



Prevent Policy

Scope

This policy is in addition to Swansea College's Safeguarding Policy.

This policy applies to all Swansea College staff, visitors and subcontracted organisations. Particular responsibility lies with the Principal, the Safeguarding Officer and Deputy Safeguarding Officer.

Principal & Safeguarding Officer (DSP): Aisha Rasul

Deputy Safeguarding Officer (DDSP): Neah Gill

Related Policies

- Curriculum Policy
- Health and Safety Policy
- PSHE Outline Curriculum
- Safeguarding policy
- Staff, volunteer and board members' training policy
- HR policies
- IT and cyber-security policies
- Campus or premises management and security policies
- External events policy / Educational Visits Policy
- Whistle-blowing and complaints policies
- Code of conduct or learning agreement for students
- Information sharing policies
- Volunteers policy

- Appendix 1: The Chanel Process
- Appendix 2: Prevent Risk Assessment
- Appendix 3: Contact details for prevent Coordinators UK wide

Rationale

Prevent is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy 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 ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

Colleges promote and facilitate the exchange of opinions and ideas, and enable debate as well as learning. The Government has stated that it has no wish to limit or otherwise interfere with this free flow of ideas, and that it will be careful to balance the need to preserve national security with protecting civil liberties. Although it is vital that colleges must protect academic freedom, it is a long-established principle that colleges also have a duty of care to their students. Colleges, college societies and student groups – have a clear and unambiguous role to play in helping to safeguard vulnerable young people from radicalisation and recruitment by terrorist organisations.

Colleges can play an important part in preventing terrorism. Just as they can help to educate people about risk, colleges offer opportunities to help learners understand the risks associated with extremism and help develop the knowledge and skills to be able to challenge terrorist ideologies.

Staff in colleges working in partnership with other local agencies are well-placed to identify needs and support the welfare of individual students who may be particularly vulnerable.

There are other elements within the Government's counter terrorism strategy which focus on pursuing and disrupting terrorists. This is not the role of 'Prevent,' which operates in what is called the 'pre-criminal space' similar to other preventative initiatives that protect and safeguard vulnerable individuals at risk of being drawn into harm such as drugs, gang culture and gun and knife crime.

This policy is written to ensure Swansea College complies with that duty and describes the measures we have in place.

Definitions

Terrorist groups often draw on extremist ideology, developed by extremist organisations.

Some people who join terrorist groups have previously been members of extremist organisations and have been radicalised by them.

The Government has defined extremism in the *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. Also includes in the definition of extremism calls for the death of members of our armed forces”.

Prevention

Factors that may contribute to vulnerability include:

- Being rejected by peers, faith or social group/family
- Pressure from persons linked to extremism
- Victim or witness to race or religious hate crime
- Conflict with family over religious beliefs/lifestyle/politics
- Identity confusion
- Recent religious conversion
- Under-achievement
- May possess literature related to extreme views
- Experience of poverty, disadvantage or social exclusion
- Extremist influences
- A series of traumatic events global, national or personal.

Channel

If an individual is identified as vulnerable to extremism exploitation they would be referred through the Channel process.

What is Channel?

Channel is an early intervention multi-agency process designed to Safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing Safeguarding partnerships aimed at protecting vulnerable people.

Whom does Channel work with?

Channel is designed to work with individuals of any age who are at risk of being exploited by extremist or terrorist ideologies. The process is shaped around the circumstances of each person and can provide support for any form of radicalisation or personal vulnerabilities.

How does Channel work?

Each Channel Panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk and can decide whether a support package is needed.

The group may include statutory and non-statutory partners, as well as lead Safeguarding professionals. If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person.

The partnership approach ensures those with specific knowledge and expertise around the vulnerabilities of those at risk are able to work together to provide the best support.

What does Channel support look like?

Channel interventions are delivered through local partners and specialist agencies.

The support may focus on a person's vulnerabilities around health, education, employment or housing, as well as specialist mentoring or faith guidance and broader diversionary activities such as sport.

Each support package is tailored to the person and their particular circumstances.

Referral

If an individual goes through the Channel process this will not be highlighted through the DBS (Disclosure and Barring Service (formerly CRB) process.

Any referral from an FE provider to the local Channel panel should be through the Prevent or Safeguarding officer.

Identification of an individual who is vulnerable to extremism

The Safeguarding officer should contact their FE, local authority or police Prevent coordinator and others as necessary to respond to anyone who has been identified as vulnerable to exploitation by extremists. These may require referral to the Channel Panel.

The Channel panel is made up of a group of professionals who assess whether an individual is appropriate for Channel support.

A decision will be made based on information gathered from professionals, as to whether a referral to the Channel panel is required. If it is decided that a referral is necessary the Channel panel will develop a tailored programme of support. The individual will have to give consent to engage in the Channel programme.

Training and CPD

All staff receive training to make them aware of the issue, their responsibilities, how to respond appropriately and what to do if they have concerns.

The training provides:

- An awareness and understanding of the Prevent agenda and its role within it
- The ability to use existing expertise and professional judgment to recognise potentially

- vulnerable individuals who may be susceptible to messages of violence
- The confidence to use a common sense-based response to support and intervene with vulnerable people

Staff sign that they have completed this training and have access to a copy of this policy.

Curriculum

The academic curriculum exemplifies British values and encourages those values, as well as promoting communication, friendship, self-esteem etc.

The PSHE and Academic Literacy programme deals explicitly with issues of extremism. It also explores and encourages British values, as well as teaching strategies and techniques that promote communication, friendship, self esteem etc.

Monitoring and evaluation

The effectiveness of this policy and associated policies, as well as our training provisions, is evaluated at the annual internal audit.

The role of Swansea College management

Management should:

- ensure that there is a clear point of contact for anyone who has a concern about an individual vulnerable to exploitation by extremists in your organisation
- make staff aware of the relevant policies and procedures and any reviews which need to take place
- exemplify British values and support colleagues and staff in exemplifying British values
- be aware of how the organisation can find opportunities to promote British values
- challenge extremism and support colleagues and staff in challenging extremism
- support or lead in making sure all staff, volunteers and board members are Prevent duty trained
- be familiar of the Estyn requirements
- have, and expect all members of staff to have, an understanding of the factors that make people vulnerable to being drawn into terrorism.
- expect all members of staff to understand what action to take in response to a concern about a vulnerable individual
- expect all members of staff to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism
- ensure Safeguarding or Prevent specialist staff understand the process and policies in place for when vulnerability has been identified, know when to make referrals to Channel and where to get advice and support.

The role of the staff

Staff must remain vigilant about extremist behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being targeted or manipulated; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

All staff should:

- know that there is a clear point of contact for anyone who has a concern about an individual vulnerable to exploitation by extremists in your organisation
- be aware of the relevant policies and procedures and any reviews which need to take place
- exemplify British values yourself and support your colleagues in exemplifying British values
- be aware of how your organisation can find opportunities to promote British values
- challenge extremism and support your colleagues in challenging extremism
- be aware of the Estyn requirements
- ensure that your Safeguarding team know where to refer concerns outside the organisation ie a local Prevent Coordinator.

The role of parents/homestay providers

All parents/homestay providers should:

- know that there is a clear point of contact for anyone who has a concern about an individual vulnerable to exploitation by extremists in your organisation
- be aware of the relevant policies and procedures and any reviews which need to take place
- exemplify British values yourself and support the college in exemplifying British values
- challenge extremism

Partnerships, employer relationships and sub-contracting

The Prevent duty needs to be integrated into agreements with sub-contractors and partner organisations.

The Prevent duty guidance states that where an institution has sub-contracted the delivery of courses to other providers, there is an expectation that robust procedures to be in place to ensure that the sub-contractor is aware of the Prevent duty and the sub-contractor is not inadvertently funding extremist organisations.

For apprentices there should always be a named individual in the workplace who the apprentice knows to go to highlight a Safeguarding concern. This will include a concern relating to preventing extremism.

Apprentices should also have a named individual to contact who will be the first point of contact for any Safeguarding concern, including Preventing extremism. This contact is the Safeguarding officer.

Assessors, trainers, teachers or lecturers should find opportunities to promote British values and challenge extremism in their sessions with apprentices as with students.

Prevent Risk Assessment

Swansea College has completed a prevent risk assessment. This is reviewed and updated as part of the annual audit.