

PREVENT STRATEGY POLICY AND PROCEDURE



OAKSWOOD

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INTRODUCTION

The Oakwood Group is committed to providing a secure environment for learners where learners feel safe and are kept safe. All adults at the Oakwood Group recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

Our Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in the "London Child Protection Procedures" and DfE Guidance "Keeping Learners Safe in Education, 2014"; and specifically DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's Report of July 2014.

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 The United Kingdom currently faces a range of terrorist threats. The current Government threat level from international terrorism in the UK is 'severe' which means that a terrorist attack is a strong possibility. To address this threat, 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 Counter –Terrorism and Security Act (2015) contains a duty on specified authorities 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 The Government recognises that further education institutions, have an important role in helping prevent people being drawn into terrorism or extremism and supporting those who might be susceptible to radicalisation. As part of the March 2015 Prevent Duty, further education institutions were 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

- 1.4 institutions was published on 16 July 2015 and following Parliament's approval, this guidance came into effect on 18 September 2015.
- 1.5 The Prevent duty will now be an important aspect of Oakwood Group safeguarding policies and practices, which will be regulated by Ofsted and other regulatory bodies. Ofsted and the Office for Students have announced that future inspections will evaluate how well FE 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 a condition of funding for all further education institutions.

* Note: 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.

2. OAKSWOOD GROUP COMMITMENT

- 2.2 Oakwood Group acknowledges its statutory duty under Section 26 of the Counter-Terrorism and Security Act 2015 to have "due regard to the need to prevent people from being drawn into terrorism". In developing this Strategy, it has also set out to comply with provisions set out in the Prevent duty guidance issued in March 2015 and July 2015 (FE and HE guidance).
- 2.3 The Group takes all reasonable steps to promote and safeguard the welfare of its students. Protection from the risk from radicalisation and extremism will form part of this safeguarding duty. This Strategy is designed to ensure that the Group has a structured and informed response to safeguarding concerns for students who may be vulnerable to possible exploitation by terrorist/extremist groups.
- 2.4 The Oakwood 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 the Group's commitment to promote 'British Values' (*see Appendix 1*) and the Prevent Action Plan. It should also be read in relation to Group policies for safeguarding, equality and diversity, student behaviour, student health and well-being and student engagement, including the student voice.

3. COMPLIANCE WITH OFFICE FOR STUDENTS (OfS)

3.1 Oakswood Group ensures compliance with the Prevent Duty guidance issued by the Office for Students (OfS). OfS has taken a more risk based approach towards Prevent Duty Monitoring. The Oakswood group complies with the guidance as follows:

- Maintains a Prevent Duty risk assessment plan.
- Has effective welfare support systems, links with DfE Prevent coordinators, local authorities etc.
- Have effective systems to identify risks associated with the guest speakers and other student related events.
- Arrange CPD for staff on the Prevent Duty.
- Have an IT usage policy compliant with the Prevent Duty.
- Engage with students and staff regularly and ensure that they understand the requirements of Prevent Duty.

4. GROUP PRACTICES

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

4.2 **Leadership and Management** -The Group will:

- Monitor the threat from extremism and how this may impact on the Group.
- Assess the potential risks for acts of extremism within the Group 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 Group premises to promote terrorism.
- Deepen engagement with local communities and work with local schools, local authorities, police and other agencies.

4.3 **Teaching and Learning** -The Group 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.
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4.4 **Student Support** -The Group 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.

4.5 **External Partnerships**

The Group 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.

The Group 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.

The Group will seek to work with local schools and Groups, local authorities, police and other agencies to share information about vulnerable individuals. This will be through information sharing agreements where possible.

4.6 **External Speakers and Events**

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

The Group 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 the Group 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.

4.7 **IT policies**

The Group currently has policies covering what is and is not permissible in the use of Group 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 in the course of their learning.

4.8 Student Union and societies

The Student Union and associated groups will be expected to adhere to the terms of the Group 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 the Group in challenging extremist ideas, which risk drawing people into terrorism. Elected Student Union officers will be given from Prevent awareness training for this purpose.

5. IDENTIFYING RISK

5.1 The Group 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 Group policies for equality and diversity, the safety and welfare of students and staff and the management of Group premises and external bodies who use these premises. The Group will also have clear and visible policies and procedures for managing whistleblowing and complaints.

5.2 Extremism comes from a range of backgrounds and experiences and there is no such thing as a 'typical extremist'. There are, however, a number of 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.

5.3 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.

5.4 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.

5.5 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.

6. DEALING WITH IDENTIFIED/POTENTIAL RISK

6.1 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 BIS Regional Prevent Coordinator and Police (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.

6.2 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 Group's Senior Management team informed as soon as practicably possible. As part of the referral process the DSL will also contact Channel.

6.3 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 the Group safeguarding procedures, following advice from the appropriate Prevent Coordinator.

7. STAFF AND GOVERNOR RESPONSIBILITIES

7.1 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 the Group Management team. The general duties and training of this person are recorded in the Group 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 the Group'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 Group approach to implementation of the Group's Prevent duties and that Prevent is considered within all relevant policies and processes.

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

7.3 **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 the Group 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.

7.4 **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 the Group Safeguarding Policy. Additional duties that relate specifically to the Prevent Strategy include:

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

7.5 **All staff**

All Group staff have a responsibility to:

- Participate in Prevent training.
- Uphold Group 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.

As part of wider safeguarding responsibilities staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of the Company, such as in their homes or community groups, especially where learners

have not actively sought these out.

- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Colleges, local authority services, and police reports of issues affecting learners in other educational settings
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views

8. TRAINING AND DEVELOPMENT

8.1 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.

8.2 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 the Group tutorial programme.

8.3 Designated Safeguarding Staff and Governors

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

8.4 Governing Body Members

- A termly Safeguarding Report will be presented to the Governing Body outlining Group 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 the Group to ensure that students are safe.

9. MONITORING AND REVIEW OF STRATEGY

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

TEC Prevent Strategy

APPENDIX 1

British Values at Oakwood Group

The Group is committed to promoting values that will help students to become valuable and rounded members of society. As part of this commitment the Group 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

Group 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

10. PREVENT COORDINATOR

Mohammad Tauseef

FTIC GGA
Author (Manual Of Anti-Terrorism Law)
Contributor to the national PREVENT Policy