Prevent Policy

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Originator:	**Anne Pitman** **Learner Services Manager**
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Policy Approved By:	**College Management Team –** **Corporation Board –**

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1.   Context

The Government has published 'Prevent Duty Guidance for Further Education Institutions in England and Wales on the duty in the Counter Terrorism and Security Act 2015 to have due regard to prevent people from being drawn in to terrorism'. FEI's are required to be legally compliant with this duty.

Prevent is one of the four strands of the Governments counter terrorism strategy, CONTEST.
> The aim of **CONTEST** is to reduce the risk to the UK and its interests overseas. **CONTEST** as a counter-terrorism strategy is organised around four work streams, each comprising a number of key objectives:
> - ☐ **PREVENT:** To stop people becoming terrorists or supporting terrorism;
> - ☐ **PURSUE:** To stop terrorist attacks;
> - ☐ **PROTECT:** To strengthen our protection against a terrorist attack; and
> - ☐ **PREPARE:** To mitigate the impact of a terrorist attack

Prevent is the only strand which is non-criminal. The current UK terrorism threat (for England, Wales, Scotland and Northern Ireland) is severe. This means an attack is highly likely.

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, health and the internet, where there are risks of radicalisation

2.   Scope

The Policy applies to all students, apprentices, 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 student, apprentice or client 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

4. Body of Policy

Section 26(1) of the Counter-Terrorism and Security Act 2015 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 (See section 8). In order to comply with the duty we have to 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.

The 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 Home Office has developed a training product to meet this need, Workshop to Raise Awareness of Prevent (WRAP). This training is rolled out to all staff as compulsory training and updated in line with Home Office refresher programs.

4.4 Welfare and pastoral support/chaplaincy
The Duty outlines the expectation of welfare support available to all students, apprentices and clients. Gower College Swansea offers exceptional support, with Personal Tutors, Student Support Officers, Counsellors and Health Advisors, in addition we have a vicar who

attends Gorseinon campus regularly, who is happy to offer spiritual support to staff or students, apprentices and clients and is willing to travel to all campuses if there is a need identified. Students, apprentices or clients based/located in England have information provided to them on local chaplaincy they can access.

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

4.5 IT Policies
FEI's in England and Wales are required "to ensure children are safe from terrorist and extremist material when accessing the internet in College, this includes establishing appropriate levels of filtering". ([https://assets.publishing.service.gov.uk/government/upl oads/system/uploads/attachment_data/file/445915/Prevent_Duty_ Guidance_For_Further_Education__England__Wales_- Interactive.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445915/Prevent_Duty_Guidance_For_Further_Education__England__Wales_-Interactive.pdf)). 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.

4.7 Introduction to the Prevent Duty to 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 have been developed to explore Prevent and the Fundamental British values, the tutorial allows for critical debate, ~~and~~ reasoned arguments, and embeds equality and inclusion

4.8 Links to other policies
GCS Prevent Policy should be read in conjunction with:
- Safeguarding Children and Vulnerable Adults Policy
- Bullying & Harassment Policy
- Student Disciplinary Policy
- External Speakers Policy
- Multi Faith Prayer and Contemplation Room Protocol
- IT Policy

5. 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.

5.1 Designated Staff with Responsibility for Prevent and Safeguarding

The governing body have appointed:
- Carol Green
- Ray Singh
- Chantal Patel

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

The designated members of staff are:

1. **Anne Pitman** (Lead Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 284223/01792 890700 ex: 4128
2. **Vicky Wannell** (Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 284227
3. **Ceri Low** (Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 284237
4. **Chris Williams** (Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 3212/01792 284261/01792 284071
5. **Ian Billington** (Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 890708
6. **Tamsyn Oates (**Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 284071
7. **Adele Bubear** (WBL Designated Safeguarding Children & Vulnerable Adults & Prevent Officer) – Tel 01792 284385

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

The designated members of staff will keep a log of all allegations/concerns made whether they come from the students, apprentices, clients, staff, or other sources. All conversations concerning these allegations/concerns with other external agencies will be recorded.

5.2 Expectations of all staff

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

2. 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 know the appropriate action to take if they have any concerns.

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

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

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

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

6.1 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 your concerns and if necessary escalate to the Lead Safeguarding Officer and Single Point of Contact (SPOC) to make a referral to CHANNEL (multi agency panel, where serious concerns of someone becoming radicalised and how to prevent are discussed and appropriate intervention put in place) or contact the WECTU Police for advice on how to proceed. The approach taken is always supportive towards the student, apprentice or client and proportionate.

6.2 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.

6.3 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.

7. 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 identifies some vulnerabilities, the list is not exhaustive and professional judgement and proportionality is needed to ensure concerns are assessed and escalated appropriately

1. Being overly secretive about their online viewing.
2. Displaying feelings of isolation or expressions of an 'us and them' mentality – a sign of the sense of social isolation.
3. 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
4. Strong perception of injustice.
5. Emergence of grievance
6. Questioning their faith or identity.
7. Downloading or promotion of extremist content/uncensored access to propaganda.
8. Social isolation – losing interest in activities they used to enjoy, distancing themselves from friends and social groups. Are 2. and 7 similar?
9. Altered appearance – change in style of dress and/or personal appearance.
10. Abnormal routines, travel patterns or aspirations.
11. Experience of imprisonment/involvement with criminal groups.

8.   **Glossary of terms – taken from 'Revised Prevent Duty Guidance for England and Wales, July 2016**

'**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.

'**Extremism'** is defined in the 2011 Prevent strategy 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 members of our armed forces, whether in this country or overseas.

'**Interventions'** are projects 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).

'**Non-violent extremism'** is extremism, as defined above, which is not accompanied by violence.

'**Prevention'** in the context of this document means reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent includes but is not confined to the identification and referral of those at

risk of being drawn into terrorism into appropriate interventions. These interventions aim to divert vulnerable people from radicalisation.

'Radicalisation' refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

'Safeguarding' is the process of protecting vulnerable people, whether from crime, other forms of abuse or (in the context of this document) from being drawn into terrorist related activity.

The current UK definition of 'terrorism' is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

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

'Vulnerability' describes the condition of being capable of being injured; difficult to defend; open to moral or ideological attack. Within Prevent, the word describes factors and characteristics associated with being susceptible to radicalisation.

9. **CHANNEL Process – taken from Channel guidance – 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

10. **Estyn supplementary guidance 2017**
    Annex 5 -7 are pertinent to online safety, radicalisation and on site security
    https://www.estyn.gov.wales/sites/default/files/documents/NIA%20Supplementary%20guidance%20-%20Safeguarding%20Post-16_0.pdf

    Ofsted supplementary guidance
    https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills