

**RNC Policy & Procedure: Prevent Strategy and Duty**

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| Responsibility: | Director of Student Support Services and Lead Designated Safeguarding Officer |
| Reviewed by: | Safeguarding Committee |
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| Other relevant policies and reference documents - held on the RNC Intranet: [Policies, Procedures and Resources - Home (sharepoint.com)](https://rncac.sharepoint.com/sites/policiesproceduresresources)   * Prevent Risk Assessment * Prevent Action Plan * Equality & Diversity Policy * Acceptable Use/E-Safety Policy * Anti-bullying and Harassment Policy * Safeguarding and Child Protection Policy * Safeguarding Vulnerable Adults Policy * Whistle Blowing Policy * Guidance for safer working practice for staff who work with children and younger people * Keeping Children Safe in Education document | |
| **Commitment Statement**  RNC is committed to the fundamental values of equality, diversity and inclusion, which creates a supportive environment for all members of our community to live, work and study. Our commitment to equality and diversity means that this policy has been screened in relation to the use of plain English, the promotion of the positive duty in relation to race, gender and disability and to eliminate discrimination to other equality groups related to age, sexual orientation, gender identity, marital or civil partnership status, pregnancy or maternity and religion or belief. We believe that safeguarding has paramount importance and RNC recognises its responsibility and duties within the Government Prevent Strategy to be aware of and where appropriate act to ensure the safety of all students from radicalisation and extremism.  This document is available in alternative formats on request. If you think RNC can improve the fairness of this policy please contact the author who has responsibility for the review and update. | |

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**Prevent Strategy and Duty**

# Introduction

Throughout this policy the word ‘staff’ refers to all permanent employees, workers governors, contractors and volunteers. All staff at RNC share an objective to help keep students, customers and staff safe. We believe that safeguarding has paramount importance and RNC recognises its responsibility and duties within the Prevent Strategy to be aware of and, where appropriate, act to ensure the safety of all students from Radicalisation and Extremism.

# Background

The government’s Prevent Strategy is one of the four elements of CONTEST, the government’s counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

The four elements of CONTEST are:

**To Prevent** people becoming terrorists or supporting violent extremists.

**To Pursue** - to stop terrorist attacks.

**To Protect** - to strengthen the country's overall protection against terrorist attacks.

**To Prepare** - where an attack cannot be stopped, to try to lessen its impact.

The government’s **Prevent** Strategy:

* Responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views
* Provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
* Works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with

The strategy covers all forms of terrorism, including far right extremism, and some aspects of non-violent extremism.

The government has defined extremism in the Prevent Duty 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.’

The Counter-Terrorism and Security Act 2015 places a duty on specified authorities including schools, colleges and universities to ‘have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism’.

# Policy

3.1 The College has developed a culture of safety and respect for its students, customers, staff, governors, volunteers and visitors. As part of this ethos the College has considered the Prevent Duty and the importance of collaborative working between College staff, local authorities, police, other educational institutions, policy makers and health providers to identify, detect and safeguard vulnerable people throughout the organisation.

3.2 RNC believes that all its student population are potentially susceptible to becoming engaged with extremist groups or being targeted by extremist organisations.

3.3 RNC believes that all staff and students should be aware of these risks and be familiar with the support networks and procedures in place to protect vulnerable individuals from becoming radicalised or drawn into terrorism.

3.4 RNC believes that for the Prevent Duty to work effectively the College must be part of effective partnerships, in particular with our local Prevent co-ordinators, the police and local authorities.

3.5 To promote, implement and monitor the College’s responsibilities under the Prevent Duty to all students, customers, staff, governors, volunteers and visitors at the College, we will:

3.5.1 Set a strategy and action plan to achieve the Prevent Duty

3.5.2 Promote and embed British Values into the College’s procedures and curriculum offer (Appendix 2)

3.5.3 Promote the College’s ethos and values

3.5.4 Ensure that the College promotes a culture of non-bullying, non-harassment and non-discrimination

3.5.5 In partnership provide support for students who may be at risk and develop appropriate sources of advice and guidance

3.5.6 Ensure that students and staff are aware of their roles and responsibilities in preventing extremism and radicalisation

# Implementation

4.1 The Lead Designated Safeguarding Officer (LDSO) and the Designated Safeguarding Officers (DSOs) will attend seminars and relevant training to enable RNC to have policies, procedures and training throughout the College based on the most up to date information and guidance.

4.2 The LDSO and DSOs will maintain links with external agencies including the Prevent regional co-ordinator for West Mercia Police. In doing so the College will receive up to date information on the specific risks of potential extremism or radicalisation within Herefordshire, and the information will be stored on the intranet.

4.3 RNC will have clear and visible policies in place for staff, customers and students with due regard to promoting a positively inclusive College and wider community.

4.4 The College’s Equality, Diversity and Inclusion committee leads on the embedding of British Values, together with the Senior Management Team and the governing body.

4.5 The College delivers online Prevent awareness training to governors, staff and volunteers at the appropriate level which ensures they are able to identify any students at risk and take appropriate actions to ensure that the student is supported. All awareness training includes guidance on how to deal with:

* Inappropriate material and behaviours
* Disclosures by students about their exposure to extremist actions, views or materials
* Accessing extremist material online
* Parental or peer concerns
* Intolerance of difference
* Anti-Western or Anti-British views
* The impact on the student and the College

For new staff, this training is initially achieved by completion of an e-learning course within the first week of induction. All staff and volunteers receive a face-to-face induction in relation to safeguarding and Prevent.

4.6 The College supports students to understand the terminology and importance of Prevent and how it relates to them by providing information on the Prevent Strategy and Duty at the appropriate level. This includes guidance on how to report a concern about another student or member of staff.

Prevent and British values are promoted to students by inclusion in:

* Induction information
* Tutorial and Link working activities
* Curriculum offer, lesson planning and schemes of work
* Related policies and procedures
* Training for student ambassadors on an annual basis
* Open forums such as the Student Representative Group

4.7 RNC works with West Mercia Police to ensure we are familiar with the Counter Terrorism local profiles to inform the assessment of risk of individuals being drawn into terrorism.

4.8 RNC works with the Local Authority regional prevent co-ordinator alongside other Hereford colleges, to ensure there is a clear understanding of roles and responsibilities with the CHANNEL procedure (Appendix 3).

4.9 It is the duty of all staff members and volunteers at RNC to ensure they understand the potential factors which make individuals more susceptible to exploitation. It should be remembered that just identifying these factors does not mean that someone is being exploited, but research suggests they are more likely to be exploited.

Factors that may contribute to vulnerability include:

* Being rejected by peer, faith or social group, or by family
* Pressure from persons linked to extremism
* Victim of or witness to race or religious hate crime
* Conflict with family over religious beliefs/lifestyle/politics
* Identity confusion
* Recent religious conversion
* Underachievement
* Exposure to literature related to extreme views
* Experience of poverty, disadvantage or social exclusion
* Extremist influences
* A series of traumatic events (global, national or personal)

4.10 It is the duty of all staff to refer any concerns that a student may become radicalised to a Designated Safeguarding Officer (DSO). The DSO will examine these concerns and may ask others for information or advice. They will then decide what the most appropriate next step.

4.11 If RNC has serious concerns about a member of staff with regard to susceptibility to extremism, then either the Executive Principal or Lead Designated Safeguarding Officer will be responsible for contacting the Counter Terrorism Team at West Mercia Police.

4.12 Staff receive updated information regarding Prevent when necessary and at least annually, which reminds them of their responsibilities to report any concerns to the DSO team.

# Information Sharing

RNC will share information with local partners using the following criteria:

5.1 Necessity and proportionality: we will only share personal information where it is strictly necessary; the assessment of this will include a professional judgement of the risks to an individual or the public if information is not shared.

5.2 Consent: wherever possible the consent of the person concerned should be obtained before sharing any information about them.

5.3 Power to share: we must ensure we have the appropriate power to share and satisfy the requirements of the Data Protection Act 2018 and the Human Rights Act 1998.

## Appendix 1 - Prevent Duty for Learning and Curriculum Staff

**What is your Prevent duty?**

This brief guide is to help you understand the responsibilities around the Prevent duty and who to contact to get help if you are worried or unsure about anything. We have a statutory duty as specified under section 26 of the Counter Terrorism Act 2015 to have due regard for the prevention of terrorism, to identify vulnerable young people and prevent them from being drawn into terrorism.

Complying with the Prevent duty includes promoting and exemplifying British values i.e. democracy, rule of law, individual liberty, tolerance and mutual respect and different faiths and beliefs. This includes complying with the Equality Act 2010 and preventing discrimination against those with protected characteristics:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

All staff and volunteers must attend Safeguarding and Prevent duty training as identified or provided by RNC.

All staff and volunteers must report any Safeguarding/Prevent concerns to the Safeguarding team.

All staff and volunteers are expected to uphold the values embedded within the Equality Act 2010 at all times. They should use any relevant opportunities to promote the British values i.e. democracy, rule of law, individual liberty, tolerance and mutual respect and different faiths and beliefs.

As curriculum support staff you will work closely with students and will be privy to personal information which other staff may not have access to. You should use your professional judgement to decide when concerns should be referred to the Safeguarding team.

Identification of concerns might include, although this list is not exhaustive:

* Expression of views which are discriminately against protected groups or individuals
* Third party reports of concerns about behaviour e.g. plans to travel abroad or extremist activities
* Evidence of discriminately treatment of other groups or individuals
* Evidence of bullying behaviour or harassment
* Evidence of non-compliance with the providers expectations of behaviour
* Possessing or accessing extremist materials
* Evidence of family concern about susceptibility to extremism
* Expression of extremist views including on Facebook
* Use of extremist language
* Threats of violence

As teachers we must:

* Include opportunities to link to Fundamental British Values (FBV)/Prevent in our subject schemes of work
* Demonstrate the 5 values in our lessons at RNC and support our students to do the same
* Address issues brought up by students in our lessons and make links to the 5 Fundamental British Values where this occurs naturally

We are **not** expected to:

* Teach students what the 5 values are and how to apply them (this will be done during induction, tutorials and PSO sessions)
* ‘Shoehorn’ FBV into every lesson

If your professional experience gives you concern about the behaviour of individuals, then discuss this with a member of the Safeguarding team and report via the safeguarding report form on Pro-Sol.

**RNC Safeguarding Officers:**

Jess Price - 07812974243

Jeremy Perrott - 07811 271756

Vicky Hamilton - 07809 337713

Tim Morton - 07799 117321

## Appendix 2 - British Values

RNC embed acceptance and engagement with the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs into the curriculum and procedures while linking them in with our RNC values. Through these values, students develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.

Examples of how RNC values link with British Values, and how we develop the understanding and knowledge of students on these topics include:

* RNC value: Empowering individuals: This includes an understanding of how citizens can influence decision-making through the democratic process. RNC ensures all students have a voice that is listened to and demonstrate how democracy works by actively promoting democratic processes such as the Student Representative Group, whose members are voted for by the students.
* RNC value: Promoting inclusion/ Creating a Positive community: This includes an understanding that the freedom to hold other faiths and beliefs is protected in law and an acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated and should not be the cause of prejudicial or discriminatory behaviour.
* RNC Value: Supporting Students and Staff/Creating a positive community: This includes an understanding of the importance of identifying and combatting discrimination.
* RNC Value: Providing Opportunities: The college uses opportunities such as general or local elections to hold mock elections to promote fundamental British values and provide students with the opportunity to learn how to argue and defend points of view
* RNC Value: Empowering individuals: the college considers the role of extra-curricular activities, including any run directly by students, in promoting British values

## Appendix 3 - CHANNEL Procedure

West Mercia Police have a CHANNEL procedure in place.

The Police CHANNEL procedure is a partnership focused structure and is similar to existing, successful initiatives which aim to support individuals and protect them from harm - such as involvement in drug, knife or gun crime.

CHANNEL is about supporting those most at risk of being drawn into violent extremism and about diverting people away from potential threat at an early stage - which prevents them from being drawn into criminal activity.

Partnership involvement ensures that vulnerable individuals have access to a wide range of support from diversionary activities through to providing access to specific services such as education, housing and employment. Each multi-agency panel varies according to local circumstances but partners (who are all signed up to an Information Sharing Protocol) can include:

• Statutory partners such as education, NHS, probation, housing and the police service

• Social Care

• Children’s Services (e.g. Common Assessment Framework Co-ordinators)

• Youth offending services

• Credible and reliable members of the community

RNC will engage in the CHANNEL process, as necessary, and will contact the Prevent contact should it have any concerns about a student, member of staff, governor, volunteer or visitor.

Prevent Contacts:

Alamgir Sherigar – regional prevent co-ordinator

[Alamgir.SHERIYAR@education.gov.uk](mailto:Alamgir.SHERIYAR@education.gov.uk)

West Mercia Police Prevent.

[Prevent | West Mercia Police](https://www.westmercia.police.uk/advice/advice-and-information/t/prevent/prevent/)

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| 1.0 | February 2017 | SMT approved | JP |
| 1.1 | March 2018 | Draft Annual review, document format and accessibility addressed. | MKJ |
| 1.2 | March 2018 | Approved at SMT with minor addition to 4.3 referencing GDPR | MKJ |
| 1.3 | December 2018 | Updated to include continual action points identified within the Prevent Action Plan.  Addition of 3.1/3.2/4.12  4.5 training provision added  4.6 additional bullet points | MKJ |
| 1.4 | February 2019 | 4.5 further minor amendments for clarity.  Approved by SMT panel | MKJ |
| 1.5 | February 2020 | 4.6/4.6 minor amendments for clarity | MF |
| 1.6 | February 2023 | Appendix 1 added | JP |
| 1.7 | January 2024  February 2024 | Minor wording changes  Contact updates  Hyperlink updates  Formatting updated  EIA removed and saved in EIA folder  Policy front page update | JPr  EG |