PREVENT DUTY POLICY AND PROCEDURE

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Specific groups to whom this policy directly applies:	☒	Staff
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	☒	Governors
	☒	Senior Post Holders
	☒	Workers (including Casuals, Agency, Contractors etc.)
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1. Introduction

Our students' welfare and safety are at the heart of our ethos and in everything we do. As such we are committed to safeguarding and promoting the welfare of all our students and ensuring that during their time with us, they are accessing a safe environment and are protected from all forms of abuse. This includes preventing someone from becoming a terrorist or supporting terrorism.

The purpose of this policy is to ensure that the College is able to identify, monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in radicalisation and extremism (violent and non-violent) in the name of ideology or belief. This includes:

- Set expectations for developing knowledge and skills within our college community (staff, students, families) to the signs and indicators of prevent issues, the risks associated with radicalisation and how to respond to them;
- Contribute to the establishment of a safe, resilient, and robust safeguarding culture built on shared values – that students are able to recognise and protect themselves from radicalisation, are treated with respect and dignity, taught to treat each other and staff with respect, feel safe, have a voice and are listened to;
- Support contextual safeguarding practice recognising that our college can be a location where radicalisation can happen;
- Enable early identification of need for vulnerable students and provision of proportionate interventions to promote their welfare and safety;
- Encourage working in partnership with students and their families and other agencies.

Although tackling radicalisation may appear to be distant from the typical day-to-day role, the delivery of Prevent requires the support of local communities, local partnerships and local leaders to be implemented effectively.

2. Essential information

2.1 Using this policy

If you are working for or with the college you have a responsibility to raise any concern you may have about a child, young adult or staff member who may be at risk of being radicalised.

Preventing someone from being radicalised is no different from other forms of Safeguarding. Therefore, this policy sits alongside our safeguarding policies and is one of a range of policies and procedures aimed at safeguarding our students and protecting them from the risk of harm and/or abuse.

2.2 Definitions

Term	Definition
Prevent	The duty embedded in Section 26 of the Counter-Terrorism and Security Act 2015 and placed on certain bodies in exercising their functions to have "due regard to the need to prevent people from being drawn into terrorism."

Channel	a multi-agency approach to safeguarding, supporting and protecting children, young people and vulnerable adults at risk of radicalisation, extremism or terrorist-related activity.
Radicalisation	Process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
Terrorism	any action that endangers or causes serious violence to a person or people; causes serious damage to property; or seriously interferes or disrupts an electronic system.
Extremism	The vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs.
Vulnerable individual	an individual shown to be, on some significant level, a risk to themselves or others if assistance is not provided
Having due regard	Means that the authorities should place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions
Interventions	These are actions intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, encouraging civic engagement, developing support networks (family and peer structures) or providing mainstream services (education, employment, health, finance or housing).
British Values	British values are defined as democracy, rule of law, individual liberty and mutual respect and tolerance of different religions.

2.3 Duties and responsibilities

Safeguarding our students and protecting them from the risk of racialisation is everyone's responsibility – we all have a part to play in creating a culture that has student welfare and wellbeing at its centre. We are all responsible for protecting and supporting vulnerable individuals who pass through our college and for responding to and reporting any concerns that suggest an individual may be at risk of radicalisation, in line with this policy. We are all required to complete Essential Skills training related to Prevent and safeguarding on an annual basis.

Line managers are responsible ensuring the requirements of the Prevent Duty are effectively embedded within their area and that all staff are made aware of their roles and responsibilities in relation to this policy. This includes ensuring their team are up to date with any training, supporting new colleagues develop awareness and understanding of their responsibilities under Prevent.

The Designated Safeguarding Lead (DSL) is responsible for promoting and developing good safeguarding and Prevent practices throughout the college and for ensuring the provision of services designed to promote and safeguard the welfare of children. The DSL is the first point of contact for staff who believe that they have identified a concern about a student or member of staff which identifies them as being at risk of radicalisation and may wish to discuss further.

HR is responsible for ensuring appropriate People Policies are in place regarding Safeguarding and Prevent and that these are followed. In addition, along with the DSL, ensure that the college is compliant with all prevent training requirements.

The College Leadership Team has responsibility for ensuring the college delivers high quality services that are efficient, effective and safe. This includes:
- Understanding the nature of the threat from extremism and how this may impact directly or indirectly on the College;
- Responding rapidly and appropriately to events in local, national or international news that may impact on the College community;
- Ensuring measures are in place to minimise the potential for acts of extremism within the College; and
- Ensuring plans are in place to respond appropriately to a threat or incident within the College.

The Principal has ultimate accountability for ensuring robust systems are in place to ensure compliance with legal and regulatory obligations in relation to Prevent.

The Governing Body has strategic leadership responsibility for safeguarding and prevent in the college and is responsible for holding the Principal to account.

2.4 Prevent Duty Statement
Prevent is part of the Government's counter terrorism strategy that aims to stop people becoming terrorists or supporting terrorism. The Prevent Strategy has three objectives:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

The Strategy states that terrorist groups often draw on extremist ideology, developed by extremist organisations. Some people who join terrorist groups have previously been members of extremist organisations and have been radicalised by them.

The Prevent Duty addresses all forms of terrorism and non-violent extremism which can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit. Prevent deals with all kinds of terrorist threats to the UK. These threats may come from organisations that act in the name of Al Qa'ida/ISIS groups (or their affiliates), extreme right-wing groups or self-initiated terrorists. The aim of Prevent is to stop people from becoming terrorists or supporting terrorism. It operates in the pre criminal space before any criminal activity has taken place.

Education has an important role in the safeguarding element of the strategy and staff are well placed to recognise individuals, whether students or colleagues, who may be vulnerable and more susceptible to radicalisation by violent extremists or terrorists.

2.5 A whole college approach

2.5.1 Our Curriculum and promotion of British Values

We will help students prepare for life in modern Britain and create a zero-tolerance culture for offensive behaviour and views. Our curriculum will provide students with the time and opportunity to explore and engage with issues such as: sexism, misogyny/misandry, homophobic and sexual violence. It will also explore themes of extremism.

Our aim is to equip students with the knowledge and ability to understand and challenge unacceptable or offensive behaviour. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion.
- Promoting wider skill development such as social and emotional wellbeing.
- Developing a curriculum which recognises local needs challenges extremism and promotes British Values.
- Building students' resilience to radicalisation through the promotion of fundamental British values and democratic principles, thus enabling them to challenge extremist views within a safe and informed environment.
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion.
- The use of external organisations to raise awareness of the existence of extremist activities and develop students understanding of how to keep themselves safe.

2.5.2 Risk assessment and action plan

We have a risk assessment in place to assess the level of risk of students being drawn into terrorism and an associated action plan to mitigate risks. The risk assessment highlights such things as raising awareness of Prevent, working in partnership, training for staff, curriculum and welfare, pastoral support, policies and recruitment, speakers and events, safety online, prayer and faith facilities, safeguarding, communications and freedom of expression.

The Risk Assessment and Plan is co-ordinated by the DSL and developed and reviewed by the Health and Safety Committee.

2.5.3 Training and support for staff

All staff, including Governors are required to complete Prevent training so they are aware of their responsibilities under the duty. This training is mandatory and is updated annually. Staff are able to seek support through our through de-brief opportunities with the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead, should they feel they need this.

2.5.4 Training and support for students

Pastoral support, welfare and Safeguarding procedures are thorough and identify students who are at risk of radicalisation through the tutorials process and through general day to day communications between teaching and support staff.

Students receive training and education to raise their awareness of the risks of radicalisation, including grooming and exploitation, via the cross-college tutorial programme during Induction and across the academic year.

2.5.5   Use of College Premises

We are committed to working with the local community and with a range of external organisations. In order to manage risk and prevent any extremist activity being undertaken on the College premises a risk assessment will be carried out prior to a letting being agreed. The College will request advance notice of the content of the event including an outline of the topics to be discussed.

The College will not engage with any external organisation or develop a partnership with any agency that does not share the College's commitment to equality, diversity and inclusion.

CCTV systems are in place across the site and will be monitored to identify any suspicious activity.

2.5.6   External Speakers

We often invite speakers from the wider community to give talks to enrich our students' experience. All visiting speakers, even those recommended by staff, students, and/or parents are to be checked and deemed suitable before being formally invited to present. Checks on speakers should include but not limited to; internet searches, personal recommendations, materials being used and working with respected public organisations.

All external speakers must be approved by the Vice Principal for Student Progression, Head of Pedagogy, Professional Development and Innovation and the Designated Safeguarding Lead.

2.5.7   IT Infrastructure

In order to safeguard students and prevent individuals from accessing extremist materials while using College networks we will ensure:
- Appropriate software, filtering and monitoring are in place to restrict access to inappropriate materials, log attempts and highlight any concerns by users on the network.
- Appropriate staff are able to monitor any aspects of telephone, mobile phones and computing facilities that are made available to staff, students and visitors.
- Only College approved software will be supported and allowed to be used.
- All unauthorised software that breaches College policy or presents a risk to staff or student safety will be removed and appropriate action taken.
- All unusual or suspicious events, and any breaches of security are reported to via the safeguarding reporting channels for further investigation.

2.5.8   Partnership Working

The College maintains well-established partnerships; including the local Authority Prevent Board, Avon and Somerset Police, Department for Education and the

Department for Education Prevent Coordinator and receives regular updates in order to keep staff and students safe and well informed.

2.5.9 Chaplaincy Support

We aim to ensure that provision is made for those of any faith (or those without faith) to access appropriate facilities for pastoral care and for religious purposes. The Chaplain plays a key part in promoting understanding between individuals and groups and encouraging dialogue, debate and respectful exchanges of views.

3. Prevent Reporting Procedures

3.1 Reporting concerns

The following procedures apply colleagues and will be covered by training to enable staff to understand their role and responsibility. The aim of our procedures is to provide a robust framework which enables staff to take appropriate action when they are concerned that a child is at risk of, or being, radicalised.

It is the responsibility of all staff to report and record their concerns via the College safeguarding system. Any member of staff can make a referral if they have concerns that a child may be at risk.

It is very important that staff report and record their concerns – you do not need 'absolute proof' that the child is at risk. You should always maintain an attitude of "it could happen here". Key points for staff to remember for taking action are:

- Report the concern to the DSL as soon as possible and certainly by the end of the day;
- Do not start your own investigation;
- Complete a timely and accurate record of the concern using My Concern.

The DSL will liaise with the FE/HE DFE Counter Extremism Coordinator to establish the risk and whether a referral to Channel is necessary. At this stage it may be deemed that support is more appropriate within the setting.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out a referral to Social Services will be made in line with safeguarding procedures.

3.2 Lockdown

Incidents in relation to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession of a student or a community member. In this situation, a 999 call will be made and the Principal informed as soon as practicably possible. The College's lockdown will be used as appropriate.

3.3 Channel Panel

Channel Panel is a multi-agency process, much like safeguarding adults/children, where partner agencies share expertise and resources to create a bespoke support package for vulnerable individuals.

The Police Channel procedure is a partnership focused structure and is similar to existing, successful initiatives which aim to support individuals and protect them from harm - such as involvement in drug, knife or gun crime.

Channel is about supporting those most at risk of being drawn into violent extremism is about diverting people away from potential threat at an early stage - which prevents them from being drawn into criminal activity.

Partnership involvement ensures that vulnerable individuals have access to a wide range of support from diversionary activities through to providing access to specific services such as education, housing and employment. Each multi-agency panel varies according to local circumstances but partners (who are all signed up to an Information Sharing Protocol) can include: Statutory partners such as education, NHS, probation, housing, social care and the police service.

We will engage in the CHANNEL process as necessary and will contact the Prevent contact should it have any concerns about a student, member of staff, Governor or visitor.

4. Further information

4.1 External information
The relevant legalisation, statutory requirements and external guidance that has been taken into consideration for this policy include:
- Keeping Children Safe in Education statutory guidance;
- Guidance from the Local Safeguarding Partnership Keeping Bristol Safe Partnership;
- Working Together to Safeguard Children (2018);
- PREVENT Strategy, HM Government (2011);
- Channel Duty Guidance: Channel Duty Guidance: Protecting people vulnerable to being drawn into terrorism (publishing.service.gov.uk).
- Prevent Duty Guidance for FE Institutions in England and Wales

4.2 Internal information
Local policies and procedures that have been taken into consideration for this policy include:
- Low Level Concerns Policy and Procedure;
- Safeguarding and Child Protection Policy
- Raising Concerns Policy;
- Acceptable Use of IT policies;
- Lockdown Procedure;
- Prevent Risk Assessment and Action Plan;
- External Visitors policies.