



south essex college

# **Prevent Strategy 2020-2022**

## SIGNIFICANT CHANGES FOLLOWING REVIEW

### Policy Review on 14<sup>th</sup> July 2020

<b>Page Number or Heading Name</b>	<b>Details of significant change</b>	<b>Changes made by</b>
Page 5 – Section 5.5.	Change of wording to reflect that the College is now a Hate Crime Incident Reporting Centre with trained Ambassadors	Head of Safeguarding
Page 6 – Section 7.1	Issue date of Keeping Children Safe in Education changed to September 2020	Head of Safeguarding
Page 7 – Section 9.1	New links added to Keeping Children safe in Education and the Ofsted Handbook for inspecting safeguarding	Head of Safeguarding

## Prevent Strategy

### 1 Introduction

- 1.1 South Essex College of Further & Higher Education is committed to providing students with the necessary skills and knowledge to keep themselves and others safe. Education, like other key sectors, has a responsibility to promote values of openness and tolerance and to facilitate free debate which is characteristic of being a British citizen. It is in this context that the College provides a 'Prevent Strategy'.
- 1.2 The College's strategy is formed from the National Strategy known as CONTEST. It has four elements Pursue, Protect, Prepare and Prevent. The area in which colleges have the most influence is Prevent which aims to stop people becoming terrorists or supporting terrorism.
- 1.3 The College recognises its important role in preventing people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.
- 1.4 The College is committed to freedom of expression and the rationality underpinning the advancement of knowledge means that this represents one of our most important areas for challenging extremist views and ideologies. However, there is also the risk that this freedom may provide a platform to draw people into terrorism. The College takes seriously its responsibility to exclude those promoting extremist views that support or are conducive to terrorism.
- 1.5 This strategy is not directed at any specific ideology, religion, religious group or religious faith, or at the proponents of any other sets of beliefs. Its principal aim is to ensure that the College is able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief.
- 1.6 The strategy commits the College to the promotion of cohesive and inclusive college community relations which do not allow any particular individual or group of individuals to be marginalised, stigmatized or excluded from College life.

## **2 Aim**

- 2.1 The aim of this strategy is to develop an awareness and understanding of Prevent in the College by recognising current practice which contributes to the agenda. Through identifying areas for improvement and priority the College will develop a coordinated action plan to continually build on the Prevent agenda.

## **3 Key Objectives**

- 3.1 This strategy has five key objectives:
- a) To promote and reinforce British Values; to create space for free and open debate; and to listen and support the learner voice.
  - b) To break down segregation among different student communities including supporting inter-faith and inter-cultural dialogue and understanding, and to engage all students in playing a full and active role with wider engagement in society.
  - c) To ensure student safety and that the College is free from bullying, harassment and discrimination.
  - d) To provide support for students who may be at risk and develop appropriate sources of advice and guidance.
  - e) To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

## **4 British Values**

- 4.1 South Essex College of Further and Higher Education is committed to working closely and in harmony with its community and celebrating the diversity of the UK. We aim to prepare students for life in modern Britain and to ensure that our College ethos, curriculum and approaches to teaching and learning reflect and promote British values.
- 4.2 We recognise that these values are not exclusive to being British and that they have come to be accepted throughout the democratic world as the method of creating an orderly society in which individual members can feel safe, valued and can contribute to for the good of themselves and others.
- 4.3 We work alongside our local community and recognise the variety of religious beliefs within it. Students take part in local events and meet different members of the community to appreciate the valuable contributions they make. All subject departments are aware of the importance of transmitting British values through their curriculum content.
- 4.4 We take opportunities to:
- acknowledge, celebrate and commemorate national events and anniversaries related to key events in Britain's past;
  - host guest speakers to promote cohesion, mutual understanding and respect and broaden horizons;

- support a number of charities that are selected by the students and arrange fundraising events;
- invite members of the local community to our events.

4.5 We understand the role that our College has in helping prevent radicalisation and supporting our students in developing a world view, recognising Britain's place within it. The five British values are:

- democracy;
- the rule of law;
- individual liberty;
- mutual respect;
- tolerance of those with different faiths and beliefs.

## **5 Local Partnerships**

5.1 The College maintains well-established partnerships, including the Counter Terrorism Division within Essex Police, to ensure we receive regular updates to keep staff and students safe and well informed.

5.2 The College will maintain and build links with local faith and community groups through the College Chaplain and the Enrichment Team.

5.3 The College maintains links with appropriate agencies to ensure high quality training and support is provided to essential key staff across the College.

5.4 The College is represented on Prevent Strategy Groups and Community Safety Partnerships within all locality areas as appropriate (Southend, Essex & Thurrock).

5.5 The College is a Hate Incident Reporting Centre and will have key staff trained as Hate Crime Ambassadors to encourage more people to report any incidents of Hate Crime to the Police.

## **6 College**

6.1 Prevent sits within the realm of the *Safeguarding Policy* at the College. All staff are trained and regularly updated on the Policy and associated professional practice and conduct.

6.2 The College has a statutory duty to:

- a) At all times, and by any means, seek to create a safe environment for the entire college community
- b) Operate the Safeguarding Policy to specifically encompass children, young people, vulnerable adults and adults who may be temporarily vulnerable
- c) Acknowledge that abuse may take many forms; physical, sexual, financial & material, emotional, neglect, FGM, forced marriage, hate crime, radicalisation and risk to self and/or others
- d) Work with external agencies, in particular Counter Terrorism Division within Essex Police and the Local Safeguarding Boards, whilst always placing the welfare of the individual at the centre of any action taken.

- 6.3 A procedure has been developed and sits as an Appendix in the Safeguarding Policy. This procedure encourages staff and students to ‘Notice, Check, Share’ where there are any concerns identified.
- 6.4 Appropriate risk assessments and management plans will be put in place for any individual referred to Channel and these will be managed centrally by the Safeguarding Team for students and Human Resources for staff. Information will be shared on a need to know basis ensuring that confidentiality is maintained at all times.
- 6.5 Whilst Prevent sits within the College Safeguarding Policy and Procedures, it is also integral to other policies, such as:
- |                               |                          |
|-------------------------------|--------------------------|
| a) Equality and Diversity     | e) Freedom of Expression |
| b) Health and Safety          | f) Whistleblowing        |
| c) Anti-Bullying & Harassment | g) Probation Review      |
| d) E-Safety                   | h) Grievance             |
|                               | i) Code of Ethics        |
- 6.6 The College protects the rights of individuals to speak freely, but monitors and manages the risk of any individual (staff, student, or visitor/external speaker) using their right to freedom of speech to promote extremist views or ideologies.
- 6.7 The College Whistleblowing Policy provides staff with a mechanism to report matters that they observe or have serious concerns about but are hesitant about reporting. The policy sets out the procedure for making a protected disclosure and provides staff with the security and reassurance that there would be no reprisals for someone reporting such a serious matter.
- 6.8 Cases related to radicalisation and extremism are included in safeguarding reports to SLT and Corporation.
- 6.9 The College will have an action plan to show areas for development on Prevent and British Values.

## **7 Staff**

- 7.1 ‘Keeping Children Safe in Education Part 1’ (September 2020) is issued to all staff at the time of joining the College and is available on the intranet. This guidance forms part of a robust training programme to keep students safe. Expected behaviours of staff are covered as part of this training.
- 7.2 All staff including Corporation receive training on an on-going basis ensuring that they are up to date with Prevent matters.
- 7.3 All staff will 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.

- 7.4 All staff will be aware and will apply the College's Policy and Procedure with regards to Freedom of Expression and Guest Speakers.
- 7.5 All staff are responsible for responding appropriately to those who present with difficult and inappropriate behaviour as well as challenging opinions or behaviours that are contrary to fundamental British values. Staff will be supported and use the skills required to challenge appropriately, as part of this strategy.
- 7.6 Staff will be supported through any referrals into the Channel process, whether this be for a student or for a member of staff. Confidentiality will be maintained at all times and information shared on a need to know basis. Human Resources will manage the referral for any member of staff.

## **8 Students**

- 8.1 All students will be made aware of the Prevent agenda through, blended learning activities, tutorials and events across the College. Through these events, students will know how to report concerns, what action can be taken and what support is available.
- 8.2 Students will have the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs promoted through the curriculum to ensure that they can proactively engage themselves as citizens in British life
- 8.3 Where students are studying radicalisation, extremism terrorism and counter-terrorism as part of their curriculum, tutors will source appropriate materials and ensure the students are supported with the research into the topic so they are appropriately safeguarded.
- 8.4 The Student Union representatives will receive training in order to raise and contribute to the Prevent agenda and as part of wider safeguarding training. The Union will be supported to actively promote British Values as well as challenge opinions or behaviours that are contrary to mutual respect and tolerance.
- 8.5 The Student Union will be aware and will apply the College's Policy and Procedure with regards to Freedom of Expression and Guest Speakers.
- 8.6 Students will be supported through any referrals into the Channel process or to Social Care for other identified support. Confidentiality will be maintained at all times and information shared on a need to know basis. The Safeguarding Team will manage the referral for any student and provide ongoing support.

## **9 Further Information**

- 9.1 The following links are suggested for further information and wider reading on Prevent
  - a) Prevent Duty For England & Wales

- i. <https://www.gov.uk/government/publications/prevent-duty-guidance>
- b) Prevent Duty For FE
  - i. <https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>
- c) Education Trust's Prevent Website for FE
  - i. <http://www.preventforfeandtraining.org.uk/>
- d) Government's Counter Terrorism Policy
  - i. <https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2018>
- e) Channel Process
  - i. <https://www.gov.uk/government/publications/channel-guidance>
- f) Let's Talk About It
  - i. <http://www.ltai.info/>
- g) Keeping Children Safe in Education, September 2020
  - i. <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- h) Ofsted: Inspecting safeguarding in early years, education and skills settings
  - i. <https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills>

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