



Prevent Policy and Implementation Strategy

Policy review area	Students / Staff / Visitors
Lead manager	Executive Principal
Approval level	SMT
Start date	March 2022
Review cycle	1 year
Next review	June 2026

CONTENTS PAGE

	<u>Page Number</u>
Impact Assessment	Page 3
Context	Page 3
ALC Commitment	Page 4
ALC Practices	Page 4
Leadership and Management	Page 4
Teaching and Learning	Page 5
Student Support	Page 5
External Partnerships	Page 5
External Speakers and Events	Page 5
IT Policies	Page 6
Student Union and Societies	Page 6
Identifying Risk	Page 6
Personal Vulnerability	Page 6
Access to Extremist Influences	Page 7
Opinions and Behaviors	Page 7
Dealing with Identified/Potential Risk	Page 7
Staff and Governor Responsibilities	Page 7
Designated Senior member of Staff	Page 8
Other Designated Staff Member	Page 8
Designated Governor	Page 8
All staff	Page 8
Training and Development	Page 9
Staff	Page 9
Students	Page 9
Designated Safeguarding Staff and Governors	Page 9
Governing Body Members	Page 9
Monitoring and Review of Strategy	Page 9
Appendix 1	Page 10

IMPACT ASSESSMENT:

This policy has been considered for impact upon age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, gender and sexual orientation. It aligns itself with the Prevent Agenda and supports the reinforcement of British Values.

1. CONTEXT

- 1.1 In 2011 the Government published, its Prevent Strategy designed to; (1) respond to the ideological challenge of terrorism and those that promote it; (2) prevent people from being drawn into terrorism and ensure that they are given appropriate support and (3) work with sectors and institutions where there are risks of radicalisation or extremism that need to be addressed.
- 1.2 The Counterterrorism and Security Act (2015) contains a duty on specified authorities and all Relevant Higher Education Bodies (RHEB) to have due regard to the need to prevent people from being drawn into terrorism. This is known as the Prevent Duty. In March 2015, Parliament approved guidance about how specified authorities, including education authorities, were to comply with the Prevent Duty. These included the need to establish mechanisms for understanding the risk of radicalisation; to ensure that staff understood the risk and built the capabilities to deal with it and third, to communicate and promote the importance of the duty and to ensure that staff implemented the duty effectively.
- 1.3 As part of the March 2015 Prevent Duty, further and higher education institutions were also required to promote 'fundamental British Values' to students – defined as democracy, the rule of law, individual liberty and mutual respect and tolerance for those of different beliefs and faiths. Further guidance on the Prevent Duty of FE and HE institutions was published on 16 July 2015 and following Parliament's approval, this guidance came into effect on 18 September 2015 with subsequent guidance from the Office for Students (OfS) to be implemented. This Policy reflects the Independent Review of Prevent and includes statutory guidance that came into effect on **31 December 2023**.
- 1.4 The Prevent Duty is an important aspect of the Acquire Learning College's (ALC) safeguarding policies and practices, which will be regulated by OfS, Ofsted and other regulatory bodies. Inspections evaluate how well FE and HE institutions actively promote British Values and prepare learners for life in modern Britain. Compliance with relevant legislation and statutory responsibilities for the safeguarding of students will also be condition of funding for all further education institutions.
- 1.5 The underlying considerations adopted by ALC in implementing the Prevent Duty are:
 - a commitment to the safety and wellbeing of our staff and students and all who interact with ALC, including not being victims of or complicit with any activities linked to radicalisation.
 - upholding the legislative requirements and championing the spirit of academic freedom and freedom of speech within the law and with the appropriate obligations and responsibilities arising from such freedoms.
 - that the requirements described in this Policy are implemented in a proportionate and risk-based manner.

- 1.6 Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups. Extremism is defined 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.
- 1.7 The legal definition of terrorism as stated in the Terrorism Act 2000 is “the use or threat of action which involves serious damage to property; or endangers a person’s life; or creates a serious risk to the health and safety of the public or a section of the public; or is designed seriously to interfere with or disrupt an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, racial or ideological cause.” Terrorism may take the form of extremist behaviour and acts, and the statutory guidance defines extremism 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 and calls for the death of members of our armed forces, whether in this country or overseas”.

2. ALC COMMITMENT

- 2.2 Acquire Learning College acknowledges its obligations under ‘Prevent’ including updates following the Independent Review of Prevent and includes statutory guidance that came into effect on **31 December 2023** and its greater emphasis on tackling the **ideological causes of terrorism**, aligning with the broader CONTEST counter-terrorism strategy.

Key expectations for HEIs include:

- Risk assessment and action planning: Institutions must assess risks related to radicalisation and develop mitigation strategies.
- Welfare and support systems: Effective safeguarding and referral mechanisms must be in place, including links to Prevent coordinators and local authorities.
- External speakers and events: Policies must balance freedom of speech with risk mitigation.
- Staff training: Ongoing Prevent training is required for relevant staff.
- IT and research policies: These should address access to extremist content and ensure compliance with the Prevent duty.
- Student engagement: Students’ unions and societies must be aware of institutional policies.

- 2.3 ALC Prevent strategy has five key objectives:

- To develop staff and student awareness of the Government’s Prevent Strategy
- To ensure that students, staff and Governors are aware of their roles and responsibilities in identifying and preventing radicalisation and extremism
- To promote shared values and integration among different student communities, including ‘British Values’.
- To ensure student safety and support for students who may be at risk of radicalisation.
- To monitor, manage and deal effectively with any threat posed by individuals supporting or engaging in extremism in the name of ideology or belief.

The Strategy should be read in conjunction with ALC's commitment to promote 'British Values' (**see Appendix 1**) and ALC Prevent Action Plan. It should also read in relation to ALC policies for safeguarding, equality and diversity, student behaviour, student health and well-being and student engagement, including the student voice.

3.0 ALC PRACTICES

3.1 To achieve the aims and objectives set out in this Strategy, ALC will adopt practices designed to minimise and manage the risk of radicalization, extremism and terrorism. These are set out below.

3.2 Leadership and Management -ALC will:

- Monitor the threat from extremism and how this may impact on ALC.
- Assess the potential risks for acts of extremism within ALC and ensure plans are in place to respond appropriately to such a threat.
- Build staff/student understanding of extremism threats and how to deal with them.
- Promote equality and diversity, inclusion and 'Fundamental British Values'
- Adopt IT and estates security arrangements consistent the Prevent duty.
- Prevent external speakers using ALC premises to promote terrorism.
- Deepen engagement with local communities and work with local schools, local authorities, police and other agencies.

3.3 Teaching and Learning -ALC will:

- Embed equality and diversity, inclusion and 'British Values' across the curriculum.
- Promote student personal development, including social and emotional wellbeing.
- Develop a curriculum that recognises local needs and challenges extremism.
- Use teaching and learning strategies that promote equality, diversity and inclusion.
- Encourage active citizenship and the student voice.

3.4 Student Support -ALC will:

- Offer clear information, advice and guidance on preventing students from being drawn into extremism and radicalisation.
- Provide support to students who need it or refer for support from community partners.
- Operate safeguarding policies that support vulnerable students and students at risk.
- Promote good behaviour, respect and practices that challenge bullying or discrimination.
- Promote the student voice and ensure that the student concerns are acted upon.
- Work closely with local safeguarding agencies.

3.5 External Partnerships

ALC has developed well-established partnerships with external safeguarding authorities, including the Local Police Force, the further education Prevent coordinator and Channel Panels of the Local Authority. ALC receives regular updates to keep staff and students safe and well informed. The regional Prevent coordinator provides awareness training to staff and students on Prevent matters. Designated Safeguarding Staff attend the Regional Prevent Forum to ensure that local information is received and acted upon. ALC will seek to work with local schools and colleges, local authorities, police and other agencies to share information about vulnerable individuals. This will be through information sharing agreements where possible.

3.6 External Speakers and Events

ALC will adopt a policy for the management of events held on ALC premises. This will proscribe external speakers who may wish to encourage terrorism or invite support for terrorist organisations (both criminal offences). ALC will seek to balance its legal duties for ensuring freedom of speech with its responsibilities for protecting student and staff welfare.

ALC will establish a system for assessing/rating the risks associated with planned events, to determine whether an event should proceed, be cancelled or action taken to mitigate any risk. An event will not be allowed to proceed unless ALC is entirely convinced that risks can be fully mitigated without cancellation of the event. Staff involved in the physical security of the estate will be made aware of their Prevent duties.

3.7 IT policies

ALC currently has policies covering what is and is not permissible in the use of ALC IT equipment by staff and students. These policies will be revised to include specific reference to the Prevent Duty. Filtering mechanisms will be used as a means of restricting access to harmful content. Guidance will be given to any student needing to research terrorism and counter terrorism during their learning.

3.8 Student Union and societies

The Student Union and associated societies will be expected to adhere to the terms of ALC Prevent Strategy, including policies setting out the activities that are or are not allowed to take place on campus or online. They will also be expected to work closely with ALC in challenging extremist ideas, which risk drawing people into terrorism. Elected Student Union officers will be given from Prevent awareness training for this purpose.

4.0 IDENTIFYING RISK

4.1 ALC will assess the risk of students or staff being drawn into terrorism (including both violent and non-violent extremism that might be conducive to terrorism). This will be done as part of ALC policies for equality and diversity, the safety and welfare of students and staff and the management of ALC premises and external bodies who use these premises. ALC will also have clear and visible policies and procedures for managing whistleblowing and complaints.

4.2 Extremism comes from a range of backgrounds and experiences and there is no such thing as a 'typical extremist'. There are, however, several indicators, which suggest with differing levels of probability, that young person or their family may be vulnerable to or involved with extremism. These indicators will be used to identify possible risk, without suggesting that persons exhibiting these characteristics are necessarily at automatic or actual risk.

4.3 Personal vulnerability

- Identity crisis – persons uncomfortable with their place in the society around them.
- Personal crisis - searching for answers to questions about identity, faith and belonging.
- Personal circumstances - experience of disadvantage, discrimination or social exclusion.
- Unmet aspirations - low self-esteem; perceptions of injustice; rejection of civic life.
- Criminality - experiences of imprisonment; involvement with criminal groups.

4.4 Access to extremist influences

- Association with those known to be involved in extremism.
- Possession or distribution of extremist material.
- Access to extremist websites, especially those with a social networking element.
- Travel to international locations known to be associated with extremism.
- First-hand experience of racial or religious hate crime.

4.5 Opinions and behaviours

- Extreme concerns regarding another section of society.
- Verbal or written support for extremist causes or intolerance of moderate views.
- Justifying the use of violence to solve societal issues.
- Joining an extremist organisation.
- Expressed desire/intent to take part in or support extremist activity.
- Fraudulent identity/use of documents to support this.
- Significant changes to appearance, behaviour or health.

2 DEALING WITH IDENTIFIED/POTENTIAL RISK

5.1 Where a member of staff identifies that a student may be involved in supporting or following extremism, such concerns must be reported to one of the Designated Member of Staff for

Safeguarding (DSL) using the appropriate Safeguarding Referral Form. The DSL will be responsible for contacting the DfE Regional Prevent Coordinator and **South Yorkshire Police Prevent Team (Channel)** for further advice and guidance. He/she will also develop a *Prevent Action Plan* setting out the actions that will be taken to mitigate the risks.

- 5.2 Where is information that a violent act is imminent, or where weapons or other materials may be in the possession of a student or a community member, a 999 call will be made and the college's Senior Management team informed as soon as practicably possible. As part of the referral process the DSL will also contact Channel.
- 5.3 Where a child or vulnerable adult is thought to be at risk of significant harm a referral to Social Services will be made in line with ALC safeguarding procedures, following advice from the appropriate Prevent Coordinator.

6. STAFF AND GOVERNOR RESPONSIBILITIES

6.1 Designated Senior Member of Staff

The designated senior member of staff with lead responsibility for safeguarding issues, including Prevent, is the Chief Executive Officer (CEO), who is a member of ALC Management team. The general duties and training of this person are recorded in ALC Safeguarding Policy. Additional duties that relate specifically to the Prevent Strategy include:

- Overseeing the referral of any safeguarding cases that relate to Prevent activities.
- Providing advice and support to staff on issues relating to Prevent.
- Maintaining a proper record of any safeguarding referrals, complaints or concerns.
- Ensuring that students and other stakeholders are aware of ALC's Prevent duties.
- Liaising with the LEA, local Prevent Coordinator, LSCB and other relevant agencies.
- Ensuring staff training in Prevent issues and safeguarding procedures.
- Ensuring a whole college approach to implementation of ALC's Prevent duties and that Prevent is considered within all relevant policies and processes.

- 6.2 The designated senior member of staff will provide an annual report to the Governing Body on how ALC has discharged its duties. This will be included within the annual Safeguarding Report.

6.3 Other Designated Staff Member

The other designated member of staff with responsibility for safeguarding issues, including Prevent, is the Advice and Guidance Manager and manager of Student Services. The duties and training of the designated member of staff are recorded in ALC Safeguarding Policy. Additional duties that relate specifically to the Prevent Strategy include:

- Reporting to the senior member of staff with lead responsibility for Prevent.
- Ensuring that staff and students are aware of the Prevent agenda.
- Providing advice and support to students and staff on issues relating to Prevent.

- Ensuring appropriate training is in place.
- Making appropriate referrals to the local Prevent Coordinator and Channel.

6.4 **Designated Governor**

The designated member of the Governing Body with responsibility for safeguarding (including Prevent) can be contacted via the Clerk to the Corporation. The duties and training of the designated governor are recorded in ALC Safeguarding Policy. Additional duties that relate specifically to the Prevent Strategy include:

- Ensuring ALC has policies consistent with the Prevent Duty Guidance.
- Ensuring the Governing Body considers, annually, ALC policy on safeguarding, including Prevent and how ALC has complied with the policy, including training.

6.5 **All Staff**

All ALC staff have a responsibility to:

- Participate in Prevent training.
- Uphold ALC values and promote respect, equality, diversity and inclusion.
- Understand factors that may make people vulnerable to extremism
- Use opportunities to educate and challenge extremist ideas
- Report concerns about the risks of radicalisation, via safeguarding reporting channels.
- Report/remove any literature that could cause offense or promote extremist views.

7.0 TRAINING AND DEVELOPMENT

7.1 **Staff**

- All new staff members will receive Prevent training as part of their induction.
- Mandatory training on Prevent will be given as part of Safeguarding refresher training.
- Information on Prevent will be regularly updated on the Staff Intranet site and relevant documentation emailed to staff.

7.2 **Students**

- The Student Council and Student Union members will receive annual Prevent training.
- All students will receive Prevent awareness information as part of their induction.
- Identified groups of students who are most at risk will receive targeted Prevent training on an annual basis as part of ALC tutorial programme.

7.3 **Designated Safeguarding Staff and Governors**

- All Designated Safeguarding Staff and Governors will receive Prevent awareness training.

7.4 Governing Body Members

- A termly Safeguarding Report will be presented to the Governing Body outlining ALC practice with regards to the Prevent agenda and identifying areas for improvement
- An annual report will be delivered to the Governing Body detailing relevant changes to the Prevent agenda and actions taken at ALC to ensure that students are safe.

8.0 MONITORING AND REVIEW OF STRATEGY

- 8.1 Designated Safeguarding Staff will review the scope and effectiveness of this strategy annually. Recommendations for change will be made to ALC Management Team and then to the Governing Body. The latest version of the document will be maintained on ALC website.

Acquire Learning College Prevent Strategy

APPENDIX 1

British Values at Acquire Learning College

ALC is committed to promoting values that will help students to become valuable and rounded members of society. As part of this commitment ALC will specifically promote the 'Fundamental British Values' of democracy, the rule of law, individual liberty and mutual respect and tolerance for those of different beliefs and faiths to students.

Democracy

Student Elections
Student Reps / Governors
Student Council
Surveys / Focus Groups
Curriculum Activity

The Rule of Law

ALC Regulations
Behaviour / Code of Conduct Policies / Discipline Policies
ID Badges
IT User Policies Curriculum Activity

Individual Liberty

Individual Tutorials
Equality and Diversity Policy
Safeguarding Policy
Anti-Bullying and Harassment policies
Gender Rights
Celebrating student success
Curriculum Activity

Mutual Respect

Respect for All Campaign
Community Cohesion Events
Events to celebrate diversity and challenge discrimination
Enrichment programme
Curriculum Activity

Tolerance of Different Faiths and Beliefs

Interfaith events
Multi-faith | Prayer Room
Events to celebrate diversity / Cultural Celebrations
Curriculum Activity