Newbury College

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Summary available:	NO		

Prevent Strategy

This document can be made available in other formats, on request

A. Background

The Government definition of extremism is:
'The vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect of different faiths and beliefs. It also includes any calls for death of members of the armed force.'

All extremist groups with violent tendencies are classified as terrorists. All terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.

The Government's Prevent Agenda is one of the four elements of CONTEST, the Government's counter terrorism strategy. The UK faces a range of potential terrorist threats, including religious extremism, far right extremism, animal rights extremism and some aspects of non-violent extremism.

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 those authorities on Schedule 3, including Further Education institutions, must have regard to this guidance when carrying out their duties.

The adequacy and effectiveness of this 'due regard to the need to prevent…' is measured by Ofsted.

B. Government Prevent Strategy

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 need to be addressed, including education, criminal justice, faith, charities, the internet and health.

These objectives lie at the heart of the Counter Terrorism and Security Act 2015. This Act places a statutory duty on Further Education Colleges to prevent young people in their care from taking the path to radicalisation.

C. The Role of the College

Newbury College recognises that some students and staff may be at risk from radicalisation. Newbury College 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.

On this basis, the College has developed with its students, staff, governors and visitors a strong culture of respect and a safe place of learning. It is in this context that the College has considered its Prevent Duty and recognises the importance of working with staff, governors, the local authority, the police, the local safeguarding board, health professionals, local Prevent experts and others to identify and to safeguard vulnerable students and staff in the College.

Government research has shown that young people from ethnically diverse and socially and economically disadvantaged areas are more likely to be at risk of being radicalised. Newbury College will prioritise the support to this group of students and ensure that the Prevent Strategy is supported by the College's Safeguarding Policy, Learning Support Policy and the Cross College Continuing Professional Development Strategy.

Newbury College Prevent Strategy has five key objectives:
1. To promote and reinforce shared values; to create space for free and open debate by students and staff and to listen and support the student and staff voice.
2. To break down segregation among different student communities where this may exist, by means which include, supporting inter-faith and inter-cultural dialogue and understanding, and engaging all students in playing a full and active role in wider engagement in society (i.e. citizenship).
3. To ensure student and staff safety in an environment that is free from bullying, harassment and discrimination.
4. To provide support for students and staff 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 recognising and preventing extremism.

In order to achieve these objectives, the strategy will concentrate on three areas:

1. Leadership and Values
To provide an ethos which 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, equality and diversity and understanding. This will be achieved through:

- ✓ Promoting core values of respect, equality 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)

2. Teaching and Learning

To 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:

✓ Embedding equality, diversity and inclusion, wellbeing and community cohesion (Tutorial and Equality and Diversity booklets)
✓ Promoting wider skills development such as social and emotional aspects of learning (Work Experience booklets)
✓ A curriculum adapted to recognise local needs, challenging extremist narratives if and when they occur and promoting universal rights (Safeguarding booklets)
✓ Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and social values (Lesson Observations)
✓ Encouraging active citizenship and learner voice. (Skills Projects)

3. Student Support

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

✓ Establishing strong and effective learner support services (Learning Support Mentors and Safeguarding Team).
✓ Listening to what is happening in the College and the community (Student Surveys and Forums).
✓ Implementing anti-bullying strategies and challenging discriminatory behaviour (Student Code of Conduct, Staff Professional Standards).
✓ Helping students and staff know how to access support in College and/or through community partners (Learner Services).
✓ Supporting at risk students and staff through safeguarding and crime prevention processes (At Risk meetings, attendance panels and counselling).
✓ Ensuring students have the most up-to-date information regarding equality and diversity.

D. Referral Process

If staff have a concern about a student vulnerable to radicalisation, they are to immediately refer the matter to a member of the safeguarding team. If staff have a concern about a colleague vulnerable to radicalisation, they are to immediately refer the matter to the Head of HR Services.

If students have a concern about a fellow student or anyone else, they are to immediately refer their concerns to their course leader, subject teachers, members of the Safeguarding team, or any member of the Learner Services 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 the Head of HR Services as appropriate.

Reporting Prevent Referral
All Prevent referrals are to be reviewed by the Designated Safeguarding Lead (Deputy Principal for Students and Head of HR Services for staff) and the Safeguarding Officer. In deciding what action is appropriate, there will be a discussion with the West Berkshire Prevent Team and/or the West Berkshire Police Prevent Engagement Officer. This discussion may lead to a formal referral through the West Berkshire Police who have a CHANNEL procedure in place. The Police CHANNEL procedure is a partnership focused structure with the aim to support individuals and to protect them from harm, not only from radicalisation but also from involvement in drugs, knife or gun crime.

Recording Prevent Referral
All Prevent referrals, actions and outcomes will be recorded on the weekly SMT Safeguarding Report even if deemed 'a false alarm'. If a referral is deemed as a possible radicalisation attempt, the Principal / Deputy Principal will immediately report the incident to the Chair of Corporation and the Link Governor for Safeguarding.

E. Newbury College Prevent Duty

To ensure that the College Prevent Strategy is implemented at the heart of all College activities; that leaders and managers monitor any emerging risks related to Prevent and other safeguarding issues; and that staff are ready to deal appropriately with radicalisation issues, the SMT Designated Safeguarding Officer (Deputy Principal) or Head of HR Services (staff related) will ensure:

- ✓ 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 – Students.
- ✓ There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas – Staff.
- ✓ 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 – Events and Activities
- ✓ 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 – Partnership
- ✓ There is effective IT security (including the use of Wifi) in place to filter and protect students and staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites – Security
- ✓ 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 – Training
- ✓ There is an effective way of recording and reporting potential and actual radicalisation incidents to SMT and Chair of Corporation – Communication

The above will be monitored through an Action Plan (Appendix A).

The Newbury College / West Berkshire Referral Pathway is attached. (Appendix B)

Date: May 2015
Review: July 2016, August 2018 (no change)
Review due: August 2021

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Newbury College Prevent Duty Action Plan

Remit	Risk	How	Action	Evidence	Date of completion
Students and/or Staff	Radicalisation of students and/or staff from internal risks	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. There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas	Tutorial SOW to promote the understanding of radicalisation and Prevent agenda to all students including apprentices ALS team leader to monitor the performance of all students with home address from deprived post code Professional counselling and access to HR team available to all staff	Safeguarding booklets ALS monitoring record Counsellor	Annually updated Annual report to CMT and Learner Services Business Review

Remit	Risk	How	Action	Evidence	Date of completion
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	Educational visits and Staff Industrial Placements to require the assessment of the potential of exposure to radicalisation Faith room is to be located in central place and has Prevent posters and procedures for reporting potential incidents External speakers are to be supervised by staff members who are trained in Prevent to ensure they do not divert from agreed theme	Educational Visits forms Staff Industrial Placement Forms Faith room Visitors to College policy	Date on Policy Annual check Date on Policy
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	Student and staff views of the College's safety are to be sought regularly Key staff and managers are to review all aspects of students learning experience and staff working environment Safeguarding team to have strong relationship and regular communications with West Berkshire Safeguarding and Prevent team	Student and staff surveys and forums Safeguarding Committee Employee Forum LSCB, Policy Liaison, Child Protection boards, West Berkshire LA welfare officer, etc.	Termly Termly Regular external meetings

Remit	Risk	How	Action	Evidence	Date of completion
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	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	Student Code of Conduct and Staff Professional Standards Complaint procedure	Disciplinary report Complaint records and reports
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	All staff are to be trained in Safeguarding and Prevent Key staff and managers are to be trained in Safeguarding up to Level 3	Cross College CPD vision	Annual Staff Skills audit

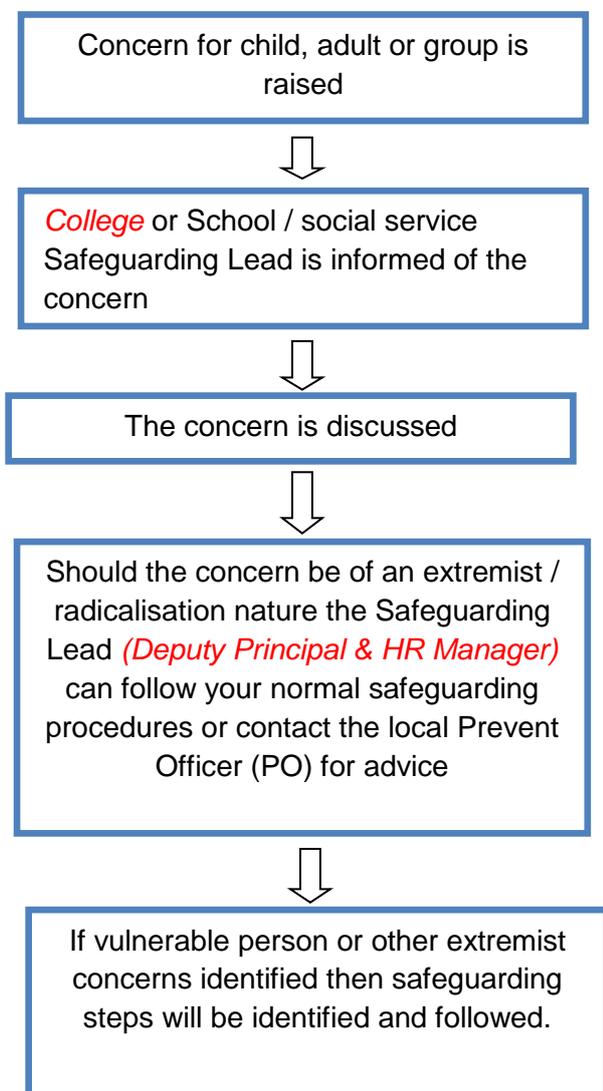| Remit	Risk	How	Action	Evidence	Date of completion
Communication	Ineffective communication on the potential of radicalisation	There is an effective way of recording and reporting potential and actual radicalisation incidents to SMT and Chair of Corporation	Safeguarding reports: Weekly to SMT, Termly to CMT and Annually to governors Safeguarding team is to be easily recognised and accessed by students and/or staff HR team is to be easily recognised and accessed by staff Students and staff feel able to communicate on a potential radicalisation, in confidence	Safeguarding team posters across the college and on SharePoint HR team posters in staff rooms and HR office location A day duty Safeguarding officer and a general duty manager to support the core College Safeguarding team On line complaint procedure on College website	Twice a year audit on Safeguarding visibility Safeguarding committee audits compliance and timely submission of reports Termly reports on all complaints to CMT

Appendix B

Prevent "Safeguarding" Referral Pathway

Prevent – To stop people supporting terrorism or becoming a terrorist.

It is a multi agency approach to support individuals in a proportionate manner.

Below is a Referral pathway flowchart that Newbury College will adopt:

Concern for child, adult or group is raised

⬇

College or School / social service Safeguarding Lead is informed of the concern

⬇

The concern is discussed

⬇

Should the concern be of an extremist / radicalisation nature the Safeguarding Lead *(Deputy Principal & HR Manager)* can follow your normal safeguarding procedures or contact the local Prevent Officer (PO) for advice

⬇

If vulnerable person or other extremist concerns identified then safeguarding steps will be identified and followed.

Referral may then be made to Channel if deemed necessary;

Channel is an early intervention scheme that supports people who are at the risk of radicalisation and provides practical support tailored to individual needs. It is a multi-agency approach which allows the individual to gain support from a variety of different services.

Preferred referral pathway

Email your concern to
prevent@thamesvalley.pnn.police.uk

Contact your Local Authority Lead

Susan Powell
Susan.powell@westberks.gov.uk

For assistance with the Channel Process:

Shaun Greenough
Shaun.Greenough@thamesvalley.pnn.police.uk

Alternative referral pathways:

All referrals to the Police are made and managed in confidence, however some individuals may wish to make a referral indirectly to the Police and below are other available referral pathways.

To the generic Prevent Email box:

Email concerns to *prevent@thamesvalley.pnn.police.uk* .

This information will then be passed to the best person to deal with the information.

To your Local Police Neighbourhood Team:

Contact your local police neighbourhood team; they will be able to help you deal with a referral and give you the right support needed.

To your local Police Schools Liaison Officer (Secondary/Academy schools):

Each school has a Schools Liaison Officer; these individuals are also able to help support any referrals or concerns you may have.

Multi Agency Safeguarding Hub (MASH):

The aim of the MASH is to improve the way agencies work together to protect vulnerable persons (children and adults) from harm, neglect and abuse. This hub combines individuals from the Police, Health and Social Care (soon to include Education and Housing) and Mental Health. This multi-agency hub will assess referrals and link in as appropriate with Prevent to provide support.

Other Pathways to Consider:

101:

This is the non-emergency phone line to the Police

999:

999 calls should only be made in an emergency when there is an urgent case only; this means direct threat to the protection of life and property.

Anti Terrorist Hotline:

0800 789 321

www.gov.uk/report-suspicious-activity-to-mi5

Report online terrorism:

www.gov.uk/report-terrorism