

College Group Policy

The PREVENT Strategy

Manager Responsible: Director of Learner Experience and Progression

Version Number: 1.7

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Approved by:	Senior Management Team
Minute number:	
Ratified by:	Board of the Corporation
Minute number:	
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Intended Audience: <i>(Check appropriate box)</i>			
Staff:	<input checked="" type="checkbox"/>	Governors:	<input checked="" type="checkbox"/>
Students:	<input checked="" type="checkbox"/>	External:	<input type="checkbox"/>

AMENDMENT SUMMARY

<u>Version</u>	<u>Date</u>	<u>Remarks</u>
1.0	10 Jul 2015	Initial publication
1.1	29 Mar 2016	2015/16 Action Plan removed
1.2	12 Jul 2017	Periodic Review
1.3	15 Nov 2018	Periodic Review
1.4	03 Oct 2019	Periodic Review
1.5	15 Nov 2020	Periodic Review and inclusion of COVID-19 Supplementary Statement
1.6	31 Aug 2022	Periodic Review including changes in senior management responsibilities.
1.7	06 Sep 2023	Periodic review

Age, Disability, Gender & Race Equality Statement

Age, Disability, Gender and Race Equality Impact Measures will be set and monitored through analysis of all data related to potential suspected or actual abuse of this policy.

A copy of the Equality Impact Assessment Initial Screening Form is attached as an Annex to this document

Policy Objectives.

This policy supplements the College's Safeguarding Policy.

This policy complies with the requirements of the statutory guidance provide by, **Prevent duty guidance: for further education institutions in England and Wales** as updated on 1 April 2021

The Prevent procedures are intended to support staff and learners in identifying people who may be at risk of radicalisation and promote British values.

Chelmsford College is committed to providing students with the necessary skills and knowledge to keep themselves and others safe.

Further education has a responsibility to promote values of openness and tolerance and to facilitate free debate which is characteristic of being a British citizen.

The college recognizes its role in preventing people from being radicalized and being drawn into terrorism and ensuring it challenges views and ideas that create an atmosphere conducive to terrorism.

In this context, the College will exclude those promoting extremist views that support or are conducive to terrorism or risk creating an environment conducive to these views.

Chelmsford college will ensure that;

1. all learners and staff are made aware of the risks associated with the threat of terrorism and groups that may attempt to draw them into support.
2. All learners are made aware of the methods that such groups may use to access them to support their objectives.
3. There are appropriate systems in place to keep staff, learners and visitors safe.
4. It demonstrates effective leadership in implementing its Prevent strategy as part of its overall intent to keep learner, staff and visitors and preparing young people for adult life in modern Britain,
5. It works in partnership with external agencies to fulfil its statutory obligations'
6. It develops, maintains and improves appropriate capabilities.

CONTEST and PREVENT

Prevent forms one of the four parts of the British governments contest strategy which aims to mitigate the effects of terrorism in the United Kingdom of Great Britain and Northern Ireland.

- **Pursue** those who intend to commit terrorist attacks;
- **Protect** key parts of the UKs infrastructure;
- **Prepare** to mitigate the impact of terrorist attacks;
- **Prevent** people becoming terrorists or supporting terrorism.

Prevent is the part of the Home Office and the Police counter-terrorism strategy which is in the public sphere. It aims to stop people from becoming terrorists or supporting terrorism by working with individuals and communities to address issues before they become a criminal matter, to stop people moving into extremism and then into terrorist-related activity. It aims to:

'...stop individuals being drawn into terrorism. This includes violent and non-violent extremism which in turn can create an atmosphere conducive to terrorism and can popularize views which extremism may seek to exploit.'

Prevent defines extremism as:

'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of our armed forces.'

Statutory Duty

Section 29 of The Counter Terrorism and Security Act 2015 placed a statutory duty on specified authorities, including Further Education colleges and effective from September 2015, to have:

'...due regard to the need to prevent people from being drawn into terrorism'

The associated 2011 Prevent strategy has three specific strategic objectives:

- respond to the ideological challenge of terrorism and the threat we face from those who promote it
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- work with sectors and institutions where there are risks of radicalisation that we need to address.

As part of the duties, the college will;

- establish a single point of contact for Prevent;
- assess risk of students being drawn into terrorism in their institution;
- develop an action plan to reduce the risk;
- train staff to recognize radicalization and extremism;
- work in partnership with other partners;
- establish referral mechanisms and refer people to channel;

- manage extremist speakers and events;
- manage access to extremist material;
- promote British values and challenge extremist ideas that promote terrorism;
- maintain records and reports to show compliance.

Chelmsford College is compliant with the statutory duty.

Local Partnerships

Chelmsford College will maintain links with the **Essex Police Prevent Team**.

Chelmsford College will use the appropriate link to **Channel** which is a local multi agency point of referral and all significant risks of radicalisation will be reported to it to enable the most effective and appropriate response.

Chelmsford College will maintain links with appropriate **Essex County Council Prevent leads**, specifically:

- Prevent Lead
- Chairs of Essex Channel Panel
- Chairs of Prevent Multi Agency Group
- Education Safeguarding Lead

Chelmsford College will maintain close links with **Essex Police liaison officers** to ensure best advice on keeping learners, staff and visitors safe from any potential terrorist threat.

Chelmsford College will maintain close links with the **Regional Prevent Coordinator**.

Chelmsford College will participate in the **CTLP briefings** and information will be disseminated to staff and learners as appropriate.

Prevent and Safeguarding

Prevent is part of the safeguarding agenda as its aim is to ensure vulnerable young people do not suffer from harm through being targeted for radicalisation and potentially undertaking extremist activities that will do harm to themselves and others.

By using safeguarding principles to identify vulnerable learners who may be being groomed, and supporting them early, the college will work to stop them being criminalized and protect their life chances.

Young people in the UK are potentially vulnerable to engagement with extremist ideologies or to targeting by extremist organisations. The College is aware of these risks and will ensure support networks and processes are in place to protect its students from becoming radicalised or drawn into terrorism.

The Institute of Strategic Dialogue defines radicalisation as:

"the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence."

Who is being safeguarded?

There is no stereotype for people who could end up holding extremist views. Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

Recent experience by the Home Office shows that there are people who are searching for vulnerable young people through social media, youth organisations and education to radicalise them in much the same 'grooming' processes used for sexual purposes.

The same Home Office experience indicates that some of the driving factors which make young people between the ages of 14 and 24 particularly vulnerable to radicalisation can include;

- Lack of integration and/or polarization;
- Isolation or identity crisis;
- Family breakdown;
- Political and/or democratic disenfranchisement;
- Discrimination;
- Political decisions, foreign policy and/or international crises or disputes;
- Political movements;
- Ideologies and/or faiths;
- Low self-esteem and feelings of loss/anger and fear;
- Peer pressure.

This is not meant to be an exhaustive list but an indication that the issues that make young people vulnerable to all kinds of harm are the same that would make an individual susceptible to being targeted for radicalisation.

There is no typical gender, age, religion or background of vulnerable students that extremists will target but they use a sense of "Duty" (belonging to a specific group), "Status" (need for reputation) and "Spiritual Rewards" (test of faith) as a way of drawing them in.

The signs of radicalisation will look like the signs that all staff need to look for as part of the focus on safeguarding. They will look a lot like troubling behaviour:

Emotional	angry, mood swings, newfound arrogance;
Verbal	expressing opinions that are at odds with generally shared values;
Physical	appearance (tattoos), change in routine, change in displays of wealth.

It has become clear that one of the issues that has emerged from the Covid 19 pandemic is that many young people spent more time online in the public domain and many vulnerable learners were targeted by extremist groups and potentially radicalised.

During the lockdown periods, educational institutions who comprise the single largest source of Prevent referral, had less access to learners and consequently, fewer referrals were made. It is even more important that Chelmsford College raises the profile of British Values, engages with learners to identify any concerns and make any appropriate Channel referrals.

Chelmsford College implementation of the Prevent requirements

The College has developed referral procedures and support mechanisms for safeguarding that form the basis of the reporting of Prevent issues. This procedure is outlined in the college Safeguarding Policy 2023-24 and identifies who staff and students should contact, with any concerns about students.

The College's Student Support maintains links with external agencies that can provide support in this area or function as a point of referral if necessary.

The college safeguarding reporting process identifies radicalisation as a separate heading which red flags any such report and enables the tracking of any data.

The engagement of these processes will result in a referral to Channel if appropriate.

The 'Life Skills' part of the 'Learner Experience' has British Values and the broader safeguarding, citizenship and keeping safe aspects as key elements of its programme.

Establish a single point of contact for Prevent;

The single point of contact for Prevent will be the college senior designated lead for safeguarding and all staff with safeguarding responsibilities will have corresponding responsibilities for safeguarding.

Assess risk of students being drawn into terrorism in their institution and work in partnership with other partners;

Chelmsford College will work with Channel, the police and other appropriate organisations to maintain a current and relevant assessment of the risk of students being radicalised and drawn into terrorism.

Chelmsford College engages in Counter Terrorism Local Profile (CTLP) briefings to keep up to date with local threats and concerns.

Develop actions to reduce the risk;

Actions will be identified to reduce the risk and elements of the Life Skills programme will support the intent to support learners,

Train staff to recognize radicalisation and extremism;

All staff, including senior managers and Governors, will be trained to recognize radicalisation and extremism.

All new staff will be trained as part of their induction process.

All staff engaged in the security of the college premises will be trained to recognise radicalisation and extremism.

Establish referral mechanisms and refer people to channel;

All safeguarding referral processes will include reference to radicalisation and the Securus system will ensure student access to the internet and social media includes trigger words for radicalization and extremism. The designated lead for safeguarding will ensure that appropriate referrals are made to Channel.

Robust procedures are in place to ensure any subcontractors or providers of work-related experience are aware of their Prevent responsibilities and college procedures.

Manage extremist speakers and events;

Staff at the college will ensure that all external visitors and speakers comply with the safeguarding requirements and the need to promote British values and challenge extremist views.

The college EVOLVE process will be used to risk assess visiting speakers and events and any associated risk will be appropriately mitigated.

Manage access to extremist material;

All staff will ensure students do not access extremist material and Securus will monitor staff and student access to the internet and social media at the college.

Promote British values and challenge extremist ideas that promote terrorism;

All staff will Promote British values and challenge extremist ideas that promote terrorism in the classroom.

Students will undergo radicalisation awareness training as part of their induction and subsequent tutorial programme.

Anti-radicalisation publicity will ensure students are aware of the issues and know how to report any concerns.

British values including democracy, rule of law, individual liberty, mutual respect and tolerance will be positively promoted on the college premises.

Maintain records and reports to show compliance;

Comprehensive records will be maintained to show compliance of the statutory duty.

What to do if you believe someone to be at risk of radicalisation

The College will adopt the ethos of "Notice, Check, Share" where there are concerns that an individual may be vulnerable.

- **Notice** Recognise any changes in behaviour or appearance similar to those outlined above
- **Check** Speak to someone you trust and check your concerns but trust your own instincts
- **Share** Speak to one of the named contacts to report your concerns.

Remember trust your instinct

1. If you are a learner and concerned about another learner, please "Check" with a member of the course team such as the Progress Tutor or Personal development Tutor and "Share" with the Student Support team.
2. If you are a learner and are concerned about a member of staff, or a person who is not a member of the College e.g., guest speakers, again please "Check" with a member of the course team such as the Progress Tutor or Personal development Tutor and "Share" with the Student Support team.
3. If you are a member of staff and are concerned about a student, please
 - a. "Check" and "Share" with your line manager and
 - b. use the Safeguarding referral process.
4. If you are a member of staff and are concerned about another member of staff, please "Check" with your Line Manager and "Share" with Human Resources
5. If you are a member of staff and are concerned about a person who is not a member of the College, e.g., guest speaker, please "Check" and "Share" with your line manager.

Responsibility for contacting Prevent

Any of the following people are responsible for making decisions to contact the Counter- Terrorism Team at Essex Police if serious concerns are raised about a student, member of staff or visitor to the college:

- The Principal

- Deputy Principal Curriculum & Quality
- Deputy Principal Finance & Corporate Services
- Director of Learner Experience and Progression
- Assistant Principal Curriculum

However, as outlined in 'Keeping Children Safe in Education' (September 2023), everyone has the right to refer to Social Care regarding any concerns for an individual. The College gives this right with regards to extremism, and anyone can report a concern to Essex Police via 101 or through the appropriate Channel referral process.

'Keeping Children Safe in Education' (September 2023), forms the basis of the college Safeguarding Policy and is part of the training programme to keep students safe.

All staff will undertake training to ensure they are up to date with the Prevent agenda.

Where this does occur, the person making the referral must inform the designated Prevent lead, who is the Director of Learner Experience and Progression, or any of the above straight away.

The overall lead for Prevent matters within the College is the Director Learner Experience & Progression on behalf of the Principal.

Related Documents

- Chelmsford College Safeguarding Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Anti-Bullying Policy
- E Safety Policy
- Security Policy
- Business Resilience Policy
- EVOLVE Visits Policy
- Chaplaincy Policy

Equality Impact Assessment (EIA) Initial Screening Form

Name of the Policy, Procedure, Practice or Proposal being screened:

The PREVENT Strategy

Provide a brief description of its purpose:

The PREVENT procedures are intended to support staff and students in identifying people who may be at risk of radicalisation and promote British Values. It supplements the College Group Safeguarding arrangements.

Are there controls in place to monitor the uniform application of this practice? (if no please explain below)

Yes	No
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Does the policy or process have the potential to affect a particular group disproportionately in either a positive or negative way? Please provide comments with supporting evidence:

By its nature, this policy is to be applied uniformly to all individuals within the organisation. It does not, of itself, have the potential to affect a particularly but it could if not applied appropriately by members of the organisation. Monitoring of its implementation is key to avoiding this pitfall.

If you have identified a medium or high equality impact please complete the following, otherwise leave blank. Add additional comment below the questions as necessary.

Are there any other policies or practices that need to be assessed alongside this screening?

	No
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Should the policy or practice proceed to a full Equality Impact Assessment?

	No
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If the answer to the above question is no, please give the reasons for this decision:

If a full impact assessment is required, please give the date by which it will be completed

(Note – If you have assessed a negative impact as high, you must seek advice and conduct a full EIA on a high priority basis)

Declaration:

We are satisfied that an initial screening has been carried out and a full Equality Impact Assessment is not required at this time.

(If a full EIA is required, a template form is available within the EIA Guidance Notes which must be read before completing a full EIA).

Manager:

Signature:

A Davies

Date:

06 Aug 2023

Countersigned

Signature:

D Warnes

Date:

Aug 2022