

RNC Policy & Procedure: Prevent Strategy and Duty

Responsibility:	Director of Student Support Services and Lead Designated Safeguarding Officer		
Approved by SMT:	February 2019		
Date of next review:	February 2020		
EIA Completed:	March 2019		
Other relevant Policies and reference documents: Prevent Risk Assessment Prevent Action Plan Equality & Diversity Policy Acceptable Use/E-Safety Policy Anti-bullying and Harassment Policy Safeguarding Children Policy Safeguarding Vulnerable Adults Policy Whistle Blowing Policy Guidance for safer working practice for staff who work with children and younger people			
Version	Date	Amendments	Author
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

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.

Contents

1. Introduction	2
2. Background.....	2
3. Policy	3
4. Implementation	4
5. Information Sharing.....	5

1. Introduction

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.

2. 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'.

3. 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 vulnerable 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 1)

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

4. Implementation

4.1 The Lead Designated Safeguarding Officer (LDSO) 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 will maintain links with external agencies including the Prevent Officer for West Mercia Police, the Prevent Lead at Department of Business, Innovation and Skills and Prevent Lead, Herefordshire Council. In doing so the College will receive up to date information on the specific risks of potential extremism or radicalisation within Herefordshire.

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 Steering Group leads on the embedding of British Values, together with the Senior Management Team and the governing body. The Group has established guidelines and actions to be taken through the College's operation to ensure that British Values are understood by all and are integral to the College's culture.

4.5 The College has delivered the Home Office approved Workshop to Raise Awareness of Prevent (WRAP) 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 will include 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 on line
- 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 a e-learning course within the first week of induction and then followed up within the first three months by delivery of the Home Office approved Workshop to Raise Awareness of Prevent (WRAP).

All staff are required to attend WRAP training every three years.

4.6 The college will support 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 will include guidance on how to report a concern about another student or member of staff.

Prevent and British values will be promoted to students by inclusion in:

- Induction information
- Tutorial and Linkworking 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 and Debate Club

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 Community Cohesion and Integration Manager, alongside other Hereford colleges, to ensure there is a clear understanding of roles and responsibilities with the CHANNEL procedure (Appendix 2).

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 vulnerable 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 vulnerability to extremism, then either the Principal or Charity Chief Executive will be responsible for contacting the Counter Terrorism Team at West Mercia Police.

4.12 Staff receive information regarding Prevent in each termly Safeguarding Bulletin, which reminds them of their responsibilities to report any concerns to the DSO team.

5. 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.