

Prevent Policy

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Purpose

The aim of the Prevent Policy is to create a safe, healthy and supportive learning and working environment for our learners, staff and visitors. We recognise that extremism and exposure to extremist materials and influences can not only lead to poor outcomes for learners, but potential harm and we need to challenge extremist views to protect our learners from potential harm and as such our Prevent agenda will be addressed as a safeguarding concern.

FIT UK Training & Education is committed to providing:

- An awareness of Prevent within all areas of the organisation and know what to do if we have concerns about an apprentice, learner or staff member
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
- Protect apprentices, learners and staff from radicalising influences
- Embed British values into the curriculum and ways of working
- Build our apprentices, learners and staff resilience to extreme narratives
- Recognise current practice which contributes to the Prevent agenda
- Identify any vulnerabilities or worrying changes in behaviour Identify areas for improvement

Read in conjunction with policy 2.05 Safeguarding and Child Protection

Responsibility

The Board of Directors has ultimate responsibility for Prevent within the Company.

Background information

Prevent is one of 4 strands of the Government counter terrorism strategy - CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Early intervention is central to Prevent and aims to divert people away from being drawn into terrorist activity. The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations including Further Education Colleges and Training providers and aims to:

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- 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 violent extremism and ensure they are given appropriate advice and support.

CONTEST is the United Kingdom's counter-terrorism strategy. It was first developed by the Home Office in early 2003, and a revised version was made publicly available in 2006. Further revisions were published on 24 March 2009, 11 July 2011 and, most recently, in June 2018.

Prevent Policy Objectives

- To promote and reinforce shared values, including British values to create space for free and open debate and to listen and support the learner voice
- To breakdown segregation among student's groups including supporting inter-faith and inter-cultural dialogue and understanding and to engage all students to play a full and active role in the wider community
- To ensure student safety and the organisation is free from bullying, harassment and appropriate sources of advice and guidance
- To provide support for students who may be at risk of radicalisation and appropriate sources of advice and guidance
- To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism

Aims

Leadership and Values

To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all students, staff and visitors whilst promoting 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 through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Encouraging and supporting engagement with local communities and faith groups.

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Teaching and Learning

To provide a curriculum that promotes British Values, 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 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 local needs, challenge extremist narratives and promote 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 our goals and values.
- Encouraging active citizenship and learner voice.

Student Support

To ensure that staff take preventative and responsive steps, working with partner professionals, families and communities.

This will be achieved through:

- Strong, effective and responsive student support services.
- Developing strong community links and being aware of what is happening in the locality, including within our own community.
- 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 students and staff know how to access support in work, learning and/or via community partners.
- Supporting students with problem solving and repair of harm.
- Supporting 'at risk' students through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of students.
- Working collaboratively to promote support for students across all areas of FIT UK, including those students in off-site provision.

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Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension of our current and established safeguarding procedures.

The Board of Directors

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 FIT UK staff have undertaken training in the Prevent Duty;
- All FIT UK staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer;
- All FIT UK staff exemplify British Values into their values;
- Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

Prevent Lead for FIT UK Training and Education Ltd

The Safeguarding officer is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across the organisation and that any concerns are shared with the relevant organisations, to minimise the risk of our students becoming involved with terrorism.

FIT UK Training and Education Safeguarding and Prevent

The SMT and Board of Directors meet monthly and any concerns raised under the Prevent agenda or changes to the Duty that affect FIT UK are discussed within these meetings. Safeguarding Officer is Mike Ryan

All Staff

All FIT UK staff have a responsibility to:

- Create and support an ethos that upholds the organisations 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;

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- Report and remove any literature displayed around the College that could cause offense or promote extremist views;
- Support the development of staff and student understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- Participate in engagement with local communities, schools and external organisations as appropriate.

Channel Reporting Officer: From 2nd January 2017 Mike Ryan Director of Education

Channel Reporting Procedures:

- Cause for concern identified
- Concern reported to Lead Safeguarding Officer
- Safeguarding lead gathers more information

DECISION

YES: Immediate risk identified with evidence to contact emergency services

NO: No identified risk of radicalisation or extremism

- Discuss/guidance with local Prevent police/local authority officer
- Screening Process police channel co-ordinator gathers information to determine whether there is a specific risk of radicalisation and the referral not malicious

DECISION

YES: Police check if referral part of live investigation

NO: Referrer informed of decision and person referred to other existing safeguarding panels for support such as:

- MAPPA
- Gangs Unit
- MASH
- Serious Case Review Panel

Channel Regional Officers contact details:

East Mids: Sam Slack

sam.slack@derby.gov.uk or sam.slack@derby.gov.uk.cjism.net

01332 643054/ 07812 301215

East of England: Position Vacant

London: Alamgir Sheriyar

alamgir.sheriyar@camden.gov.uk

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0207 974 5828

London: Erin MacGalloway
erin.macgalloway@camden.gov.uk
0207 974 2662

North East:

Position currently vacant. Please contact Sam Slack (East Mids), Hifsa Haroon-Iqbal (West Mids) or Nigel Lund (North West).

North West: Nigel Lund
nigel.lund@blackburn.ac.uk
07791757464

South East: Jo Ferris
jo.ferris@thamesvalley.pnn.police.uk
07876 131411

South West: Salam Arabi-Katbi
salam.katbi@bristol.gscx.gov.uk
0117 9455533/ 07824 083307

Wales: Barrie Phillips
barrie.phillips@cardiff.gov.uk
02920 873281/ 07800 711318

West Mids: Hifsa Haroon-Iqbal
hifsa.iqbal@birmingham.gov.uk
07872 941129

Managing Risks and Responding to Events

FIT UK will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on the organisation.
- Identifying, understanding and managing potential risks within the College from external influences.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within the organisation.
- Ensuring measures are in place to respond appropriately to a threat or incident within the organisation.
- Continuously developing effective ICT security and responsible user policies.

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- Ensuring compliance with related policies.

Links to College values and other College policies

This policy should be used in conjunction with the following policies and procedures:

- Child Protection and Safeguarding Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Bullying and Harassment Policy
- E-Safety Policy
- Communication Policy
- Whistleblowing Policy

Training and Awareness

Prevent training for all FIT UK staff, students and Management is mandatory and will be delivered by the following methods:

Students

Policy available on the FIT UK website. Prevent awareness included in student induction sessions and in the VWN Student Handbook. Information about Prevent delivered through mandatory tutorials and resources, and via attendance at and participation in Prevent and British Values related student activities.

Management Team

receive updates; table regular discussions at management meetings and Board of Director meetings; national and local Prevent leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the Prevent agenda and detailing actions taken at FIT UK to ensure compliance and student safety.

All teaching staff

Receive mandatory training and updates; briefings by Work Based Operations Manager; 'All Staff' e-mails; visits to team meetings by Prevent leads if requested.

Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:

- All new members of staff will receive Prevent training as part of their induction programme.
- All agency staff, volunteers and contractors will be provided with appropriate training / updates

