Prevent Policy

Preventing violent and non-violent extremism and radicalisation

Sept 2021

Version 1

1. Scope

This policy applies to all staff working or attending Expanse Learning. It confers responsibilities on all governors, staff, students, agency staff and volunteers, contractors, visitors, consultants, Work Experience Providers, Alternative Education Providers and those working under self-employed arrangements.

2. Purpose

The purpose of this policy is to:

- Ensure an awareness of Prevent within Expanse Learning
- Support Expanse to meet our legal and statutory duties in this area
- 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

3. Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy, and supportive learning and working environment for our students, staff, and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students. We further recognise that if we fail to challenge extremist views, we are failing to protect our students from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

Expanse Learning has adopted the Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

(a) Stifle legitimate discussions, debate or student engagement activities in the local community; or
(b) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

4. Why do we need this policy?

Background information

Prevent is one of 4 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. 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 Schools and 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
- 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.

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is severe, which means that a terrorist attack is highly likely.

Our Prevent Policy has five key objectives:

a) To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner voice
b) 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

c) To ensure student safety and that Expanse Learning is free from bullying, harassment, and discrimination
d) To provide support for students who may be at risk of radicalisation, and appropriate sources of advice and guidance
e) To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism

5. 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 with the intention of advancing 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.

6. Aims

Leadership and Values

To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all students, 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, student voice and participation.
- Building staff and student understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Deepening engagement with local communities and faith groups.
- Actively working with the local Prevent Group's which includes representation from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.
- Actively working with the Home Office Northwest Prevent Lead for FE and HE including attendance at regional workshops and conferences.

Teaching and Learning

To provide a curriculum that promotes British Values, knowledge, skills and understanding to build the resilience of students by undermining extremist ideology and supporting the student 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 recognise local needs, 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 while ensuring that the input supports our school and College goals and values.
- Encouraging active citizenship and learner voice.

Student 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 student support services.
- Developing strong community links and being aware of what is happening in the locality, including within Expanse Learnings own community.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a student, i.e., vulnerability, disadvantage, or hardship, and implementing early risk management strategies.
- Ensuring that students and staff know how to access support in Expanse Learning and/or via community partners.
- Supporting students with problem solving and repair of harm.
- Supporting 'at risk' students through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of students.
- Working collaboratively to promote support for students across all areas of Expanse Learning, including those students in off-site provision

7.   Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to the School and College's current and established safeguarding policies and procedures.

The Board of Directors

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

Prevent Lead for Expanse Learning

The relevant programme Director is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across Expanse Learning and that any concerns are shared with the relevant organisations, in order to Minimise the risk of our students becoming involved with terrorism.

All Staff

All staff have a responsibility to:
- create and support an ethos that upholds the School and College's mission, vision and values including British values, to create an environment of respect, equality and diversity and inclusion
- 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 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.

8.   Managing Risks and Responding to Events

The School and College 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 indirectly on the School and College.
- Identifying, understanding, and managing potential risks within the College from external influences.
- Responding appropriately to events reported via local, national, or international news that may impact on students and communities.
- Ensuring plans are in place to Minimise the potential for acts of violent or non-violent extremism within

the School and College.

- Ensuring measures are in place to respond appropriately to a threat or incident within the School and College.
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies.

9. Links to School and College values and other policies

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

- PREVENT Risk Assessment and Action Plan
- Safeguarding & Child Protection Policy
- Equality, Diversity and Inclusion Statement
- Health and Safety Policy
- Student Anti-Bullying and Harassment Policy
- E-Safety Policy
- Managing Student Behaviour & Performance Policy
- External Visitors and Visiting Speakers Policy
- Data Protection Policy

- Acceptable Use IT Policy
- Managing Disruptive & Violent Visitors Policy
- Behaviour Policy
- EAL Policy
- Knives and Other Weapons in School Policy
- PSHE Policy
- Searching, Screening and Confiscation Policy
- Disaster Response and Recovery Plan
- Bomb Threat Procedure
- Intruder Policy and Procedure

10. Who needs to understand this policy and how will they know about it?

Prevent training for all staff, students and governors is mandatory and will bedelivered by the following methods:

Who?	How?
Students	o Policy available on the website. o Prevent awareness included in student induction sessions and in the Student Handbook. o Information about Prevent delivered through mandatory tutorials andresources, and via attendance at and participation in Prevent and British Valuesrelated student activities.
Board of Governors	o Governors undertake mandatory training and receive updates; table regular discussions at Board meetings national and local Prevent leads to attend meetings/discussions as appropriate; an annual briefing and report will be delivered outlining relevant changes to the Prevent agenda and detailing actions taken at the School or College to ensure compliance and student safety.
School and College Managers	o Receive mandatory training and updates; included in SLT Team meetings and bulletins.
All teaching staff	o Receive mandatory training and updates; briefings by SLT 'All Staff'e-mails; visits to team meetings by Prevent leads if requested.
Business Support staff who interact withstudents	o Briefing by line managers; copies of the policy to be distributed, undertake mandatory training and updates.

In addition:
- All new members of staff will receive Prevent training as part of their induction programme.
- All agency staff, volunteers and contractors will be provided with appropriate training & updates regarding changes to the Prevent agenda.

11. Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

P – Promotion of Equality and Diversity and positive relationships between staff andstudents
R – Referral of any concerns via Safeguarding staff to relevant authorities
E – Embedding British Values and education for students on all courses
V – Vetting guest speakers and removal of any posters or other materials of anextremist 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

Impact of non-compliance for:

Staff:	Disciplinary action, prosecution, prohibition from teaching.
Student:	Not applicable
Legislation/organisational:	Reputational damage, litigation, statutory and non-regulated compliance. prosecution
Compliance lead:	Safeguarding Lead/Governor
Policy Reference:	ELGR-POL-ORG-004
Version:	1
Agreed policy location:	Databridge MIS and Company Website
Does the policy require Governor approval?	No

Approval

Prepared by	*Approved by*	*Counter Signatory*
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16/11/2021	16/11/2021	16/11/2021
Head of Shared Services	Director of Schools, Pre 16 Education	Director of Post 16 Education

Version Control

Version	Date	Revision	Review Date
1	16/11/2021	First Issue	15/11/2022
2			
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