SWRAC37
PREVENT POLICY

Preventing violent and non-violent extremism and radicalisation

Who does this policy apply to?

The Prevent Policy applies to everyone working at or attending SWRAC. It confers responsibilities on all staff, students, volunteers, contractors, visitors, consultants and those working under self-employed arrangements.

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 all. We further recognise that if we fail to challenge extremist views we are failing to protect each other from potential harm. As such the Prevent agenda, will be addressed as a safeguarding concern.

SWRAC 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.

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.

The purpose of this policy is to:

- Ensure an awareness of Prevent within SWRAC
- 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

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

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The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including further education and private providers, 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 need 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:

1. 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.
2. To breakdown segregation among different student communities including 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.
3. To ensure student safety and that SWRAC is free from bullying, harassment and discrimination.
4. To provide support for students 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 preventing violent and non-violent extremism.

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.
- British values are detailed within the Prevent Duty and include democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs.

Our Aims

Leadership and Values

To create and maintain a SWRAC 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, learner 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.
- Raising the Prevent Agenda at Director, Management and Team meetings.

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 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 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 SWRAC 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:

- Developing strong community links and being aware of what is happening in the locality, including within SWRAC's 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 SWRAC 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 SWRAC, including those students in off-site provision.

Roles and Responsibilities

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

The Board of Directors

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 SWRAC staff have undertaken training in the Prevent Duty;
- all SWRAC staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer;
- all SWRAC 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 SWRAC

The Managing Director is the Prevent Lead and Designated Safeguarding Lead, with responsibility for ensuring that our Prevent Strategy is implemented across SWRAC 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 at SWRAC have a responsibility to:

- create and support an ethos that upholds SWRAC'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 SWRAC that could cause offense 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.

Managing Risks and Responding to Events

SWRAC 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 SWRAC.
- Identifying, understanding and managing potential risks within SWRAC from external influences (see Appendix A for Risk Assessment).
- 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 SWRAC.
- Ensuring measures are in place to respond appropriately to a threat or incident within SWRAC.
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies.

Links to SWRAC values and other SWRAC policies

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

- Equality Diversity Policy
- Health and Safety Statement
- Health and Safety Policy
- Harassment Policy
- Learner Code of Conduct Policyad
- Mission Statement
- Whistleblowing Policy
- Data Protection Policy
- Safeguarding Learners in a Digital World
- Safeguarding Position Statement
- Safeguarding Strategy

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

Prevent training for all SWRAC staff, students and governors is mandatory and will be delivered by recognised trainers.

Policies available upon request.

Prevent awareness is included in student induction sessions and in the Student Information Pack. Information about Prevent delivered to students with classroom delivery and resources.

Business Support staff who interact with students.

All support staff undertake mandatory training and updates.

In addition:

- All new members of staff will receive Prevent training as part of their induction programme.

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 and students

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 an extremist nature

E – Environment – a safe and secure site and online filters

N – News monitoring for any concerns in the locality

T – Training of staff to raise awareness of the signs and risks

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Appendix A – Risk Assessment

Potential Hazard	Potential Risk(s)	Persons Affected	Control measures	Comments	Residual Risk
Organisation unaware of Prevent Duty	Extremism active within learning environment	Learners, staff	Adrian lead interface with Advisory Board DSL/ADSL's operational leads as per safeguarding		Low
Organisation unaware of Prevent Duty	SWRAC non compliant with Prevent Duty	Learners, staff	All staff have received Prevent Training. Face to Face training provided twice per year so that each member of staff and Advisory Board members are able to access at least once per year. 'Resources' section of database provides easy access to Prevent info for refreshment purposes		Low
Exposure to extremism/ radicalisation	Radicalised behaviours	Learners	Extremism & radicalisation included within PFA curriculum Promotional materials within learning venues Tutors to challenge and discriminatory behaviours where necessary radicalisation can take place online awareness of internet safety, this is reflected within the curriculum. local far right wing extremists are prevalent in urban areas, both Bournemouth and Weymouth have seen EDL activity over the past few years. Rural areas have their own risks such as animal extremism, hunt saboteurs and other issues which could be a catalyst for other forms of extremism. membership of local far-right wing groups such as Wessex Resistance tends to fluctuate with new groups emerging as others become less active.		Low
Non-involvement with society	Social exclusion Isolation Potential for increased exposure to radicalisation / extremism	Learners	British Values incorporated within PFA curriculum. Community engagement element of PFA tries to educate toward social inclusion		Low

Appendix A – Risk Assessment

			Good relations with Dorset Race Equality Council for referrals & advice		
Geographic exposure to extremism / radicalisation	Exposure to radicalisation	Learners	Dorset is NOT judged by the government to be a high priority area for Prevent activities, however, we are no different to any other part of the UK for the threats we face. However, higher risk within short car journeys of centres. Some extremist behaviours more prevalent Watching brief maintained through relations with Prevent multi agency board Bulletins from Safer Internet Centre and Education Against Hate to try to keep abreast of changing situations		Low/medium
Ability to respond to any identified behaviours	Potential of inertia in any required escalation	Learners	Included as part of Safeguarding & Prevent processes. Staff training incorporates the identification of behaviours which may suggest students being radicalised Contact details maintained within Safeguarding files Both prevent & Safeguarding policies Participation with BCP, Dorset, Merseyside Safeguarding Boards. DSL/ADSL's familiar with referral systems – CHANNEL, CONTEST etc		Low
Internet access	Potential exposure and access to extremist material	Learners	E-Safety policy 'Trend' internet security system (filters, firewall etc) maintains security over potentially threatening websites Publicity Staff will challenge activity as a discussion aid		Low