Prevent Policy

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- o Originator: Anne Pitman, Learner Safeguarding and Welfare Manager

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If you, or someone you know, would like this document in large print, audio, electronically or in Welsh, please contact:

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1. Context

The Government has published 'Prevent Duty Guidance for England and Wales 2023' in addition to the Counter Terrorism and Security Act 2015 that requires Education providers to have due regard to prevent people from being drawn into terrorism.

Gower College Swansea are required to be legally compliant with this duty as a Further Educational Institution and Work Based Learning provider and to fulfil the Prevent Duty

Prevent is one of the four strands of the Governments counter terrorism strategy, CONTEST.

The overall aim of CONTEST is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence. Prevent remains one of the key pillars of CONTEST, alongside the other three 'P' work strands:

• Prevent: to stop people becoming terrorists or supporting terrorism
• Pursue: to stop terrorist attacks
• Protect: to strengthen our protection against a terrorist attack
• Prepare: to mitigate the impact of a terrorist attack

Prevent is the only strand which is non-criminal. The primary aims of the Prevent Duty are to prevent people from being drawn into terrorism by:

i) Providing support to prevent people from being drawn into terrorism

ii) Respond to the ideological challenge of terrorism and aspects of extremism

iii) Work with a range of sectors such as education, criminal justice, faith and health, where there are risks of radicalisation.

2. Scope

The Policy applies to all students, apprentices, employability clients, staff, governors, agency staff, volunteers, contractors, and visitors alike.

3. Statement of Purpose

Protecting individuals from the risk of radicalisation is an integral part of safeguarding duties and is similar in nature to protecting children and adults from other harms (eg. Drugs, gangs, neglect, sexual exploitation).

The purpose of the policy is to ensure that any individual who presents as being at risk of being radicalised is supported appropriately and sensitively, via the correct channels and for staff to have confidence in making referrals to Designated Safeguarding Officers for any concerning behaviours displayed in students, employability clients or apprentices.

4. Body of Policy

Section 26(1) of the Counter-Terrorism and Security Act 2015 and the 2023 Prevent Duty guidance imposes a Duty on Further Education Institutions to have due regard to prevent people from being drawn into terrorism, which includes not just violent extremism but also non-violent extremism. To comply with the duty, we must implement the following:

4.1 External Speakers and Events Policy

The Prevent Duty clearly outlines our requirement for an External Speakers policy, which demonstrates clear guidance for inviting any external speaker into College. This needs to include a clear system to assess risk to determine whether an event can safely go ahead.

Our External Speakers policy is available on BIZ/Policies and includes an External Speakers consent form in the appendices, for staff to complete when inviting external speakers in. Members of CMT or the Lead Safeguarding Officer will perform open source checks on suitability of the speaker and are able to sign to confirm there are no concerns with the event taking place. If there are concerns, the concern will be referred to the College Single Point of Contact (SPOC) to refer to local WECTU Police who will run a RAG (red, amber, green) risk assessment and advise the College on any concerns.

CMT members or SPOC can, as a result, advise on measures to be in place for the event to safely go ahead, or ensure the event does not proceed.

4.2 Partnership

The Prevent Duty places an expectation that there will be active engagement from governors, principals, managers and other partners such as police, local safeguarding boards, the LEA and our local DfE Prevent coordinator. The College holds strong working partnerships with all external agencies identified.

4.3 Staff Training

The statutory guidance refers to the importance of Prevent awareness training, to equip staff to identify young people or adults at risk of being drawn into terrorism and to challenge extremist ideas. The current Safeguarding training includes Prevent.

Online Safeguarding/Prevent Training Modules, renewed every 2 years are mandatory for all staff working in FE or on the apprenticeship programme this includes:

- All Senior Managers
- WBL Governor
- Assessors
- Tutors
- Lecturers
- Learner Coaches and other Apprentice Support Staff

Designated Safeguarding Leads will complete more specialist Safeguarding/Prevent training, including training in different types of abuse and referral processes, to ensure a good understanding of current issues and skills.

All staff are required to maintain their understanding of awareness of harm, abuse and safeguarding and maintain their training and CPD in line with our staff training policy.

4.4 Promoting the policy to staff, learners and stakeholders

Gower College Swansea will promote the Prevent Policy and the course offer/apprenticeship provision to potential and existing apprentices through the college website and through Learner and employer handbooks. Copies of our policies are available on the college website and uploaded when reviewed.

4.5 Commitment

As a college all staff have a responsibility to protect people from being radicalised. The Learner Safeguarding & Welfare Manager and the Designated Safeguarding Lead for WBL will carry out risk assessments for Prevent and monitor the development plan as a result.

4.6 Welfare and pastoral support/chaplaincy

The Duty outlines the expectation of welfare support available to all students, apprentices and employability clients. Gower College Swansea offers exceptional support, with Personal Tutors, Student Support Officers, Counsellors, Pastoral Coaches and Health Advisors.

Student Support Officers and Learner Coaches can signpost learners to a range of pastoral support services that includes wellbeing and spiritual support all faiths and none.

Managing multi faith prayer rooms

There is a protocol which clearly outlines the use of these rooms and is positioned on the walls of each multi faith and contemplation room.

4.7 IT Policies

Our IT policies reflect the requirements of the duty to ensure that all our learners and apprentices are safe from terrorist and extremist material when accessing the internet in College, this includes establishing appropriate levels of filtering".

See Section 2.7 Prevent duty guidance: for Further Education Institutions in England and Wales (2023)

[Prevent duty guidance: Guidance for specified authorities in England and Wales (publishing.service.gov.uk)](#)

Stringent filtering is in place on IT systems in Gower College Swansea, which alerts members of the IT team of any concerning searches, which are reported immediately to the Lead Safeguarding Officer to process appropriately.

4.8 Introduction to the Prevent Duty for full time students

Gower College Swansea understands the importance of building resilience to radicalisation in young people and adults and has built this into the tutorial program for all full-time students. Tutorials will explore Prevent and the Fundamental British values and will facilitate critical debate, reasoned arguments, and embeds equality and inclusion.

4.9 Introduction to the Prevent Duty for Apprentices

Our apprenticeship delivery model will build resilience to radicalisation for all our apprentices.   This will be achieved by ensuring radicalisation and extremism is covered in apprenticeship on-the-job and off-the-job schemes of work and during the progress review process.

During their apprenticeship, apprentices will also complete Education Training Foundation online modules which cover:

- Radicalisation and Extremism
- Who you can trust
- Online Safety
- British Values

Information on local threats and risk are obtained from the Prevent Coordinator for the region and shared with delivery staff. Contextualised information is then discussed at appropriate times with the apprentice and recorded on the review of progress where discussions take place.

Protecting our students/apprentices

Tutors will be expected to understand & embed British Values into the apprenticeship delivery journey to ensure learners are aware of them, can evidence and exemplify them and understand what it means to be a successful learner and take part in life & Britain today.

We will take all necessary actions to comply with current legal safeguarding requirements.

5. Links to other policies

GCS Prevent Policy should be read in conjunction with:

- Safeguarding Children and Vulnerable Adults Policy
- Challenging Bullying, Rights, Respect and Equality Protocol
- Student Disciplinary Policy
- External Speakers Policy
- Multi Faith Prayer and Contemplation Room Protocol
- IT Policy

6. Roles and Responsibilities

GCS Prevent Policy is a standalone policy, however, it is an extension of our Safeguarding Children and Vulnerable Adult's policy and fits under our Safeguarding procedures. As such, any concerns should be raised with a Designated Safeguarding Officer.

6.1 Designated Staff with Responsibility for Prevent and Safeguarding

The governing body have appointed:

- Susan Williams
- Frank Banza

As governors with special responsibility for safeguarding children and vulnerable adults. The Lead Safeguarding Officer presents the designated Governors with a termly report to robustly discuss any areas of concern and any changes to the Prevent duty that may impact on the College. They will oversee all activity which the Designated Safeguarding Officers conduct.

The designated members of staff are:
Anne Pitman   01792 284223 (Designated Single Point of Contact)
anne.pitman@gcs.ac.uk

Ian Jones 07788 864228 (Designated Safeguarding Lead for WBL)
ian.jones@gcs.ac.uk

Tamsyn Oates	07867 135815
Ryan McCarley	07917 352153
Karren Blades	07500 269118
Naima Khanom	07768 035787
Vicki Wannell	07393 789238
Cathy Thomas	07946 373455
Mo Qasim	07917 136101
Jo Harris	07385 932356

The designated members of staff will keep a record of all allegations/concerns made by students and apprentices and any referrals made.

The Governing Body and Senior Management Group will receive an annual report on Safeguarding and Prevent issues and duties discharged.

6.2   Expectations of all staff

a) Create and support an ethos which upholds the College mission and core values.

b) Attend Prevent training to have the knowledge and skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism and know the appropriate action to take if they have any concerns.

c) Report any concerns immediately around extremism or radicalisation to a Designated Safeguarding Officer.

d) Report and remove any literature displayed around the College that could cause offence or promote extremist views to a Designated Safeguarding Officer.

e) Engage with external organisations where appropriate in conjunction with a Designated Safeguarding Officer.

7.   Referral Process

Referrals of concern should always be directed to a Designated Safeguarding Officer.

7.1   Early reporting of any concern, even if it appears trivial is important to prevent any escalation of an actual threat.

The Designated Safeguarding Officers will discuss the concerns and if appropriate will escalate to the Lead Safeguarding Officer and Single Point of Contact (SPOC) to make a referral to CHANNEL or contact the Counter Terrorism Police for advice on how to proceed. The approach taken is always supportive towards the young person and proportionate.

7.2　If the student is on a 14-16 programme, the Designated Safeguarding Officer, will contact the School's Designated Safeguarding Officer to liaise with them on referral. The conversation held with the school will be documented on the Safeguarding database.

7.3　If the student is on a HE programme, the Designated Safeguarding Officer, will contact the University Designated Safeguarding Officer to liaise with them on referral. The conversation held with the university will be documented on the College's Safeguarding database.

8.　Understanding and Recognising the Risks and Vulnerabilities of Radicalisation

There is no obvious profile of an individual likely to become involved in extremism or a single indicator of when an individual might move to adopt violence in support of extremist ideas.

An individual can be drawn to radicalisation at any age. The process of radicalisation is different for every individual and can take place over an extended period or within a very short time frame

Individuals can be drawn into violence or they can be exposed to the messages of extremist groups by many means. These can include the influence of:

☐ Family members
☐ Friends
☐ Direct contact with extremist groups and organisations, or
☐ On line – via the internet
☐ Via the TV and media

The following list may indicate vulnerability to radicalisation. The list is not exhaustive and professional judgement and proportionality is needed to ensure concerns are assessed and escalated appropriately

1. Sharing extremist views including on social media platforms.
2. Being overly secretive about their online viewing.
3. Displaying feelings of isolation or expressions of an 'us and them' mentality – a sign of the sense of social isolation.
4. Becoming more argumentative or domineering in their viewpoints, being quick to condemn those who disagree and ignoring views that contradict their own: being intolerant of opposing views
5. Strong perception of injustice.
6. Emergence of grievance
7. Questioning their faith or identity.
8. Downloading or promotion of extremist content/uncensored access to propaganda.

9. Social isolation – losing interest in activities they used to enjoy, distancing themselves from friends and social groups.
10. Altered appearance – change in style of dress and/or personal appearance.
11. Abnormal routines, travel patterns or aspirations.
12. Experience of imprisonment/involvement with criminal groups.

9. Glossary of terms – taken from 'Prevent Duty Guidance for specified authorities in England and Wales (2023)

Extreme Right-Wing Terrorism (ERWT) Describes those involved in Extreme Right-Wing activity who use violence in furtherance of their ideology. These ideologies can be broadly characterised as Cultural Nationalism, White Nationalism and White Supremacism. Individuals and groups may subscribe to ideological tenets and ideas from more than one category.

Having due regard In relation to section 26 Counter-Terrorism and Security Act 2015, means that specified authorities should place an appropriate amount of weight on the need to prevent people becoming terrorists or supporting terrorism when they carry out their usual functions.

Ideology A terrorist 'ideology' is a set of beliefs, principles, and objectives to which an individual or group purports to adhere and attempts to instil in others to radicalise them towards becoming terrorists or supporting terrorism. There are several concepts or 'tools' that often feature in terrorist and extremist ideologies, including: narrative, propaganda, grievances, and conspiracy theory.

Interventions These are tailored packages intended to divert people away from extremist activity at the earliest opportunity and support their disengagement with terrorist ideologies where they have been involved in terrorism or terrorist-related activity.

Islamist terrorism Is the threat or use of violence as a means to establish a strict interpretation of an Islamic society. For some this is a political ideology which envisions, for example, the creation of a global Islamic caliphate based on strict implementation of shari'ah law. Many adherents believe that violence (or jihad as they conceive it) is not only a necessary strategic tool to achieve their aims, but an individual's religious duty. In the UK the Islamist terrorist threat comes overwhelmingly from those inspired by, but not necessarily affiliated with, Daesh and/or al-Qa'ida, but they operate within a wider landscape of radicalising influences as set out in the government's response to the Independent Review of Prevent. Islamist should not be interpreted as a reference to individuals who follow the religion of Islam.

Left Wing, Anarchist and Single-Issue Terrorism (LASIT)
Encompasses a wide range of ideologies. It includes those from the extreme political left-wing as well as anarchists who seek to use violence to advance their cause in seeking to overthrow the State in all its forms.

Online radicalisation Describes situations where the internet is believed to have played a role in a person's radicalisation pathway. The internet can play two broad roles in radicalisation (offering mechanisms often unavailable to people offline). These are: exposure to extremist and terrorist content and socialisation within 'likeminded' networks. Often this is facilitated by highly permissive environments online.

Permissive environment A 'permissive environment' may be characterised as being tolerant of behaviour or practices strongly disapproved of by others, such as an environment where radicalising ideologies are permitted to flourish. Radicalisers create and take advantage of permissive environments to promote or condone violence and to spread harmful ideologies that undermine our values and society. Permissive environments can exist both online and offline. Permissive online environments can contribute to online radicalisation.

Prevention In the context of this document means reducing or eliminating the risk of people being radicalised or becoming involved in terrorism.

Radicalisation Is the process of a person legitimising support for, or use of, terrorist violence.

Specified authority Refers to the people, organisations and institutions listed in Schedule 6 of the Counter-Terrorism and Security Act 2015 to whom the Prevent duty at section 26 of the Act applies. It is their responsibility to ensure that the provisions of this guidance are carried out.
Susceptibility Is complex and unique to a person's circumstances. Within Prevent, susceptibility refers to the fact that a person may be likely or liable to be influenced or harmed by terrorist and extremist ideologies that support or radicalise people into terrorism. Please see the 'susceptibility to radicalisation' section of the Prevent duty guidance 2023. As set out in the Prevent duty guidance, a person's susceptibility may be linked to their vulnerability (see vulnerability below), but not all people susceptible to radicalisation will be vulnerable. There may be other circumstances, needs or other underlying factors that may make a person susceptible to radicalisation but do not constitute a vulnerability.

Terrorism The current UK definition is set out in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as 'The use or threat of serious violence against a person or serious damage to property where that action is:

☐ designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public; and

☐ for the purpose of advancing a political, religious, racial or ideological cause.'

Terrorist-related offences Are those (such as murder) which are not offences in terrorist legislation (TACT 2000), but which are judged to be committed in relation to terrorism.

Vulnerability Describes the condition of being in need of special care, support, or protection because of age, disability, risk of abuse or neglect.

10.   CHANNEL Process – taken from   [Channel Duty Guidance: Protecting people susceptible to radicalisation (publishing.service.gov.uk)](#)

"Channel" is the name for the multi-agency process of identifying and referring a person for early intervention and support for those at risk of radicalisation. It is a key element of the Prevent strategy. It is non-criminal and the referral is voluntary. The Channel process uses existing collaboration between local authorities (education, community safety, social care teams etc), statutory partners (health, offender management services, police) and the local community to:

☐ Identify people at risk of being drawn into terrorism;
☐ Assess the nature and extent of that risk; and
☐ Develop the most appropriate support plan for the individuals
 concerned

For further information on Channel:
https://www.gov.uk/government/publications/channel-guidance
https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales

11. Statutory Guidance

This policy should be read in conjunction with the following guidance:

For our English learners and apprentices:
[Keeping children safe in education](#)

For our Welsh learners and apprentices:
[Keeping Learners Safe (gov.wales)](#)

12. The Welsh Language

12.1   Mae Coleg Gŵyr Abertawe yn ymrwymedig i hyrwyddo'r iaith Gymraeg, yn unol â Safonau'r Iaith Gymraeg a Mesur y Gymraeg (Cymru) 2011.

12.2 Gower College Swansea is committed to the promotion of the Welsh language, in accordance with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011.

This policy is also available in Welsh.

Signature:

Person signing off Policy: Mark Jones, Principal

Date: 7 September 2023