

1.0 Governance and Strategy

1.12. Prevent Policy and Strategy

Version Number 10

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Version Control Statement

Version	Date	Changes	Reason	Author	Next review
1	08/03/17		New Policy	Director of Studies	07/03/18
2	13/04/2018	Minor Changes	Routine Review	Director of Studies	12/04/2019
3	01/09/2018	Changes to meet some further requirements from OFS	-	Director of Studies	01/07/2019
4	01/07/2019	Changes to reflect partnership working with external agencies incorporate definitions and Local area background.	Routine review	Director of Studies	July 2020
5	July 2020	Minor changes Checked and corrected spellings	Annual Review	Head of HE	Jul/Aug 2021
6	Aug 2021	Checked minor changes/updates applied	Annual Review	Assistant Principal Quality FE	Jul/Aug 2022
7	Aug 2022	General review and updated additional sources	Annual Review	Prevent Lead	Aug 2023
8	Aug 2023	General review	Annual Review	Prevent Lead	Aug 2024
9	Aug 2024	General review	Annual Review	Head of HE	Aug 2025
10	Aug 2025	General review	Annual Review	Prevent	Aug 2026

External Reference Points

- Section 21 of the Counter-Terrorism and Security Act 2015
- Revised Prevent Duty Guidance: for England and Wales

Related Policies and Documents

Affects all other policy documents. This document should however be read together with the following documents:

- Safeguarding & Child Protection Policy
- Equality and Diversity policy
- Health and Safety Policy
- Student Anti-Bullying and Harassment Policy
- Waltham International College Mission, Vision and Values
- External Speakers Policy
- Whistleblowing Policy
- Data Protection Policy

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Introduction

Colleges have a responsibility to promote the values of openness and mutual tolerance and respect to facilitate free debate, which are the characteristics of British citizenship. Waltham International College (WIC) takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in college activities.

The College is committed to the creation of an inclusive and safe community, which does not allow for individuals or groups to be stigmatised, marginalised or excluded.

The Prevent Strategy applies to everyone working at or attending the College. It confers responsibilities on all Governors, College staff, students, agency staff and volunteers, contractors, visitors, consultants and those working under self-employed arrangements.

Legislative Framework and Rationale

Section 21 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies listed in Schedule 3 to the Act, to have “due regard to the need to prevent people from being drawn into terrorism”. The Act states that the authorities (including Education institutions) subject to the provisions must have regard to this guidance when carrying out the duty.

Threats to safety and security originate from a range of extremist groups. Extremist groups pose a continued threat to our safety and security. Extremism is defined by the UK Government 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” (UK Government, 2015).

Since 2012, it has been required by law for teachers “not to undermine fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.”

The Government has strengthened these provisions through the importance of protecting minority groups against hatred based on the 2010 Equality Act.

WIC actively supports and works with the local council and partners to achieve the targets set out in the local agenda about prevention.

Objectives

Prevent is one of 4 strands of the Government’s counter-terrorism strategy – **CONTEST**.

The UK continues to face a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent, which aims to divert people away from being drawn into terrorist activity. Terrorist groups may reside within the UK or are from external agencies and/or countries.

The purpose of this policy is to:

- Ensure awareness of Prevent within the College
- 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
- Embed British Values into the curriculum and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement

Prevention happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Education Colleges, and 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 violent extremism and ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation, which need to be addressed, including education, criminal justice, faith, the internet and health.

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack shortly.

Our Prevent Policy has six key objectives:

1. To promote and reinforce shared values, including British Values; to create space for free and open debate, and to listen and support the learner's voice
2. To breakdown 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 College is free from bullying, harassment and discrimination
4. To provide support for students who may be at risk of radicalisation, and appropriate sources of advice and guidance
5. To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism
6. Work with a wide range of sectors where there are risks of radicalisation that needs to be addressed, including education, criminal justice, faith, charities, the internet and health

Summary of National Policy

- P-** Promotion of Equality and Diversity and positive relationships between students
- R-** Referral of any concerns via Safeguarding staff to relevant authorities
- E-** Education for students on specific courses, and tutorials
- V-** Vetting and removal of any posters, messages or other materials of an extremist nature
- E-** Environment –a safe and secure site with CCTV, sufficient security procedures and online filters
- N-** News monitoring for any concerns in the locality
- T-** Training of staff to raise awareness of the signs and risks

Definitions

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 to advance a political, religious or ideological.
- **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.

Strategy

To achieve these objectives the strategy will concentrate on the following areas:

Leadership and Values

WIC will develop and promote an ethos which upholds our core values of, Respect, Inspire, Integrity, Innovation and Excellence for all students, staff and visitors and promotes equality and diversity and understanding. This will be achieved through:

- Promoting our core values

- Building staff and student understanding of the issues and confidence to deal with them
- Continuing to engage with our local communities through partnership
- Actively working with the Local Authority Prevent Group, which includes representation from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.
- Actively working with Charity partners such as Limehouse Projects, London Tigers and Safe Space including arranging and attendance at regional workshops and conferences.

Teaching and Learning

As an educational organisation, WIC recognises the importance of the creation of a comprehensive curriculum, which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and supporting the learner's voice. This will be achieved through:

- Embedding equality, diversity and inclusion, well-being 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
- Teaching and learning strategies, which explore controversial issues in a way which promotes critical analysis and pro-social values
- Use of external programmes or groups to support learning while ensuring that the input supports college goals and values
- Encouraging active citizenship and student's voice

Student Support

College staff are integral to the implementation of this duty, and WIC will support them to become confident in undertaking 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 College and the community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping students and staff know how to access support in College and or through community partners
- Supporting problem solving and repair of harm
- Supporting at-risk students through safeguarding and crime prevention processes
- Focusing on narrowing the attainment gap for all students

Managing Risks and Responding to Events

The College continues to monitor 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 the College
- Understanding and managing potential risks within the College and from external influences
- Responding appropriately to events in local, national or international news that may impact students and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremists within the College
- Ensuring plans are in place to respond appropriately to a threat or incident within the College
- Developing effective ICT and e-safety policies

Roles and responsibilities

This policy is to be used in conjunction with our safeguarding policy and should be applied as an extension to the College's current, and established safeguarding procedures.

The Board of Governors

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

Prevent Officer for the College

The Head of HE is the Prevent Officer and the Head of Student Services is the Designated Safeguarding Officer, together they share responsibility for ensuring that our Prevent Strategy is implemented across the College and that any concerns are shared with the relevant organisations, to minimise the risk of our students becoming involved with terrorism.

Prevent is a standing agenda item at Programme boards and senior management meetings including the Board of Governors.

All Staff

All staff at the College have a responsibility to:

- create and support an ethos that upholds the College's mission, vision and values including British values, to create an environment of respect, equality and diversity and inclusion;
- attend Prevent training 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 around the college that could cause offence 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.

All staff and students should share and report any concerns relating the observing of extremist views or cultures within the college, with the Prevent lead or Safeguarding Officer at their earliest opportunity. All comments will be treated sensitively and in confidence where appropriate.

Prevent Training and Awareness

WIC is committed to training that is appropriate, current and proportionate to our Prevent Duty. The following training will be required/ available:

Board of Governors

- Awareness of Prevent - Astute initial training (annual Refresher training)
- Briefing By Regional Prevent Co-ordinator
- Required to Complete WRAP
- Required to Complete Channel Training

Senior Managers, Lecturers and Front line staff

- Awareness of Prevent - Astute initial training (annual Refresher training)
- Required to Complete WRAP
- Required to Complete Channel Training
- Online training on Prevent

All Staff

- Awareness of Prevent - Astute initial training (annual Refresher training)
- Required to Complete WRAP
- Required to Complete Channel Training

All students

- Awareness of Prevent - Induction training
- Access to WRAP training
- Prevent Events

Links to College values and other College policies

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

- Safeguarding & Child Protection Policy
- Equality and Diversity policy
- Health and Safety Policy
- Student Anti-Bullying and Harassment Policy
- Waltham International College Mission, Vision and Values
- External Speakers Policy
- Whistleblowing Policy
- Data Protection Policy

Additional Resources

Further useful sources of information are listed below:

- www.ucu.org.uk
- www.equalityhumanrights.com
- www.equalities.gov.uk
- www.acas.org.uk
- www.officeforstudents.org.uk/advice-and-guidance/student-wellbeing-and-protection/counter-terrorism-the-prevent-duty
- <https://www.lbbd.gov.uk/sites/default/files/attachments/201801-prevent-strategy-and-delivery-plan.pdf>
- https://www.lbbd.gov.uk/sites/default/files/attachments/PreventTemplate_A4_32pp_D2.pdf