

Prevent Policy

Purpose of the policy

The purpose of this policy is to:

- Ensure an awareness of Prevent within Up-Skilled Ltd (hereafter Up-Skilled) staff and learners
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
- Embed British Values into the curriculum and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement

Who Does This Policy Apply to?

The Prevent Policy applies to everyone working at or attending a course provided by Up-Skilled. It confers responsibilities on all Directors, staff, students, volunteers, contractors, visitors, consultants and those working under self-employed arrangements.

Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our students, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students. We further recognise that if we fail to challenge extremist views, we are failing to protect our students from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

Up-Skilled has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavor to incorporate the relevant duties so as not to:

- Stifle legitimate discussions, debate or student engagement activities in the local community; or
- Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

Why Do We Need This Policy?

Background Information

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Private and Further Education Colleges, and 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 violent extremism and

ensure they are given appropriate advice and support.

- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack soon. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

Our Prevent Policy has five key objectives:

- To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner voice.
- To breakdown segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all students in playing a full and active role in wider engagement in society.
- To ensure student safety and that Up-Skilled courses are free from bullying, harassment and discrimination.
- To provide support for students who may be at risk of radicalisation, and appropriate sources of advice and guidance.
- To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An ideology is a set of beliefs.
- Radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.
- Extremism is vocal or active opposition to fundamental *British Values*, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs

British Values are detailed within the Prevent Duty and include democracy, the rule of law, Individual liberty, mutual respect and tolerance of different faiths and beliefs.

Aims

Leadership & Values

To create and maintain a company ethos that upholds core values of shared responsibility and wellbeing for all students, staff and visitors whilst promoting 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.
- Building staff and student understanding of the issues and confidence to deal with them through

mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.

- Deepening engagement with local communities and faith groups.
- Actively working with localised Prevent Group which includes representation from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.

Teaching & Learning

To provide a curriculum that promotes British Values, 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 British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.
- Promoting wider skills development such as social and emotional aspects of learning.
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.
- Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.
- Use of external programmes or groups to support learning while ensuring that the input supports College goals and values.
- Encouraging active citizenship and learner voice.

Student Support

To ensure that staff take preventative and responsive steps, working with partner professionals, families and communities.

This will be achieved through:

- Strong, effective and responsive student support services.
- Developing strong community links and being aware of what is happening in the locality.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a student, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Ensuring that students and staff know how to access support whilst working or learning with Up-Skilled or via community partners.
- Supporting students with problem solving and repair of harm.
- Supporting 'at risk' students through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of students.
- Working collaboratively to promote support for students across all areas of the College, including those students in off-site provision.

Roles & Responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Up-Skilled current and established safeguarding procedures.

The Prevent Team

The Prevent Team have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the Prevent Team must ensure that:

- All Up-Skilled staff have undertaken training in the Prevent Duty;
- All Up-Skilled staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer;
- All Up-Skilled staff exemplify British Values into their values;
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

Prevent Lead for the Centre

The Quality manager is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across the company and that any concerns are shared with the relevant organisations, to minimise the risk of our students becoming involved with terrorism.

Safeguarding & Prevent Team

The Safeguarding and Prevent Team meet termly, and any concerns raised under the Prevent agenda or changes to the Duty that affect the company are discussed within this meeting.

All Staff

All staff at the centre have a responsibility to:

- create and support an ethos that upholds the companies, mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- attend Prevent training to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- report any concerns around extremism or radicalisation via the safeguarding reporting channels;
- report and remove any literature displayed around the training area's that could cause offense or promote extremist views;
- support the development of staff and student understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- participate in engagement with local communities, schools and external organisations as appropriate.

Managing Risks

Up-Skilled will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on Up-Skilled.
- Identifying, understanding and managing potential risks within Up-Skilled from external influences.
- Responding appropriately to events reported via local, national or international news that may impact on students and communities.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Up-Skilled.
- Ensuring measures are in place to respond appropriately to a threat or incident within Up-Skilled.
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies.

Links to Up-Skilled Values & Other Up-Skilled Policies

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding & Child Protection Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Student Anti-Bullying and Harassment Policy
- E-Safety Policy
- Managing Student Behaviour & Performance Policy
- Up-Skilled Mission, Vision and Values
- Whistleblowing Policy
- Freedom of Information Policy
- Data Protection Policy

Who Needs to Understand This Policy and How Will They Know About It?

Prevent training for all staff and students is mandatory and will be delivered by the following methods:

Students - Policy available will be available on UP-SKILLED website or on request. Prevent awareness included in student induction sessions and in the Student Handbook. Information about Prevent delivered through mandatory tutorials and resources, and via attendance at and participation in Prevent and British Values.

Management Team - receive updates; table regular discussions at meetings; national and local Prevent leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the Prevent agenda and detailing actions taken at Up-Skilled to ensure compliance and student safety.

All Teaching Staff - Receive mandatory training and updates; briefings by Heads of Curriculum; 'All Staff' e-mails; visits to team meetings by Prevent leads if requested.

Business Support Staff Who Interact with Students - Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:

- All new members of staff will receive Prevent training as part of their induction programme.
- All Freelance staff will be provided with appropriate training/ updates regarding changes to the Prevent agenda.

Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

- P** – Promotion of Equality and Diversity and positive relationships between staff and students
- R** – Referral of any concerns via Safeguarding staff to relevant authorities
- E** – Embedding British Values and education for students on all courses
- V** – Vetting staff and removal of any posters or other materials of an extremist nature
- E** – a safe and secure learning centre Environment
- N** – News monitoring for any concerns in the locality
- T** – Training of staff to raise awareness of the signs and risks