

Prevent Policy

Policy number:	HS205	Policy Lead:	Director of Safeguarding & Support
Approved by:	SLT Corporation	Date Approved:	09 September 2016 August 2019, May 2022
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Linked Policies/College documents	Safeguarding Policy Safer Recruitment Policy Online Safety Policy Positive Behaviour Policy Operational guidance for Hire Premises		

Prevent Policy

1. Policy Statement and Purpose

Newbury College and the University Centre Newbury (UCN) (hereinafter together referred to as the College) are fully committed to safeguarding and promoting the welfare of all our students. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society, such as drugs, gangs and sexual exploitation.

The College recognises some students and staff may be at risk from radicalisation. Background factors may contribute to vulnerability and are often combined with influences such as family, friends, or online connections, along with specific needs for which an extremist or terrorist group may seem to provide a solution. The internet, especially social media, has become a significant factor in the radicalisation of susceptible adults and young people.

We will assess the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within other nearby Colleges and/or training providers.

Government research has shown that young people from ethnically diverse and socioeconomically disadvantaged areas are more likely to be at risk of being radicalised.

The College aims to ensure that events do not promote extremist views that risk drawing people into terrorism while balancing our legal duties in terms of both ensuring freedom of speech and academic freedom and protecting student and staff welfare.

We will ensure our College community has access to information about Prevent which includes on/off site and long-distance provisions.

We will manage any risk through sharing information about any staff or students who we suspect are being radicalised and monitor all other aspects of our duty through our annual risk assessment and action plan.

Our approach

Our focus on Prevent is to emphasise the use of existing safeguarding processes providing welfare, support and advice to students or staff. This is not about identifying 'extremism' but identifying general behaviour changes that may indicate individuals require many different types of further support but also reducing permissive environments. We will do this through limiting exposure to radicalising narratives, both online and offline, and to create an environment where radicalising ideologies are challenged and are not permitted to flourish.

The College promotes the building of student resilience through our Personal and Pastoral Development (PPD) curriculum and having effective IT and visiting speaker policies to reduce exposure to radicalising influences.

We recognise that some students may be in danger of being drawn into terrorism or other forms of extremism and carry out appropriate risk assessments. This may involve consultation with local partners, such as the police, about the potential risk in the local area. Such risk assessment is discussed with the Principal, or the Designated Safeguarding Lead (DSL)/Deputy DSLs to ensure our safeguarding arrangements are sufficiently robust to help prevent and protect young people from being drawn into terrorism. We will ensure any staff or students who are susceptible to radicalisation are supported.

We take appropriate measures to ensure that visiting speakers are vetted and that they are always accompanied while on College premises. Students are encouraged to critically assess the information they receive, and oversight ensures that the ideas disseminated are aligned with College and fundamental British values.

We will ensure all staff, leaders and managers have the knowledge to monitor any emerging risks related to Prevent and other safeguarding issues; and that staff are ready to deal appropriately with any radicalisation concerns. The DSL and/or HR Manager (staff related) will ensure:

- There is sufficient pastoral care, learning support and welfare support for all students (on/off site and distance learners), especially for young people from ethnically diverse and socially and economically disadvantaged areas.
- All staff organising events and activities (off and on site, use of faith room, external speakers and College visitors) are proactively looking for any possibility or likelihood for students or staff to have contact with or become involved in terrorism
- We work in partnership with other professionals (staff, governors, the local authority, the local safeguarding board, the police, health professionals, prevent professionals etc) to ensure student and staff safety
- We will ensure the use of web filters to limit access to inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites. We have procedures in place for students and staff working on sensitive or extremism-related material is regularly reviewed and managed through regular reports from our IT provider.
- All staff and volunteers (curriculum, support and facilities) are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain student and staff safety
- There is an effective way of recording and reporting process in place and serious radicalisation incidents are shared with the Senior Leadership team (SLT) and Chair of Corporation Board and the Prevent Gateway

The above will be monitored through an Action Plan. Please see Appendix 1 for details.

Scope – Our Duty to report

There is a legal [Prevent duty](#) on the College to report any concerns relating to extreme ideology and individuals who may be drawn into terrorism.

Prevent has three main objectives:

- Tackle the ideological causes of terrorism
- Intervene early to support people susceptible to radicalisation
- Enable people who have already engaged in terrorism to disengage and rehabilitate

As part of Prevent, the **Channel** programme provides support at an early stage to people who are identified as being susceptible to being drawn into terrorism.

The Channel programme requires local authorities to set up and chair a multi-agency panel consisting of the police and other statutory partners. The Channel Panel is the principal decision-making and coordinating body for the Channel programme.

It works by:

- identifying individuals who are susceptible to being drawn into terrorism
- partners working together to assess the nature and extent of the risk and
- if appropriate providing a support package tailored to individual needs.

The Channel programme is a voluntary scheme. It works to divert vulnerable people from being drawn into terrorism and provides a range of support including mentoring, counselling, and participation in diversionary activities.

Any individual or parent/carer of a young person must consent to take part in Channel. It is not a criminal process.

2. Definitions

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

What is Extremism?

Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

What is Terrorism?

Terrorism is defined as action designed to influence the government, intimidate the public, and done for the purpose of advancing a political, religious or ideological cause – that endangers or causes serious violence or harm to people, property, or seriously disrupts or interferes with an electronic system.

What are British values?

British Values involves promoting democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. The College is committed to upholding and actively promoting these values.

Respect and tolerance

Our students will develop an understanding of respect and tolerance through:

- Developing an understanding and respect for our LGBTQ+ community
- Volunteering, work experience and mentoring programmes
- Anti-Bullying and Harassment Policies
- All staff undertaking training on diversity, inclusion and anti-bullying
- Our diverse PPD curriculum delivers equity and British values

Individual liberty

We seek to protect our students' individual liberty through:

- Our Safeguarding Policies and Procedures
- Our PPD curriculum
- Access to support, information and guidance on the student hub
- Counselling and Welfare team and access to self-directed help to mental health services

Democracy

Our students will develop an understanding of democracy through:

- Our Student Council, with the opportunity to stand and vote in elections
- A broad range of optional events and seminars, where students are encouraged to voice and reflect on their own ideas
- Being invited to participate in student surveys

Rule of law

Our students will develop a respect for the rule of law through:

- Student Code of Conduct
- Disciplinary procedures and IT protocols
- Classroom rules/expectations, such as the wearing of ID badges,
- Staff disciplinary Procedures, Staff Code of Conduct

3. Responsibilities

Leadership and Governance

Our safeguarding ethos upholds the College's core values including that of respect, with shared responsibility and wellbeing for all students, staff, external speakers and visitors and promotes respect, equity and diversity and understanding. This will be achieved through:

- Promoting core values of respect, equity and diversity, democratic society, learner voice and participation (College values)
- Building staff and student understanding of the issues and confidence to deal with them (training and safeguarding)
- Deepening engagement with local communities (volunteering and skills projects)
- Actively working with local schools, local authorities, police and other agencies (safeguarding)

Staff

[Keeping children safe in education 2024](#) is issued to all staff to keep students safe and embedded in our Safeguarding policy and training. In addition, staff receive Prevent awareness online training with a particular focus on the susceptibilities and influencing factors which lead an individual to have extremist views, support terrorist ideologies or engage in terrorist activity. All staff are responsible for reporting concerns appropriately and are aware of the reporting mechanisms.

Teaching and Learning

We will provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and supporting the learner voice. This will be achieved through our Personal and Pastoral Development (PPD) programme:

- Embedding equity, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skills development such as social and emotional aspects of learning
- A curriculum adapted to recognise local needs, challenging extremist narratives when they occur and promoting universal rights
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and social values
- Encouraging active citizenship and learner voice

Student Support

We will ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Effective induction which includes our commitment to safeguarding and Prevent for all our students
- Establishing strong and effective support services
- Listening to the student voice
- Implementing anti-bullying strategies and challenging discriminatory behaviour through our Behaviour and Attitudes team
- Promoting self-directed help on the student hub and wider student support services
- Supporting at risk students and staff through safeguarding and crime prevention processes
- Ensuring students have the most up-to-date information regarding equity and diversity

Parents and carers

We will promote the [ACT Early | Prevent radicalisation](#) approach with parents and carers and share regular updates through parental communication.

External partnerships

We will work in partnership with staff, governors, the local authority, the police, the local safeguarding board, health professionals, Regional Prevent Leads and others to identify and to safeguard vulnerable students and staff in the College. The Director of Safeguarding is linked to the local Prevent Board and receives updates on local threats.

Work Experience and apprenticeships

Our Prevent commitment extends to our external employer's including work experience and apprenticeships. All employers with apprentices will have an awareness of the following:

- Safeguarding
- The Prevent Duty
- British Values

In addition, they have access to discuss concerns with the Safeguarding team, Apprenticeship and Work Experience Leads and Job coaches.

External Speakers

Any speaker who is invited into the College will be vetted for any extreme views ahead of authorising any presentations/activities.

Hire of Premises

We actively promote Prevent on our Hire policy to ensure all our staff, students, parents/carers and external partners are committed to understanding the Prevent Duty.

Staff training

The DSL and the Deputy DSLs have undertaken Prevent awareness training and are able to provide advice and support to other members of staff on protecting students from the risk of radicalisation. All staff and volunteers are required to undertake the Skillgate Prevent duty training.

IT: Suitable filtering is provided and periodically reviewed to keep students safe from terrorist and extremist material when accessing the internet in the College.

4. Procedures

When a concern is identified, the **'notice, check, share'** procedure should be applied as outlined in the Skillgate training.

If you are concerned that a student may be exposed to radicalisation the normal referral processes apply i.e. you should discuss your concerns with the DSL/Safeguarding, who will follow the safeguarding procedures outlined in this policy and may also make a referral via the Prevent Gateway process and where appropriate to the Channel programme.

Referral Process

If staff have a concern about a student susceptible to radicalisation, they are to immediately refer the matter to a member of the safeguarding team and complete a report on My Concern. If staff have a concern about a colleague susceptible to radicalisation, they are to immediately refer the matter to the HR Manager.

If students have a concern about a student/peer or anyone else, they are to immediately refer their concerns to their course leader, subject teachers, or a member of the Safeguarding team. Once a staff member is informed, the staff member needs to follow the previous point i.e. refer the matter to a member of the Safeguarding Team or HR Services as appropriate.

Reporting Prevent Referral

All Prevent referrals are to be reviewed by the DSL; the Director of Safeguarding and Support and the Vice Principal Central Services (if involving a staff member) and the Safeguarding Officer. In

deciding what action is appropriate, there will be a discussion with the Regional Prevent Coordinator and local safeguarding teams.

This discussion may lead to a formal referral through the Prevent gateway.

Prevent referrals to the Channel Panel will be made to the using the **National Prevent Referral Form** which will be received by the Prevent policing and the local authority safeguarding team for assessment. See appendix 2 for further details and contacts on the Prevent Referral Pathway.

Recording Prevent Referral

All Prevent referrals, actions and outcomes will be recorded at the Fortnightly SLT Safeguarding meeting even if deemed 'a false alarm'. If a referral is deemed as a possible radicalisation attempt, the Principal/Director of Safeguarding will immediately report the incident to the Chair of Corporation and the Link Governor for Safeguarding alongside the referral to Prevent and the relevant safeguarding teams.

For further advice about extremism the DfE provide a dedicated telephone helpline. They can be contacted on 020 7340 7264 or counterextremism@education.gsi.gov.uk or contact 101 (non-emergency number for the police).

Anti-Terrorist Hotline: 0800 789 321

OfS Prevent contact information on prevent@officeforstudents.org.uk | 0117 931 7150.

5. Compliance and Enforcement

The effectiveness of our duty is measured by Ofsted and the Office for Students for our FE and HE students.

Internal compliance is monitored through our action plan in appendix A and our annual Risk Assessment Plan.

6. References

The overall aim of the counter-terrorism strategy, **CONTEST** is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with confidence.

Prevent remains one of the key pillars of CONTEST, alongside the other three 'P' work strands:

- **Prevent:** to stop people becoming terrorists or supporting terrorism
- **Pursue:** to stop terrorist attacks
- **Protect:** to strengthen our protection against a terrorist attack
- **Prepare:** to mitigate the impact of a terrorist attack

It is important to note that 'extremism' covers a broad spectrum of beliefs which may include far-left, far-right (Cultural Nationalism, White Nationalism and White Supremacism), environmental, Islamist, pro-life. Other ideologies and concerns that may pose a terrorist threat such as antisemitism, misogyny, anti-establishment, anti-LGBT grievances and religious or ethnic superiority. It is possible that violent adherents to movements and subcultures, such as Involuntary Celibacy (Incels) who direct their anger mainly at women, could meet the threshold of terrorist intent or action, should the threat or use of serious violence be used to influence the government or intimidate the public.

Not all extreme views are illegal however, and it is only concerning when someone is at risk of committing violence or criminal activity.

This statutory guidance was updated on 7 September 2023 and came into force 31 December 2023 under [Counterterrorism and Security Act 2015](#)

7. Supporting Documents

This Act places a duty on Colleges to tackle the ideological causes that lead to radicalisation, intervene early to support those who are susceptible to radicalisation, and rehabilitate those who have already engaged with terrorism.

With regards to:

- Chapter 1 of 'Working together to safeguard children' [Working together to safeguard children - GOV.UK \(www.gov.uk\)](#)
- Keeping children safe in education [Keeping children safe in education - GOV.UK \(www.gov.uk\)](#)
- Information sharing: advice for practitioners providing safeguarding services to children, young people, parents and carers [Information sharing advice for safeguarding practitioners - GOV.UK \(www.gov.uk\)](#)
- Freedom of speech duties under the Higher Education (Freedom of Speech) Act 2023 [Higher Education \(Freedom of Speech\) Act 2023 \(legislation.gov.uk\)](#)
- [Guidance for providers - Office for Students](#)

8. Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and compliance with relevant legislation. This Policy will be reviewed every 3 years by the Director of Safeguarding and Support. The action plan and risk assessment will be reviewed annually.

Reviewed: 09 September 2016, August 2019, May 2022

Next review date due: August 2027

Appendix 1: Newbury College Action Plan

Remit	Risk	How	Action	Evidence	Date of completion
Students and/or Staff	Radicalisation of students and/or staff from internal risks	<p>There is sufficient pastoral care, learning support and welfare support for all students, especially for young people from ethnically diverse and socially and economically disadvantaged areas.</p> <p>There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas</p>	<p>PPD curriculum to promote the understanding of radicalisation and Prevent agenda to all students including apprentices</p> <p>ALS team leader to monitor the performance of all students with home address from deprived post code</p> <p>Wellbeing support and access to HR team available to all staff</p>	<p>Student handbook Online Induction</p> <p>ALS monitoring record</p> <p>Wellbeing Coordinator</p>	<p>Annually updated</p> <p>Annual report to SLT and Learner Services Business Review</p>
Events and Activities	Radicalisation of students and/or staff from external risks	All staff organising events and activities (including off and on site, use of faith room, external speakers and College visitors) are proactively looking for any possibilities or likelihood for students and/or staff to have contact with or become involved in terrorism	<p>Educational visits and Staff Industrial Placements to require the assessment of the potential of exposure to radicalisation</p> <p>Hire Policy to include Prevent commitment</p> <p>Faith room in central location and has Prevent posters and procedures for reporting potential incidents</p> <p>External speakers are to be supervised by staff members who are trained in Prevent to ensure they do not divert from agreed theme</p>	<p>Educational Visits forms</p> <p>Staff Industrial Placement Forms</p> <p>Hire Policy</p> <p>Faith room</p> <p>Contemplation Room</p> <p>Visitors to College policy/form?</p>	<p>Date on Policy</p> <p>Annual check</p> <p>Date on Policy</p>

Partnership	Extremists have access to students and/or staff through the College environment	Key staff and managers work in partnership with others (staff, governors, the local authority, the local safeguarding board, the police, health professionals, prevent professionals etc) to ensure student and staff safety	<p>Student and staff views of the College's safety are to be sought regularly</p> <p>Key staff and managers are to review all aspects of students learning experience and staff working environment</p> <p>Safeguarding team to have strong relationship and regular communications with West Berkshire Safeguarding and Prevent team and Regional Prevent Coordinator/forums</p>	<p>Student and staff surveys and forums</p> <p>Safeguarding Governor meetings & Safeguarding meetings</p> <p>Employee Forum/ Equity and Inclusion Group</p> <p>West Berkshire Safeguarding Partnership, Policy Liaison, Child Protection boards, West Berkshire LA welfare officer, etc.</p>	<p>Termly</p> <p>Termly Fortnightly</p> <p>Regular internal and external meetings</p>
Security	Students and/or staff are exposed to or have access to radicalisation and/or other websites with inappropriate content	There is effective IT security (including the use of College Wifi) in place to filter and protect students and/or staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites	<p>IT support staff to ensure that infrastructure is in place to prevent access by students and/or staff to inappropriate material and report this to the Safeguarding team</p> <p>Undertake regular Lockdown 'drills'</p>	<p>Student Code of Conduct and Staff Professional Standards</p> <p>Complaint procedure</p> <p>Lockdown procedure</p>	<p>Disciplinary report</p> <p>Complaint records and reports</p> <p>Review Lockdown Policy</p>
Training	Staff unable to identify possible radicalisation incidents	Staff (curriculum, support and facilities) are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain student and staff safety	<p>All staff are to be trained in Safeguarding and Prevent</p> <p>Key staff and managers are to be trained in Safeguarding up to Level 3</p>	<p>Cross College CPD delivered through Skill gate</p> <p>DSL and DDSL's complete more targeted Prevent training through LGfL, Home Office and Regional Prevent Office</p>	Annual Staff Skills audit
Communication	Ineffective communication on the potential of radicalisation	There is an effective way of recording and reporting potential and actual radicalisation incidents to SLT and Chair of Corporation	<p>Safeguarding reports: Weekly to SLT, Termly to CMT and termly to governors</p> <p>High visibility of the Safeguarding team/HR leads making it easier to recognise by students and/or staff</p>	<p>Safeguarding team posters across the College and on SharePoint</p>	<p>Twice a year audit on Safeguarding visibility</p> <p>Regular audits compliance and</p>

			<p>Students and staff feel able to communicate on a potential radicalisation, in confidence</p>	<p>HR team posters in staff rooms and HR office location</p> <p>Day duty Safeguarding officer and a general duty manager to support the core College Safeguarding team</p> <p>QR code to report concerns anonymously Online complaint procedure on College website</p>	<p>timely submission of reports to Safeguarding Governor, Corporation and CQC Boards</p> <p>Termly reports on all complaints to CLT</p>
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Appendix 2: Prevent Referral Pathway

West Berkshire



Prevent is 1 of the 4 elements of **CONTEST**, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

Prevent is about safeguarding children, adults and communities and providing early intervention to protect and divert people away from being drawn into terrorist activity.

It is important to remember that safeguarding vulnerable people from radicalisation is no different to safeguarding them from other forms of potential harm.

Useful Links and Resources:

Let's Talk About It – working together to prevent terrorism (<https://www.ltai.info>)

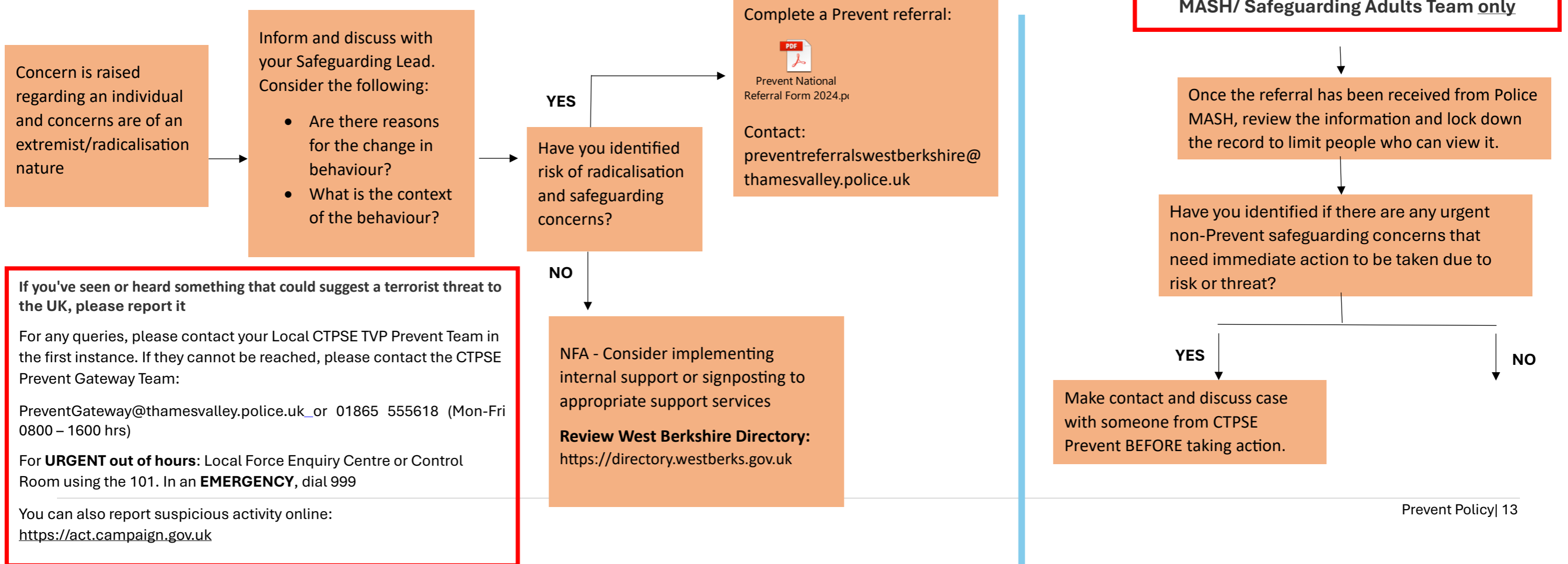
Educate Against Hate – (<https://educateagainsthate.com>)

Counter Terrorism Policing – (<https://www.counterterrorism.police.uk>)

Action Counters Terrorism (ACT) - <https://actearly.uk/>

Training: www.gov.uk/prevent-duty-training

This training is free and offers courses on Prevent awareness, referrals and Channel / PMAP.



If you've seen or heard something that could suggest a terrorist threat to the UK, please report it

For any queries, please contact your Local CTPSE TVP Prevent Team in the first instance. If they cannot be reached, please contact the CTPSE Prevent Gateway Team:

PreventGateway@thamesvalley.police.uk_or 01865 555618 (Mon-Fri 0800 – 1600 hrs)

For **URGENT out of hours**: Local Force Enquiry Centre or Control Room using the 101. In an **EMERGENCY**, dial 999

You can also report suspicious activity online: <https://act.campaign.gov.uk>