Prevent Strategy

A. Background

The Government definition of extremism is:

'The vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect of different faiths and beliefs. It also includes any calls for death of members of the armed force.'

All extremist groups with violent tendencies are classified as terrorists. All terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.

The Government's Prevent Agenda is one of the four elements of CONTEST, the Government's counter terrorism strategy. The UK faces a range of potential terrorist threats, including religious extremism, far right extremism, animal rights extremism and some aspects of non-violent extremism.

Section 21 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies, listed in Schedule 3 to the Act, to have "due regard to the need to prevent people from being drawn into terrorism". The Act states that those authorities on Schedule 3, including Further Education institutions, must have regard to this guidance when carrying out their duties.

The adequacy and effectiveness of this 'due regard to the need to prevent…' is measured by Ofsted.

B. Government Prevent Strategy

The Prevent strategy 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 ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including education, criminal justice, faith, charities, the internet and health.

These objectives lie at the heart of the Counter Terrorism and Security Act 2015. This Act places a statutory duty on Further Education Colleges to prevent young people in their care from taking the path to radicalisation.

C. The Role of the Institute

The Institute recognises that some students and staff may be at risk from radicalisation. The Institute will assess the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within other nearby colleges and / or training providers.

On this basis, the Institute has developed with its students, staff, governors and visitors a strong culture of respect and a safe place of learning. It is in this context that the Institute has considered its Prevent Duty and recognises the importance of working with staff, governors, the local authority, the police, the local safeguarding board, health professionals, local Prevent experts and others to identify and to safeguard vulnerable students and staff in the Institute.

Government research has shown that young people from ethnically diverse and socially and economically disadvantaged areas are more likely to be at risk of being radicalised. The Institute will prioritise the support to this group of students and ensure that the Prevent Strategy is supported by the Institute's Safeguarding Policy, Learning Support Policy and the Cross Institute Continuing Professional Development Strategy.

The Institute Prevent Strategy has five key objectives:
1. To promote and reinforce shared values; to create space for free and open debate by students and staff and to listen and support the student and staff voice.
2. To break down segregation among different student communities where this may exist, by means which include, supporting inter-faith and inter-cultural dialogue and understanding, and engaging all students in playing a full and active role in wider engagement in society (i.e. citizenship).
3. To ensure student and staff safety in an environment that is free from bullying, harassment and discrimination.
4. To provide support for students and staff who may be at risk of radicalisation and appropriate sources of advice and guidance.
5. To ensure that students and staff are aware of their roles and responsibilities in recognising and preventing extremism.

In order to achieve these objectives, the strategy will concentrate on three areas:
1. Leadership and Values

To provide an ethos which upholds the Institute's core values including that of respect, with shared responsibility and wellbeing for all students, staff, external speakers and visitors and promotes 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 (Institute values)

✓ Building staff and student understanding of the issues and confidence to deal with them (training and safeguarding)

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✓ Deepening engagement with local communities (volunteering and skills projects)
✓ Actively working with local schools, local authorities, police and other agencies (safeguarding)

2. Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and supporting the learner voice. This will be achieved through:
✓ Embedding equality, diversity and inclusion, wellbeing and community cohesion (Tutorial and Equality and Diversity booklets)
✓ Promoting wider skills development such as social and emotional aspects of learning (Work Experience booklets)
✓ A curriculum adapted to recognise local needs, challenging extremist narratives if and when they occur and promoting universal rights (Safeguarding booklets)
✓ Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and social values (Lesson Observations)
✓ Encouraging active citizenship and learner voice. (Skills Projects)

3. Student Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:
✓ Establishing strong and effective learner support services (Learning Support Mentors and Safeguarding Team).
✓ Listening to what is happening in the Institute and the community (Student Surveys and Forums).
✓ Implementing anti-bullying strategies and challenging discriminatory behaviour (Student Code of Conduct, Staff Professional Standards).
✓ Helping students and staff know how to access support in Institute and/or through community partners (Learner Services).
✓ Supporting at risk students and staff through safeguarding and crime prevention processes (At Risk meetings, attendance panels and counselling).
✓ Ensuring students have the most up-to-date information regarding equality and diversity.
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D. Referral Process

If staff have a concern about a student vulnerable to radicalisation, they are to immediately refer the matter to a member of the safeguarding team. If staff have a concern about a colleague vulnerable to radicalisation, they are to immediately refer the matter to the Head of HR Services.

If students have a concern about a fellow student or anyone else, they are to immediately refer their concerns to their course leader, subject teachers, members of the Safeguarding team, or any member of the Learner Services team. Once a staff member is informed, the staff member needs to follow the previous point i.e. refer the matter to a member of the Safeguarding Team or the Head of HR Services as appropriate.

Reporting Prevent Referral

All Prevent referrals are to be reviewed by the Designated Safeguarding Lead (Deputy Principal for Students and Head of HR Services for staff) and the Safeguarding Officer. In deciding what action is appropriate, there will be a discussion with the West Berkshire Prevent Team and/or the West Berkshire Police Prevent Engagement Officer. This discussion may lead to a formal referral through the West Berkshire Police who have a CHANNEL procedure in place. The Police CHANNEL procedure is a partnership focused structure with the aim to support individuals and to protect them from harm, not only from radicalisation but also from involvement in drugs, knife or gun crime.

Recording Prevent Referral

All Prevent referrals, actions and outcomes will be recorded on the weekly SMT Safeguarding Report even if deemed 'a false alarm'. If a referral is deemed as a possible radicalisation attempt, the Principal / Deputy Principal will immediately report the incident to the Chair of Corporation and the Link Governor for Safeguarding. 6

E. Global Alliance Academy Prevent Duty

To ensure that the Institute Prevent Strategy is implemented at the heart of all Institute activities; that leaders and managers monitor any emerging risks related to Prevent and other safeguarding issues; and that staff are ready to deal appropriately with radicalisation issues, the SMT Designated Safeguarding Officer (Deputy Principal) or Head of HR Services (staff related) will ensure:

✓ There is sufficient pastoral care, learning support and welfare support for all students, especially for young people from ethnically diverse and socially and economically disadvantaged areas – Students.

✓ There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas – Staff.

✓ All staff organising events and activities (off and on site, use of faith room, external speakers and Institute visitors) are proactively looking for any possibility or likelihood for students or staff to have contact with or become involved in terrorism – Events and Activities

✓ Key staff and managers work in partnership with others (staff, governors, the local authority, the local safeguarding board, the police, health professionals, Prevent professionals etc) to ensure student and staff safety – Partnership

✓ There is effective IT security (including the use of Wifi) in place to filter and protect students and staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites – Security

✓ Staff (curriculum, support and facilities) are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain student and staff safety – Training

✓ There is an effective way of recording and reporting potential and actual radicalisation incidents to SMT and Chair of Corporation – Communication

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