Prevent Policy

2018-19

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InterLearn

Consultvia

Contents

Policy to Support the Prevention of Extremism and Radicalisation (PREVENT)

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1.0   Introduction

Prevent is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. 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 needs to be addressed, including education, criminal justice, faith, charities, the internet and health A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

    - Critical- an attack is expected imminently
    - Severe – an attack is highly likely
    - Substantial – an attack is a strong possibility
    - Moderate – an attack is possible but not likely
    - Low – an attack is unlikely

The current threat level from international terrorism in the UK is severe which means that an international terrorist attack is highly likely.

The Further Education and skills sector are major education and training providers for the 16 – 25year age group, particularly young people from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of our students make it crucial to be involved in the Prevent strategy. Training Providers have a part to play in fostering shared values and promoting cohesion.

Training Providers should focus on 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 colleges and other training settings.

This strategy has five key objectives:
1. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
2. To break down 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
3. To ensure student safety and that the company is free from bullying, harassment and discrimination on the grounds of ethnicity
4. To provide support for students who may be at risk of radicalisation and advise on appropriate sources of advice and guidance

5. To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism. In order to achieve these objectives the strategy will concentrate on four areas;
6.

2.0   Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all students, staff 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
- Building staff and student understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local schools, local authorities, police and other agencies

3.0   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
- Promoting wider skill development such as social and emotional aspects of learning
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights through our 'Engaging young people, Building Resilience Project' funded by the Home Office.
- Encouraging active citizenship/participation and learner voice.

4.0   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 student support services
- Listening to what is happening in the workplace and the community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping students and staff know how to access support in the workplace and or through community partners
- Supporting at risk students through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all students

5.0   Managing Risks and Responding to Events

To ensure that the company monitors risks and is ready to deal appropriately with issues which arise. It will do this through:
- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on the learner
- Understanding and managing potential risks within the workplace and from external influences and knowing what steps to take next.
- Responding appropriately to events in local, national or international news that may impact on students and communities

- Ensuring measures are in place to minimise the potential for acts of violent extremist within the Workplace.
- Ensuring plans are in place to respond appropriately to a threat or incident within the learners working environment.
- Developing effective ICT security and responsible user policies

Any member of staff or learner who has any concerns regarding the issues identified within this guidance policy should immediately report their concerns to one of the designated Safeguarding officers.

6.0   Identification of Concerns

The following are a list of behaviours that *may* indicate an individual as at risk of radicalisation:

- Expressing opinions that indicate a support for terrorism or violence and / or for the leaders of terrorist organisations

- Possession of violent or extremist material either in hard copy or digital formats

- Attempts to access violent extremist websites and associated password protected chat rooms

- Possession of material relating to weapons and explosives

- Possession of material relating to military training skills and techniques (outside of British Armed forces recruitment / careers material)

- Social isolation from family, peers and social events, particularly if this is in conjunction with association with proscribed organisations or individuals known to hold extremist views

The above list is not exhaustive, and it should be noted that the behaviours listed above are not in themselves indicators of criminality or criminal intent. Prevent is about looking for signs that an individual may be at risk and benefit from some supportive intervention. There is evidence that radicalisation can be linked to a crisis of identity and uncertainty about belonging, which may be triggered by experiences of victimisation, racialism or abuse, hence the importance of identifying students who may be vulnerable due to issues and challenges within their personal and home life.

Staff should not investigate concerns or allegations themselves, but should report them immediately to the designated person. Staff need to act without delay by speaking with the designated person. Referral should follow the existing safeguarding protocols.

7.0   Communication process for Prevent concerns

If a concern about learner's welfare in terms of potential risk of radicalisation is identified:
- Immediately discuss concerns with line manager or one of designated members of staff.
- Make written record following the company guidelines for staff working with young learners or vulnerable adults.
- Records of all concerns must be written as soon as possible and given to a designated member of staff.
- Designated member of staff refers to local Prevent Coordinator following up in writing within 48 hours

- Designated member of staff to feedback to referrer on next course of action.
- Prevent Coordinator acknowledges receipt of referral and decide on next course of action. Note: the company may be asked to participate with a multi-agency approach under Channel but will be guided by Prevent team.

8.0   Policy Update

This policy is reviewed biannually by the HR. Any changes required should be reported directly to the HR department