](#)
- [Gov.uk Employment Rights Guidance](#)
- [National Careers Service \(Workplace behaviour and development advice\)](#)

You can also speak confidentially with your apprenticeship mentor, tutor, or HR team.

Examples of Professional Boundaries

Professional boundaries are not about limiting relationships—they are about ensuring everyone is treated with respect, fairness, and professionalism in the workplace.



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APPRENTICE EMPLOYMENT SUPPORT & GUIDANCE

SOCIAL MEDIA & PROFESSIONAL CONDUCT

As an apprentice, you are not only developing your skills in the workplace, but also building your professional reputation. What you share online can have a lasting impact on your career, so it's important to use social media responsibly and professionally.

Think Before You Post

Anything posted online can be permanent, even if deleted later. Always consider:

- Would I be comfortable with my employer, colleagues, or future employers seeing this?
- Does this content reflect me in a professional way?
- Could this post be misinterpreted?

Professional Online Presence

- Keep your profiles appropriate and professional where possible
- Use respectful language in posts, comments, and messages
- Be mindful that your online behaviour reflects on your employer and training provider

What to Avoid

- Sharing confidential workplace information
- Posting offensive, discriminatory, or inappropriate content
- Engaging in online arguments or negative discussions about colleagues, employers, or customers
- Misrepresenting your role or employer online

Respect in Communication

Whether online or in person, apprentices are expected to:

- Treat others with respect and professionalism
- Communicate clearly and appropriately
- Uphold workplace values and standards at all times



Your apprenticeship is the start of your professional journey. Building a positive digital footprint can support future opportunities and career progression.

If you are ever unsure about what is appropriate to post or share, speak to your line manager or apprenticeship coordinator before posting.



FURTHER READING & GUIDANCE



PREVENT

If you believe there is an act of terrorism occurring or imminent, or if a person is in immediate harm or danger CALL 999 IMMEDIATELY.

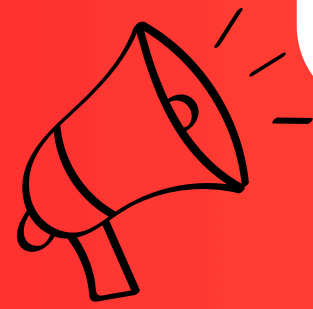
For non-urgent concerns or advice

If there is no immediate threat, you have several options to report a concern or seek advice:

- Call the confidential ACT Early Support Line on 0800 011 3764. This line is for friends, family, and community members to share concerns with specially trained officers. It is open every day from 9am to 5pm.
- Call the National Anti-Terrorist Hotline on 0800 789 321 to report possible terrorist activity or suspicious behaviour (e.g., an unattended package or suspicious vehicle).
- Contact your local police by calling the non-emergency number 101 and asking to speak to the Prevent team.
- Report extremist or terrorist material online anonymously via the GOV.UK website.
- Contact your local authority's Prevent team or the designated safeguarding lead (if applicable in a school or workplace) for local procedures and support.

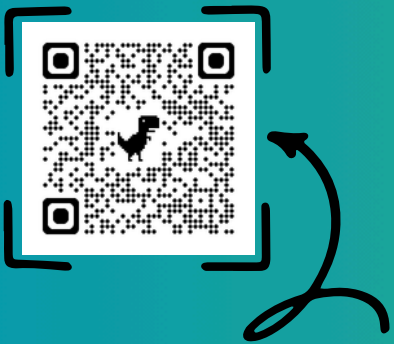
BRITISH VALUES

For further reading into the the human rights act, please visit link below:



educate.against.
hate

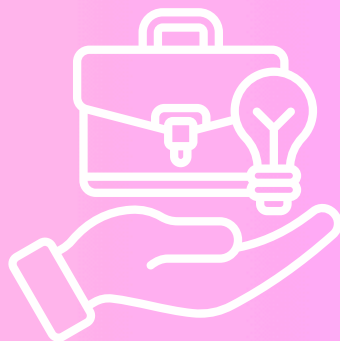
EQUALITY, DIVERSITY & INCLUSION



Find and read your workplace equality, diversity and inclusion policy and procedures

STOP HATE UK
STOP HATE. START HERE

EMPLOYMENT RIGHTS



ACAS



For more information and further guidance on apprentice employment rights, please visit the following websites:

CITIZENS
ADVICE



SAFEGUARDING

For worries and concerns, please call...

SEMESTER SAFEGUARDING HOTLINE:

01792 278154

Designated Safeguarding Lead: Emma Johnson (Operations Manager)
Emma@semesterlearning.com

Designated Safeguarding Deputy: Leah Collings (Brown) -
leah.collings@semesterlearning.com



A copy of our Safeguarding (Keeping Apprentices Safe) can be downloaded from our website by visiting this website.