



PREVENT POLICY

Last updated October 2021. Next Review Date: September 2022

LDB Prevent Policy

1. Prevent

Preventing violent and non-violent extremism and radicalisation at Learning and Development Bureau in line with the Government Prevent Strategy.

The purpose of this policy is to:

1.1 ensure an awareness of “Prevent” within Learning and Development Bureau;

1.2 provide a clear framework to structure and inform our response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism;

1.3 to provide a framework to embed British Values into the curriculum and ways of working; and

1.4 recognise current practice which contributes to the Prevent agenda and identify areas for improvement

2. Why do we need this policy?

2.1 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.

2.2 Who does this policy apply to?

The Prevent Policy applies to everyone working at or attending the College. It places responsibilities on all governors; College staff; learners; agency staff and volunteers; contractors; visitors; consultants; and those working under self-employed arrangements.

2.3 Statement

Learning and Development Bureau has adopted the Prevent Duty in accordance with legislative requirements. 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. We 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:

2.3.1 respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views;

2.3.2 provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support; and

2.3.3 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.

3. Definitions

The following are commonly agreed definitions within the Prevent duty:

3.1 an ideology is a set of beliefs;

3.2 radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism;

3.3 safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism related activity;

3.4 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;

3.5 vulnerability describes factors and characteristics associated with being susceptible to radicalisation; and

3.6 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.

4. Aims

4.1 Leadership and Values

To create and maintain a College 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:

- 4.1.1 promoting core values of respect, equality and diversity, democratic society, learner voice and participation;
- 4.1.2 building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials and awareness campaigns etc;
- 4.1.3 actively working with the representatives from the community, external partners and public services.

4.2 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:

- 4.2.1 - embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum;
- 4.2.2 - promoting wider skills development such as social and emotional aspects of learning;
- 4.2.3 - a curriculum adapted to challenge extremist narratives and promote universal rights;
- 4.2.4 - teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis;
- 4.2.5 - encouraging active citizenship and learner voice.

5. Roles and Responsibilities

Whilst this is a stand-alone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Learning and Development Bureau's current and established safeguarding procedures.

5.1 The Board of the Corporation

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:

5.1.1 - all College staff have undertaken training in the Prevent Duty;

5.1.2 - all College staff are aware of when it is appropriate to refer concerns about learners or colleagues to the Safeguarding Officer;

5.1.3 - all College staff exemplify British Values into their teaching; and

5.1.4 - policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

5.2 Prevent Lead for Learning and Development Bureau

The Training and Compliance Manager is the Prevent Lead, with responsibility for ensuring that our Prevent Policy is implemented across Learning and Development Bureau and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

The Training and Compliance Manager will ensure that all new members of staff will receive Prevent training as part of their induction programme.

5.3 College Safeguarding and Governance

The Governors are presented with a termly report to discuss Safeguarding and Prevent concerns raised and changes to the Duty that affect Learning and Development Bureau are discussed at these meetings.

5.4 All Staff

All staff at Learning and Development Bureau have a responsibility to:

5.4.1 - create and support an ethos that upholds Learning and Development Bureau's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion;

5.4.2 - 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;

5.4.3 - report any concerns around extremism or radicalisation via the safeguarding reporting channels;

5.4.4 - report and remove any literature displayed around Learning and Development Bureau that could cause offense or promote extremist views;

5.4.5 - support the development of staff and learner understanding of the issues around extremism and radicalisation;

5.4.6 - participate in engagement with external organisations as appropriate.

6. Managing Risks and Responding to Events

Learning and Development Bureau will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

6.1 understanding the nature of threat from violent extremism and how this may impact directly and indirectly on Learning and Development Bureau;

6.2 identifying, understanding and managing potential risks within the College from external influences;

6.3 responding appropriately to events reported via local, national or international news that may impact on learners and communities;

6.4 ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within Learning and Development Bureau;

6.5 ensuring measures are in place to respond appropriately to a threat or incident within Learning and Development Bureau; and

6.6 continuously developing effective ICT security