

Prevent Policy

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1. POLICY STATEMENT

- 1.1. The current threat from terrorism and extremism in the UK is real and severe and can involve the exploitation of vulnerable people, including children and young people.
- 1.2. The Colleges' Partnership is committed to the safeguarding and welfare of all staff and learners.
- 1.3. Reference to staff includes all employees of The Colleges' Partnership, and all contractors to and for the organisation who have direct or indirect contact with learners and staff.
- 1.4. The Colleges' Partnership will comply with all statutes of the law as defined in the policy and procedure. (HM Government Prevent Strategy, 2011).
- 1.5. The Colleges' Partnership recognises that all staff members have a role in the safeguarding and welfare of vulnerable adults preventing them from coming to any harm.
- 1.6. The Colleges' Partnership has adopted the Prevent Duty (revised 2019) in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:
 - Stifle legitimate discussions, debate, or student engagement; 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.

2. REASON FOR THE POLICY

- 2.1. This policy is designed to provide a clear framework and structure to The Colleges' Partnership's response to safeguarding concerns for those young people who may be vulnerable to the messages of extremism and to prevent them being drawn into and exposed to violent and non-violent extremism and radicalisation.
- 2.2. PREVENT is a key part of the Government's counter-terrorism strategy - CONTEST. The UK currently faces a range of terrorist threats from terrorist groups who pose a risk to the UK and seek to radicalise and recruit people to their cause. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity. PREVENT happens before any criminal activity takes place. It is about recognising, supporting, and protecting people who might be susceptible to radicalisation.

2.3. The PREVENT strategy objectives are:

- 2.3.1. **Ideology:** Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
 - 2.3.2. **Individuals:** Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
 - 2.3.3. **Institutions:** Work with sectors and institutions where there are risks of radicalisation which we need to address.
- 2.4. The policy is designed to ensure all staff have an awareness of the PREVENT agenda and various forms of radicalisation and are able to recognise signs and indicators or concerns and respond appropriately.
 - 2.5. Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to The Colleges' Partnership's current and established safeguarding procedures.



3. POLICY OBJECTIVES

- 3.1. The Colleges' Partnership aims to guide our learners and staff to understand others, to promote British values, to promote awareness of human rights and of the responsibility to uphold and defend them.
- 3.2. To ensure staff are aware of the company commitment to safeguarding our learners and staff from the threat of radicalisation and extremism, including local risks as identified by Prevent Regional Coordinators.
- 3.3. Safeguarding and promoting the welfare of vulnerable adults encompasses health and safety, anti-bullying measures, meeting the medical needs of those with medical conditions, providing first aid, security and support, safeguarding from drugs and substance abuse, and wherever an individual is at risk of harm from themselves or others, this includes physical and psychological harm and the risk of terrorism and radicalisation (see appendix A PREVENT). These responsibilities extend to staff and learners with learning difficulties irrespective of age if they are vulnerable to abuse as a result of their learning difficulty.

4. POLICY

- 4.1. The Colleges' Partnership Ltd has a duty of care to its learners and is committed to providing an environment that promote opportunities to learn and develop as individuals. The company takes responsibility to ensure the safety and wellbeing of earners, staff and the wider community from being drawn into terrorism.
- 4.2. The Company will ensure it carries out a robust recruitment process and adheres to the guidance given in Safeguarding Vulnerable Groups Act 2006 and Keeping Children Safe in Education 2021
- 4.3. The Company will ensure that all staff understand that they have a responsibility to all vulnerable adults participating in company activities, to safeguard their welfare and to take appropriate steps to ensure this can be achieved.
- 4.4. The Company has a duty to act if there is a suspicion that a vulnerable adult is being exposed to extremist and violent views and to notify the appropriate agency so that they can intervene, investigate, and take appropriate action (refer to PRO 060a Cause for Concern Reporting Procedure).
- 4.5. The Company will establish key links with the DfE Regional Prevent Coordinator and local police Prevent team to ensure that the local profile is known, understood, and shared with staff.
- 4.6. All staff will be required to undertake Prevent training to understand the factors that can lead to a person becoming radicalised and the procedure to follow if they spot signs or have concerns.
- 4.7. The Company will not permit material supporting terrorism to be displayed within its offices or classrooms and will remove such material if found. Likewise, we will seek to ensure that printed and electronic communications, including the company website and Virtual Learning Environment (VLE) do not contain or support terrorist material, literature, or imagery.
- 4.8. All guest speakers will be vetted by the DSL, and they will be required to produce their materials/training prior to the session. Where appropriate, risk assessments will be carried out to ensure that the content or views of the speaker are safe and do not contravene British Values.



5. DEFINITIONS

- 5.1. The scope refers to all learners including adults (18 and over) who are vulnerable due to their disability, health, or social identity. This includes all learners/staff and those associated with The Colleges' Partnership.
- 5.2. The term 'Prevent' embraces adult protection and a preventative approach to keeping vulnerable adults from being exposed to extremism or radicalisation.
- 5.3. An adult at risk is defined as "someone aged 18 years or over who is or may be in need of community care services by reason of mental or other disability, age or illness and who is, or may be, unable to take care of him or herself or unable to protect him or herself against significant harm or exploitation." (No Secrets, Department of Health 2000, 2015).
- 5.4. PREVENT- The Office for Security and Counterterrorism, in the Home Office works to counter the threat from terrorism. (Counter Terrorism and Security Act 2015).
- 5.5. 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 agenda.
 - **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. Additionally, this definition includes calls for the death of members of our armed forces.
 - **British Values**- are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

6. RELATED POLICIES

- PRO060 Safeguarding Policy
- PRO007 Equality and Diversity Policy
- PRO020 Use of Emails and Other IT Facilities
- PRO 011 Information Security Policy
- PRO 052 Staff Code of Conduct
- PRO 026 Disciplinary Policy

7. WHO WILL NEED TO KNOW ABOUT THIS POLICY?

- 7.1. All staff and all contractors to and for the organisation who have direct or indirect contact with learners and staff.



8. RESPONSIBILITY

8.1. The Safeguarding Committee

- 8.1.1. Strategic Management Team (SMT) and staff have a responsibility to all young people and vulnerable adults participating in company activities, to safeguard their welfare and to take appropriate steps to ensure this can be achieved.

8.2. The Board of the Corporation

- 8.2.1. All Board Members have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the Board must ensure that:
- all staff have undertaken training in the Prevent Duty.
 - all staff are aware of when it is appropriate to refer concerns about learners or colleagues to the Safeguarding committee.
 - all staff exemplify British Values into their values.
 - policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

8.3. Prevent Lead for The Colleges' Partnership.

- 8.3.1. The Chair of the Safeguarding Committee is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that the Prevent Strategy is implemented across The Colleges' Partnership and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

8.4. The Safeguarding and Equality and Diversity Committee

- 8.4.1. The Safeguarding and Equality and Diversity Committee meet regularly, and any concerns raised under the Prevent agenda or changes to the Duty that affect The Colleges' Partnership are discussed within this meeting.

8.5. Teaching and Learning

- 8.5.1. To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of learners by challenging extremist ideology and supporting the learner voice.

8.6. 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 employer needs, challenge extremist narratives and promotes 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 the Colleges' Partnership goals and values.
- Encouraging active citizenship and learner voice.



8.7. Learner Support -To ensure that staff take preventative and responsive steps, working with partner professionals and employers. This will be achieved through:

- 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 learners and staff know how to access support in The Colleges' Partnership and/or via Employer and community partners.
- Supporting learners with problem solving and repair of harm.
- Supporting 'at risk' learners through safeguarding and crime prevention processes.

8.8. All Staff - All staff at The Colleges' Partnership have a responsibility to:

- create and support an ethos that upholds The College's Partnership mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion.
- attend Prevent training in order 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 in environments utilised by The Colleges Partnership that could cause offense or promote extremist views.
- support the development of staff and learner understanding of the issues around extremism and radicalisation through teaching and learning activities and awareness campaigns.
- participate in engagement with employers and external organisations as appropriate.

9. PROCEDURE

9.1. See document PRO060a Cause for Concern Procedure

Signed

Date: 16th January 2023

Tony Basham
CEO