



Herefordshire,  
Ludlow & North  
Shropshire College

## SAFEGUARDING (INCLUDING CHILD PROTECTION)

# PREVENT STRATEGY

INCLUDING ACTION PLAN 2019/20 and 2020/21

**AREA:** Personnel

**TOPIC:** Extremism, radicalisation, terrorism and the Prevent Agenda and Duty

The merger with North Shropshire College on 1st November 2018 has been integrated into the plan for this year rather than holding separate documents.

### 1. Introduction

The Government's Prevent Agenda is 1 of the 4 elements of CONTEST, the government's counter-terrorism strategy. The 4 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 and Equality and Diversity Committee will lead on the embedding of British Values together with The College Management Team, North Shropshire Management Group and the governing body. The Group will establish 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

#### **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.

Herefordshire, Ludlow and North Shropshire 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 will 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 will be undertaken by the Prevent Lead from the Department of Business, Innovation and Skills in the 2015/16 academic year. This will be supported by a bespoke tutorial which will be delivered in the following year by staff within the Learner Services Department.

Information of the Prevent Agenda and Duty will be 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 will 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 will ensure that all staff are familiar with the Prevent agenda, be 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 Safeguarding Lead.

## 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, Herefordshire and Shropshire 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 Department of Business, Innovation and Skills, and the Prevent Officer within the relevant Police Forces.

The College receives regular information about incidents within the region, challenges being faced and changes to Channel procedures.

## 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 (DSL), Debra Baldwin, or a Deputy DSL (DDSL) or a member of the College's Safeguarding and Equality and Diversity Committee, who will discuss the matter with other Senior Managers and external agencies as necessary.

- Debra Baldwin, Designated Senior Safeguarding Lead and Mental Health Lead, - Ext 309 – 01432 365309
- Jonathan Gill, Assistant Principal, Faculty of Technology and Director of County Training- Ext 324 – 01432 365324 - DDSL
- Alyson Moon, Assistant Principal, Faculty of Community Studies and Land Based Studies– Ext 329 – 01432 365329 - DDSL
- Alison Wells, Safeguarding Coordinator – Ext 353 – 01432 365353 - DDSL
- Sally Cassels, Learner Services Officer, Ludlow College – 01584 872846
- Carl Morris, Head of Ludlow College and North Shropshire College – 01584 872846 - DDSL
- Bev Jackson, Head of Student Services - 01691 688032 and 01432 365566- DDSL

The Designated Safeguarding Lead and/or Panel Member will decide what action is necessary. Previous external referral and/or advice came from the Prevent Officer within the relevant Police forces. New arrangements in November 2017 mean that the Local Authority have taken over responsibility for Prevent issues. The DSL will make the necessary links with the Local Authority to ensure that any matters are dealt with quickly and effectively and through the correct processes.

### **11. External referral procedure**

Prevent Officers with Police forces, no longer exist. Any concerns that are brought to the Designated Safeguarding Lead, Debra Baldwin, or a Deputy Designated Safeguarding Lead will be taken through the Local Authority and considered and, where appropriate, reported to the Chair of the relevant CHANNEL Panel

### **12. CHANNEL procedure**

Herefordshire County Council and Shropshire County Council have a CHANNEL procedure in place.

The 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 (e.g. Common Assessment Framework co-ordinators)
- Youth offending services
- Credible and reliable members of the community

The College will continue to 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.

## ACTION PLAN

Action	By When	By Whom	Impact of Action	Achieved Y/N	Date achieved
The Prevent Agenda to be included within the College's Safeguarding Policy and procedures. To include contact details of Prevent contacts at the relevant agencies – local authority	Feb 20	DSL/DDSLs	Extremism, terrorism and radicalisation to be treated as a safeguarding issue in terms of internal reporting	Y	Dec 2019
College's Designated Senior Safeguarding Lead to attend seminars and to receive briefings and information as required. Attend LSCB Conference and link with Police Project ARGUS	Dec 19	DSL/DDSLs	To understand the Prevent Duty to establish the necessary policies, procedures and training throughout the college	Y	Oct 2019
Continue Staff Development sessions for staff to inform and provide more detail to staff of the Prevent Agenda and their responsibilities	July 20	DSL/DDSLs	Heighten awareness of staff to recognise early signs of extremism	Y	July 2020
Availability of Home Office Prevent on line training package for new and existing staff	July 20	DSL/DDSLs	Heighten awareness of staff to Prevent Agenda	N – package discontinued	N/A
Review of the Prevent Strategy covering the College's responsibilities under the Prevent Agenda	Nov 19	DSL/DDSLs	To ensure strategy in place and plan of action to adhere to Prevent Duty	Y	Nov 2019
Continue to provide practical workshops for staff on the embedding of British Values into their area of work	July 20	DSL/DDSLs	To provide staff with ideas on how to embed British Values into their work and curriculum	Y	June 2020

Provide Governors with updates on the Prevent Duty and how they can contribute and monitor	July 20	DSL/DDSLs	To provide Governors with the information and confidence to challenge managers and staff on how the College is fulfilling its Prevent Duty	Y	June 2020
Review and improve Prevent Strategy following consultation with Channel Panel members and Local Authority	Nov 19	DSL/DDSLs	To ensure strategy in place and plan of action to adhere to Prevent Duty in like of external specialist input	Y	Oct 2019
Continue to raise student awareness of the Prevent Agenda through College promotions and tutorials	Jul 20	DSL/DDSLs	Students to recognise signs of extremism in themselves and others	Y	June 2020
Ensure staff and students are aware of reporting procedures	Jul 20	DSL/DDSLs	Individuals know how to report concerns	Y	June 2020
Full time students to be trained in the Prevent Duty	Dec 19	DSL/DDSLs	Students to understand the terminology and importance of Prevent and how it relates to them	Y	Nov 2019
All staff to be trained in Prevent awareness as required with on line Government Home Office package and staff development sessions	Jul 20	DSL/DDSLs	All staff will be familiar with the Prevent Agenda, terminology and Government and Police expectations	Y	June 2020
Provide opportunity for student discussion by inclusion of the Prevent Agenda in E & D events and tutorials	Jul 20	DSL/DDSLs	Develop an open culture in respect of extremism	Y	Mar 2020
Retain existing and develop new links with external agencies and in particular Neville Meredith, Prevent Lead, Herefordshire Council (chair of Channel Panel) and John Pratt, College representative on Channel	Jul 20	DSL/DDSLs	Up to date information to inform College actions	Y	June 2020

Panel					
All College policies to be reviewed in light of information and training received to ensure the inclusion of the Prevent Agenda as required	Jul 20	DSL/DDSLs	College processes to include the Prevent Agenda	Y	June 2020
Continue to display relevant and up to date Prevent related College wide posters	Jul 20	DSL/DDSLs	Provide awareness of extremism and staff contacts for students, visitors, governors and staff	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	Jul 20	DSL/DDSLs	Applicants and new staff aware of Prevent within all recruitment and induction documentation and activities	Y	June 2020
Revise student application, enrolment and induction procedures to ensure that prospective and new employees are aware of the Prevent Duty, the College's stance and their responsibilities	Jul 20	DSL/DDSLs	Prospective and new students aware of Prevent	Y	June 2020
Ensure that Moodle reflects the College's safeguarding culture including Prevent	Jul 20	DSL/DDSLs	Consistent approach to Prevent	Y	June 2020
Report to Governors via the Quality and Standards Committee as to the progress of the Prevent Duty	Jul 20	DSL/DDSLs	Governors will be aware of the College's actions and intentions	Y	June 2020
Review the risk assessment for the organisation covering the potential risks associated with extremism, radicalisation and terrorism. Ensure that risks identified are in line with Police and Channel Panel advise/information	Jul 20	DSL/DDSLs	Risks to the College are known and understood by Managers and Governors	Y	June 2020
Establish the work and responsibility of the Prevent Sub Group into the Safeguarding and Equality and Diversity Committee. Now merged	Jul 20	DSL/DDSLs	A focus on the Prevent Agenda to establish appropriate policies, procedures and actions.	Y	Nov 2020

Establish clear guidance and policies available to all on the use of prayer room and other faith-related facilities	Jul 20	DSL/DDSLs	Staff and students are aware of the ability to use such facilities	Y	Ongoing
Continue to ensure that all Information Technology Policies to ensure that the relevant elements of the Prevent Duty are included	Jul 20	DSL/DDSLs	IT procedures cover Prevent issues	Y	June 2020
Review the Prevent Strategy and Action Plan annually	Jul 20	DSL/DDSLs	Up to date, relevant and meaningful strategy and plan in place	Y	Nov 2019 and Nov 2020