

## COVID19 Addendum

During the pandemic, visitors to site are to be discouraged and meetings arranged on Microsoft Teams wherever possible. Where it is not possible for meetings to be virtual then permission must be sought from a member of the College Leadership Team for the visitor to attend site.

Should a visitor feel unwell whilst on site then they should leave immediately and the staff member they are visiting must inform the Health and Safety Manager without delay for appropriate cleaning and testing to be actioned. If they are not able to leave immediately, for example are awaiting transport, then they must go to one of the nominated isolation rooms which must also be cleaned as soon as they leave.

# PREVENT STRATEGY

## Including Action Plan

### Extremism, Radicalisation, Terrorism and the Prevent Agenda and Duty

#### 1 Introduction

The Government's Prevent Agenda is one of the four elements of CONTEST, the government's counter-terrorism strategy. The four elements are Pursue, Prevent, Protect and Prepare. CONTEST aims to stop people becoming terrorists or supporting terrorism.

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 Counter-Terrorism and Security Bill seeks to place 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'.

The College has developed a culture of safety and respect for its students, staff, governors 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.

#### 2 The Prevent Duty

The Prevent Duty requires further education institutions to:

- Work in partnership with, and actively engage with Governors, Principals, managers and leaders, (from the community, mosques etc), and other partners including the police, local support agencies, Prevent, College staff and liaison officers. They will need to make sure that all have undertaken appropriate training or development and share information across relevant curriculum areas.
- Have clear and visible policies in place for both staff and learners with regard to risk assessment. This should also include policies for events that may take place by staff, student, visitors, external bodies and community organisations. They will also need to be aware of places or areas of learning where learners/staff may be in contact with, or possibility get involved with terrorism.

- Have sufficient support available for welfare and pastoral care according to the individual requirements of each institution. There will also have to be clear guidance and policies available to all on the use of prayer room and other faith-related facilities, and any issues that may occur from the use of these facilities.
- Have policies in place for the use of information technology on the premises and for the use of research in curriculum areas.

### 3 Objectives

- To promote, implement and monitor the College's responsibilities under the Prevent Duty to all students, staff, Governors and visitors at the College.
- To promote and embed British Values into the organisation's procedures and curriculum offer.
- To set a strategy, objectives and an action plan to achieve the Prevent Duty.
- To promote the College's ethos and values.
- To break down segregation among different student groups and to engage all students in having a full and active role with wider engagement in society.
- To ensure student and staff safety.
- To ensure that the College promotes a culture of non-bullying, non-harassment and non-discrimination.
- To provide support for students who may be at risk, and develop appropriate sources of advice and guidance.
- To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

### 4 British Values

The Prevent Duty states the British Values that are expected to be embedded into the curriculum offer and into the ethos of the College, they are:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

The College's Safeguarding Forum will lead on the embedding of British Values together with The College Leadership Team and the governing body. The Group establishes guidelines and actions to be taken through the College's operation to ensure that British Values are understood and embedded by all and are integral to the College's culture.

## **5 Safeguarding Ethos**

The College is passionate about safeguarding its learners and staff and aims to protect children and adults at risk from all types of abuse and harm. The College's ethos is to ensure the welfare and safety of staff, students, Governors and visitors to the College.

Halesowen College has a statutory and moral duty to ensure that the College functions with a view to safeguarding and promoting the welfare of children and adults at risk whilst receiving education and training at the College.

The Governing body recognises that some adults are also vulnerable to abuse. Therefore, the College's safeguarding and child protection procedures may be applied (with appropriate adaptations) to allegations of abuse and to the protection of adults at risk as well as children.

The Prevent Strategy sits within the area of Safeguarding and Child Protection policies and procedures at the College.

The College has developed relationships with external agencies to ensure that it is well informed about the Prevent agenda at both a local and national level.

## **6 Students**

Students receive regular training and information in order to inform them of, and raise their awareness of, the Prevent agenda as part of their safeguarding training. This was undertaken by the Prevent Lead from the Department of Business, Innovation and Skills in the 2015/16 academic year, and now adopted and delivered annually by the Prevent Lead at College. This is supported by a bespoke tutorial which is delivered each year by staff within the Safeguarding Team as well as the personal coaches.

Information of the Prevent Agenda and Duty is promoted to students by inclusion in:

- Curriculum offer, lesson planning and schemes of work
- Safeguarding posters
- Safeguarding policy and procedures
- On line induction information
- Training and development sessions

## **7 Staff**

Staff receive awareness training and guidance on how to deal with:

- Inappropriate material and behaviours
- Disclosures by learners 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

The College ensures that all staff are familiar with the Prevent agenda, are able to promote British Values, understand how they can recognise practice and behaviours in students and colleagues and are aware of the course of action to take if they are concerned.

## 8 Governors

College Governors receive updates on safeguarding and child protection matters which include the Prevent agenda. Governors take a proactive role in the Prevent Strategy and receive training and regular reports from the Designated Senior Safeguarding Person.

## 9 Partners

The College continues to develop links with external partners in order to remain aware of developments within the safeguarding and child protection arena.

Links with local police, employers, local Schools and Colleges and external agencies are in place. Specific links are also in place for Prevent which include the Lead Prevent contact at the Local Authority.

## 10 Internal Referral Procedure

College staff should be aware of signs of radicalisation and have the confidence to report their concerns to their line manager.

The line manager should then inform the Designated Safeguarding Lead, Lynn Pass, or a member of the College's Safeguarding Team, who will discuss the matter with other Senior Managers and external agencies as necessary.

<b>Lynn Pass</b>	<b>Safeguarding and Inclusion Manager – Designated Safeguarding Lead</b>	Room 3.101 ext 7760
<b>Haroon Bashir</b>	<b>Deputy Designated Safeguarding Person</b>	Room 211.201 ext 7857
<b>Sue Crowley</b>	<b>Deputy Designated Safeguarding Person</b>	Student Hub ext 7611
<b>Lee Clulow-Smart</b>	<b>Deputy Designated Safeguarding Person</b>	Room 11.201 ext 7819
<b>Joanne Williams</b>	<b>Deputy Principal – Deputy Designated Senior Person</b>	Room 1.111 ext 7855
<b>Mandy Davis</b>	<b>Director of Learner Services - Deputy Designated Senior Person</b>	Room 1.111 ext 7612
<b>Jennifer Morrison</b>	<b>Deputy Designated Safeguarding Person</b>	Room S3.15 ext 7717
<b>Renate Broomhill</b>	<b>Deputy Designated Safeguarding Person</b>	Room 11.201 ext 7656
<b>Mandy Downing</b>	<b>Deputy Designated Safeguarding Person</b>	Room S315 ext 7762

The Designated Senior Safeguarding Person and/or Team Member will decide what action is necessary which will include a discussion with the Local Authority. This discussion may be for advice purposes or for a referral.

## **11 External Referral Procedure**

### **In Dudley:**

Mark Wilson (Dudley Prevent Education Officer) Dudley Prevent Team

Office 01384 816883

Mobile 07966 503370

Email Mark.Wilson@dudley.gov.uk

John Hodt (Prevent Coordinator) Dudley Prevent Team

Office 01384 814736

Mobile 07557323157

Email John.Hodt@dudley.gov.uk

Mrs Hifsa Haroon-Iqbal MBE DL MPhil (Department for Education)

Regional Prevent Lead Further and Higher Education (West Midlands)

Mobile 07551-136132

Email Hifsa.Haroon-Iqbal@EDUCATION.gov.uk

Any concerns that are brought to the Designated Senior Safeguarding Lead, Lynn Pass, or a member of the College's Safeguarding Team will be considered and, where appropriate, reported under the CHANNEL procedure.

## **12 CHANNEL Procedure**

The Police Authority has 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 is 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 (eg Common Assessment Framework co-ordinators)
- Youth offending services
- Credible and reliable members of the community

The College 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 or visitor.

## Prevent Action Plan 2019/2020

Action	By When	By Whom	Impact of Action	Achieved Y/N	Date achieved
College's Designated Senior Safeguarding Lead/Prevent Lead to attend seminars and to receive briefings and information as required including gangs and knife crime/county lines	Ongoing	HBa/LPa	To understand the Prevent Duty to establish the necessary policies, procedures and training throughout the College	Y	Ongoing
Initial Staff Development sessions for staff to inform and provide more detail to staff of the Prevent Agenda and their responsibilities to Personal Coaches and staff.	Ongoing as required	LPa/HBa	Heighten awareness of staff to recognise early signs of extremism	Y	Ongoing for new staff
Briefing to all staff during induction to raise awareness of Prevent agenda, College Strategy and reporting procedure.	September 2020	LPa/HBa	Heighten awareness of staff to Prevent Agenda	Y	Ongoing for new staff
Provide Governors with a sound understanding of the Prevent Duty and how they can contribute and monitor	April 2021	HBa	To provide Governors with the information and confidence to challenge managers and staff on how the College is fulfilling its Prevent Duty		
Continue to raise student awareness of the Prevent Agenda through College promotions and tutorials	Ongoing	SSMs/Marketing	Students to recognise signs of extremism in themselves and others	Y	Ongoing
Retain links with external agencies	Ongoing	HBa	Up to date information to inform College actions HBa has attended external Training and is cascading this to all Teaching and Support staff.  Hifsa Haroon Iqbal is attending College for Safe Week to deliver talks to students	Y	Ongoing



Action	By When	By Whom	Impact of Action	Achieved Y/N	Date achieved
All College policies to be reviewed in light of information and training received to ensure the inclusion of the Prevent Agenda as required	Ongoing	MDa/HBa	College processes to include the Prevent Agenda (awaiting new guidance on Prevent)	Y	Ongoing
Revise, in particular, staff recruitment and selection and induction procedures to ensure that prospective and new employees are aware of the Prevent Duty, the College's stance and their responsibilities	Ongoing	RCh	Applicants and new staff aware of Prevent within all recruitment and induction documentation and activities	Y	Ongoing
Continue to review the risk assessment for the organisation covering the potential risks associated with extremism, radicalisation and terrorism. Ensure that risks identified within the Police's 'Local Counter Terrorist Profile' are included.	Ongoing	JCa	Risks to the College are known and understood by Managers and Governors	Y	Ongoing
Review the Prevent Strategy and Action Plan annually	July 2021	Safeguarding Panel	Up to date, relevant and meaningful strategy and plan in place		

## Definitions

- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **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 cause.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is 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. Calls for the death of British armed forces is also included.

## Useful Links

- **National Prevent Strategy**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/97976/prevent-strategy-review.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)
- **Report from the Prime Minister's Task Force on Tackling Radicalisation and Extremism**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/263181/ETF\\_FINAL.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/263181/ETF_FINAL.pdf)
- **National Channel Guidance**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/118194/channel-guidance.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118194/channel-guidance.pdf)

All actions have been incorporated into the College Prevent Action Plan.