



## **Prevent Policy**

All learners and apprentices must be protected from the risk of radicalisation. Section 26 of 'the Counter-Terrorism and Security Act 2015' (the Act) places a duty on certain bodies ("specified authorities" listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". It is the legal responsibility of The Academy in its capacity as a provider of further education including apprenticeships, to have regard to this duty. The duty also requires The Academy to 'actively promote' the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

The Academy is fully committed to safeguarding and promoting the welfare of all its students and apprentices.

The Prevent Policy is available on The Academy website and is shared with all apprentices and staff at induction and new apprentices and students are able to watch informative RUN, HIDE, TELL videos on Prevent Duty and discuss this responsibility. After Induction apprentices and students sign a checklist to declare that Prevent has been covered and they understand what it is and their responsibilities to it.

We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

### **Prevent Duty – whole Academy approach**

- We work with local police and regional co-ordinators for Prevent. Our approach to prevent the risk of radicalisation is robust and comprehensive and is embedded into our Safeguarding Policy and Procedures.
- We have strong partnerships with the Local Authority and the Channel Panel, a Designate Safeguarding Lead, an E-Safety (IT usage) policy and Internet filters and monitoring is in place.

There are strong procedures in place to ensure those who access our academy have a legitimate reason for being there. This includes a zero tolerance approach when staff and visitors are not displaying their student ID badge, and a risk assessment process for external speakers.

### **Promoting this Policy**

The Prevent Policy is revisited at termly Team Meetings and Annual Standardisation meetings. At each Learner Voice survey apprentices and students are asked that they understand the Policy and their associated responsibilities. If any are unsure they are given a one to one or a group recap by a safeguarding officer. Prevent Duty



posters are displayed in each social area together with information on how to report concerns including the NaCTSO confidential helpline.

Management and teaching exemplifies British Values and Prevent themes through general behaviours, including through opportunities to respect other people (with particular regard to the protected characteristics set out in the Equality Act 2010). For example, The Academy supports a shoe box appeal for those affected by war and poverty across the world, the Functional Skills Scheme of Work encourages apprentices to share and discuss their personal experiences of coming to the UK and the challenges they may have faced alongside what they love about the UK or how their religion or culture may be different to that of those who are Christian or of no religion.

#### **Staff engagement in Prevent**

- Two members of the safeguarding Team Attended the North Yorkshire Conference for Working with Individuals Vulnerable to Extremism In Education Settings.
- All staff complete the on-line PREVENT and Channel training course. This is reviewed every two years. This is completed within the first term of a new member of staff starting. This is part of the Staff Development Plan which is updated annually or when a training need arises. The Academy uses online Prevent and Safeguarding courses issued by the Education and Training Foundation and local authority.

#### **Students engagement in Prevent**

- Students receive an introduction to British Values through induction and this is revisited throughout the year.
- Students complete mandatory sessions on PREVENT and British Values within induction

#### **Building resilience to extreme narratives and protecting against radicalising influences**

The Academy should be a safe space where learners and apprentices can discuss social and political issues, including extremism and terrorism. Building their resilience will put them in a stronger position to reject extremist views.

You can build students' resilience to extremist narratives by equipping them with the skills and knowledge to explore political and social issues critically, to weigh evidence, debate and make reasoned arguments.

This can include facilitating conversations about extremism and radicalisation in an age-appropriate way, as well as other social and political issues.

We are fortunate to work with apprentices and students from different cultures including those that are Muslim and may not have been born in the UK or the EU for example Syria, Brazil and Poland, these apprentices are encouraged to communicate with each other and



those who were born in the UK so to break down barriers or stereotypes that may exist. These apprentices and students contribute positively to The Academy community and we celebrate all cultures including those cultures and traditions typically enjoyed in Britain from fish and chips to religious festivals.

Another way that you can build resilience in your students is by promoting fundamental British values. The Academy Citizenship programme prepares pupils to take their place in society as responsible citizens. The events and activities on The Academy Welfare and Enrichment Calendar helps pupils to gain a coherent knowledge and understanding of Britain's past and that of the wider world including internet safety.

We show democracy in action by introducing Class Representatives, apprentices and learners are Representatives voted for by their peers elections are held to promote fundamental British values. This provides students with the opportunity to learn how to argue and defend points of view.

It's important to discuss issues around identity, difference and tolerance. Subject associations will be well placed to advise on engaging ways to promote British values and teach tolerance.

### **AIMS AND PRINCIPLES**

The main aims of this policy are to ensure that all apprentices, learners and staff are protected from radicalising influences and all are fully engaged in being vigilant about radicalisation ensuring that we work alongside other professional bodies and agencies to prevent people being drawn into terrorism.

The principle objectives are that:

- All staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All staff will know what our policy is on anti-radicalisation and extremism and know what to do if you have concerns about a staff member, apprentice or learner
- All parents and students will know that we have policies in place to keep all at The Academy safe from harm and that we regularly review systems to ensure they are appropriate and effective.

### **If you have concerns**

A safeguarding cause for concern is an action, observation, disclosure or discussion that makes staff feel anxious/suspicious about the safety, actions or wellbeing of a staff member, learner or apprentice.

**Follow the procedures outlined in the Safeguarding Policy**

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Reviewed annually.



If staff, employers or students or apprentices want to raise a concern they follow the Safeguarding process that they are familiar with, the concern should be reported immediately to the Safeguarding Team or to their immediate supervisor/Tutor who will report it in to the Safeguarding Team. The concern is listened to and logged and appropriate action will follow which may include The Academy liaising with external organisations including police and NaCTSO. Staff and Apprentices are made aware of the confidential helpline that they can contact should they wish to do this and this helpline is displayed in the social areas. If there is an immediate threat staff, visitors or apprentices and students should report directly to reception.

If an alleged crime has been committed, it is necessary to gather basic facts about the alleged perpetrator (name, age, address, access to children and adults), but not take any action that may alert the alleged perpetrator.

The Safeguarding team will decide on the appropriate actions, and notify the members of staff of the actions. Whilst awaiting the advice and actions from the Safeguarding Team, staff must continue to monitor the situation, if the situation changes staff must immediately report it with further details. If the concern becomes one of immediate suffering or likely suffering or harm then follow the guidance below.

If a learner or apprentice has a social worker, safeguarding staff must keep the social worker updated on any safeguarding concerns.

**For North Yorkshire County Council staff the contacts are as follows:**

Children and young people's service - 01609 354162

Health and adult services 01609 534628  
01609 534366

**There is also a range of telephone numbers for members of the public who are concerned about individuals who may be vulnerable to being drawn into terrorism:**

North Yorkshire Police - 101  
safeguarding children and adults in North Yorkshire - North Yorkshire County Council's customer resolution centre 01609 534527  
Anti-Terrorist Hotline 0800 789 321  
Crime Stoppers 0800 555 111

**Definitions:**

**Extremism – The government has defined extremism as: “vocal or active opposition to British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs”. The college shares and promotes these values across our community.**

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It is more than simply stubbornness in one person's views or general intolerance of others. It involves holding views which are considered by equals, peers and society as being beyond collective norms and at odds with core beliefs of the whole. Extremism can relate to a number of different subjects from gender relations to politics, and does not necessarily result in violence. In a national context in the UK, extremist views may include those which are directly opposed to values such as democracy, mutual tolerance, individual liberty and the rule of law.

**Violent extremism** -is related to terrorism, which is 'at the extreme end of an extreme position, using fear and violence to achieve political ends. It describes the attitudes, beliefs and actions that condone violence as a means of political end. This includes views that:

- Foment, justify or glorify terrorist violence in furtherance of particular beliefs
- Seek to provoke others to terrorist acts
- Foment other serious criminal activity or seek to provoke others to serious criminal acts
- Foster hatred intended to cause violence between communities in the UK.

**Radicalisation** – The government definition is that radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice.

The radicalisation process does not follow a single process or pathway and there are no specific stages or steps involved. Radicalisation is often a social process involving interaction with others, however, there are reported cases of individuals self-radicalising. The rate at which a person becomes radicalised can vary greatly. People may become radicalised rapidly, while for others it is a more gradual process. Some may start to become radicalised only to 'stop' at a certain point or continue to become radicalised later. Radicalisation doesn't necessarily result in violence being committed or even supported

**Possible signs of vulnerability to radicalisation:**

There is no catch-all description, or fool proof signs that tutors and safeguarding officers can look out for. However, there are factors which mean a staff member, client, apprentice, student or employer may be more vulnerable to those seeking to radicalise them, including;

- A conviction that their religion or culture is under threat and treated unjustly.
- A tendency to look for conspiracy theories and distrust of mainstream media.
- The need for identity and belonging.
- The need for more excitement and adventure.
- Being susceptible to influence by their peers/friends.



### **Identifying any vulnerabilities or behaviour changes:**

There are certain behaviour changes that parents/carers or training staff are best placed to notice which indicate that a staff member, client, apprentice, student or employer may have fallen under the influence of an extremist group and may be at risk of acting upon their new beliefs;

- Have they become more argumentative or domineering?
- Are they quick to condemn those who don't agree, and do they ignore viewpoints which contradict their own?
- Do they express themselves in a divisive 'them and us' manner about others who do not share their religion or beliefs?
- Has their language changed? Have they asked inappropriate questions, or expressed themselves in a way that sounds scripted? Have they used derogatory terms such as 'kaffir' or 'rafidi', or terms such as 'dawlah' or 'khilafah'?
- Has their circle of friends changed, including on social media, and are they distancing themselves from friends they were previously close to?
- Do their friends express radical or extremist views?
- Have they lost interest in activities they used to enjoy?
- Are they spending increasing amounts of time online, and are they overly secretive about what they are doing?
- Have they changed their style of dress or personal appearance to fit with new-found ideas?
- Have they expressed sympathy with violent extremist groups such as ISIS, condoning their actions and ideology?
- Have they expressed sympathy or understanding for other young British people who have joined these groups?

**Please note;** the above lists are not in any way exclusive or exhaustive.

The government programme 'Channel' is aimed at preventing people from being drawn to terrorism. They work on a case-by-case basis to support people at risk of radicalisation through education, mentoring and support.

The percentage of people who are prepared to support violent extremism in this country is very small. It is significantly greater amongst young people.

These strategies also work alongside the multi-agency 'Channel' programme, which identifies and provides support for people at risk of radicalisation.



**Channel** is a key element of the Prevent Strategy. It is a process for safeguarding individuals by assessing their vulnerability to being drawn into any terrorist related activity. It is about early intervention to protect and divert people away from the risks they may face.

**CONTEST** is the Government's Counter Terrorism Strategy, published in July 2006 and refreshed in March 2009. The aim of the strategy is 'to reduce the risk from international terrorism, so that people can go about their lives freely and with confidence.'

**CONTEST** has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism.
- **PURSUE** - to stop terrorist attacks through disruption, investigation and detection.
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact.
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places.

**Prevent** is the counter-terrorist programme which aims to stop people being drawn into terrorist-related activity. Prevent is one of the key elements of CONTEST, the Government's counter- terrorism strategy

- *Prevent is about stopping people becoming terrorists or supporting violent extremism.*
- *It is about tackling the factors that can cause people to become drawn into violent extremism and empowering individuals and communities to stand up to violent extremists.*
- *Prevent is not about singling out a particular group. It is about addressing the real threat to the security of this country*
- *Prevent is delivered in partnership by a wide range of organisations including the police service.*
- *Violent extremists are motivated by an ideology, which wrongly uses religion to justify violence. Working closely with other organisations, our aim is to support local communities and institutions to challenge and reject the message of extremism.*

All Academy staff have completed a basic on-line Prevent 'Channel General Awareness' course and relevant staff may require further in-depth training as required. Students are regularly taught about how to stay safe when using the Internet and are

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encouraged to recognise that people are not always who they say they are online. They are taught to seek help from staff if they are upset or concerned about anything they read or see on the Internet.

**Review**

This Policy is reviewed annually by our Director, Sophie Burr. It was last reviewed on 10/09/2021 and the next review will take place in September 2022.

Sophie Burr, Director

Signed: 

Date: 10.9.21