



## PREVENT Policy

| <b>BACKGROUND INFORMATION</b>    |   |
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| Document Purpose                 | Outline Fir Tree CIC responsibility and response to the PREVENT Duty in order to ensure the safety and support of all learners and staff. |
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| <b>POLICY HISTORY</b> |                 |               |
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## Introduction

Fir Tree CIC has adopted the Prevent Duty in accordance with legislative requirements.

Fir Tree CIC recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views, we are failing to protect our learners from potential harm. As such, the Prevent agenda, will be addressed as a safeguarding concern and dealt with in accordance with guidance from the National Office of Counter-Terrorism.

Prevent 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 Further 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; and
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

## Aims and Objectives

The aim of the Prevent Policy contributes to maintaining a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike.

- To ensure an awareness of 'Prevent' within Fir Tree CIC;
- To ensure that a clear framework is provided to structure and inform Fir Tree CICs response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism;
- To ensure that a framework is provided in order to embed British Values into the curriculum and ways of working;
- To ensure that Fir Tree CIC recognises current practice which contributes to the Prevent agenda and identifies areas for improvement.

## Implementation

This policy applied to everyone working at or attending Fir Tree CIC. It places responsibility on all governors; directors; senior managers; staff; learners; agency staff and volunteers; contractors; visitors; consultants; and those working under self-employed arrangements.

### **A. BACKGROUND INFORMATION**

Prevent is one of four strands of the Government's 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. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

The following are commonly agreed definitions within the Prevent Duty:

- 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 in 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 with the intention of advancing a political, religious or ideological agenda;
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation;
- Extremism is a 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.

## **B. LEADERSHIP AND VALUES**

To create and maintain the Fir Tree CIC ethos that upholds core values of shared responsibility and wellbeing for all learners, 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 for all;
- Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials and awareness campaigns etc;
- Deepening engagement with local communities and the local authority;
- Actively working with the local authority and local authority safeguarding board which includes representation from Police, Health, Education, Probation and Fire and Rescue Services.
- Actively working with national organisations in order to support staff development and ongoing CPD.

## **C. TEACHING AND LEARNING**

To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of learners 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 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 whilst ensuring that the input supports Fir Tree CIC goals and values.
- Encouraging active citizenship and learner voice.

#### **D. LEARNER 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 learner support;
- Developing links with the community whilst being aware of what is happening in the locality, borough and wider areas;
- Implementing anti-bullying strategies and challenging discriminatory behaviour;
- Recognising factors that may increase risk to a learner such as vulnerability, disadvantage or hardship, and implementing early risk management strategies;
- Ensuring that learners and staff know how to access support in Fir Tree CIC, who to report to when they have concerns and how to access external support;
- Supporting at risk learners through safeguarding and crime prevention processes;
- Working collaboratively to promote support for learners, including those learners in off-site or work-based provision.

#### **E. ROLES AND RESPONSIBILITIES**

##### **1. DIRECTORS AND SENIOR MANAGEMENT**

All directors, centre manager and senior managers have a legal responsibility under the Prevent Duty to make sure that they have undertaken training in the Prevent Duty. In addition, the directors and centre manager must ensure that;

- All Fir Tree CIC staff have undertaken training in the Prevent Duty;
- All Fir Tree CIC staff are aware of when it is appropriate to refer concerns about learners or colleagues to the Designated Safeguarding Officer;
- All Fir Tree CIC staff exemplify British Values into their teaching;
- All policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

##### **2. PREVENT LEAD**

The Designated Safeguarding Lead is the Prevent Lead at Fir Tree CIC and has responsibility for ensuring that our Prevent Policy is implemented across the centre. The Prevent Lead is also responsible for dealing with any concerns, and in ensuring that such concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

The Designated Safeguarding Lead will ensure that all new members of staff will receive Prevent training as part of their induction programme.

### **3. GOVERNANCE**

The governors are presented with a termly report to discuss Safeguarding and Prevent concerns raised and changes to the Duty that affect Fir Tree CIC are discussed at these meetings.

### **4. ALL STAFF AND VOLUNTEERS**

All staff at Fir Tree CIC have a responsibility for ensuring that learners are protected and safeguarded against the risk. Fir Tre CIC staff and volunteers have a responsibility to;

- Create and support an ethos that upholds the Fir Tree CIC mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;
- Raise awareness of the risks of radicalisation with learners and encourage safe and positive discussions around current affairs and the impact of terrorism on our society;
- 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;
- Report and remove any literature displayed around Fir Tree CIC that could cause offense or promote extremist views;
- Support the development of staff and learner understanding of the issues around extremism and radicalisation;
- Participate in engagement with external organisations as appropriate.

### **F. MANAGING RISKS AND RESPONDING TO EVENTS**

Fir Tree CIC 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/or indirectly on the centre;
- Identifying, understanding and managing potential risks within Fir Tree CIC from external influences;

- Responding appropriately to events reported via local, national or international news that may impact on learners and local communities;
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Fir Tree CIC;
- Ensuring measures are in place to respond appropriately to a threat or incident at Fir Tree CIC;
- Continuously developing effective ICT security and responsible user policies. Fir Tree CIC uses SafeDNS web filtering which uses recommended default filters for education. This will block content which falls into specific categories including violence, hate, racism and weapons.
- Ensuring compliance with related policies.

## **G. REFERRAL PATHWAYS**

If a learner has concerns, or a member of staff has concerns about a learner being at risk of radicalisation, or displaying extremist behaviours, such concerns should be escalated to the Designated Safeguarding Lead. Where there is concern that an individual or the public may be in immediate danger, such concerns must be reported directly to the police.

Once the Designated Safeguarding Lead has been informed, they will make a decision on whether the issue needs to be escalated to the DfE Prevent Co-Ordinator. The Designated Safeguarding Lead will then support the Channel process as seen fit by the local Channel panel. It should be noted that a referral to the Channel process is not a criminal intervention and should not be deemed as such.

It should be noted that a learner displaying one or a few vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation but it may do so. In all instances of concern the Designated Safeguarding Lead should be informed.

## Monitoring

- The Centre Manager and Designated Safeguarding Lead will monitor the implementation and success of the policy.
- The Centre Manager in consultation with the senior leadership team and directors will review the policy annually.
- Governance will monitor the effectiveness of the policy and challenge senior leadership in order to improve and drive development in PREVENT.

## Related Documents

- Safeguarding and Child Protection Policy;
- Equality and Diversity Policy;
- Health and Safety Policy;
- Anti-Bullying Policy;

- Behaviour Management Policy;
- E-Safety Policy;
- Whistleblowing Policy;
- Data Protection Policy.