

November 2015

Prevent Duty

This document is relevant to:	
Central Support Services	
Operational Services – Education (College)	✓
Community Mission	

Introduction

Livability’s values and leadership strategies underpin the ethos of each of its education centres and provide positive role models in preventing extremism¹. These are communicated by leaders at all levels including trustees, governors and senior managers, and made explicit to all staff, volunteers, learners, parents, guardians and carers, and the wider community served by our education centres.

Here, at Nash College, as part of Livability’s education services, we fully subscribe to the statement above, and we are committed to maximising the effectiveness of safeguarding practice, including the prevention of radicalisation of learners and compliance with the Prevent duty (and all associated legislation and guidance).

In particular we will strive to:

- a) promote all forms of equality and foster greater understanding of and respect for people of all faiths (or those of no faith), races, genders, ages, disabilities and sexual orientations (and other groups with protected characteristics);
- b) protect learners and staff from harassment, bullying and discrimination, including those based with employers and at other sites external to the provider;
- c) prepare learners for successful life in modern Britain and promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different backgrounds, faiths and beliefs;
- d) prepare learners to become more independent in their everyday life.

Policy

At all times, the managers, leaders and governors of Nash College, will do their utmost to ensure the welfare of learners, staff and visitors, and policies and procedures are in place to:

- establish or use existing mechanisms for understanding the risk of radicalisation;

¹ The government has defined extremism in the Prevent strategy 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.” The Counter-Terrorism and Security Act 2015 gave the strategy legal status in schools and colleges. This means educational establishments must have due regard to the need to prevent people from being drawn into terrorism.

- ensure staff understand the risk and build the capabilities to deal with it;
- communicate and promote the importance of the duty; and
- ensure staff implement the duty effectively.

We will regularly review the current estimated risk relating to students, staff and local area, in particular in terms of:-

- Nash College students taking account of their specific individual circumstances, learning needs and physical disabilities.
- Members of Nash College staff including ensuring that all the required checks and appropriate training have been secured.
- The local area and its vulnerability and the associated risks in relation to extremism.
- Exercising due caution to ensure compliance with the Prevent Duty.

External Speakers and Events

Policies and procedures are in place for the management of events held on the premises. The policies apply to all staff, students and all visitors and clearly set out what is required for any event to proceed in order to balance legal duties in terms of both ensuring freedom of speech and also protecting student and staff welfare. All college events, both on and off site, are risk assessed including against the risk of extremism to ensure that students and staff are safeguarded against any potential harm. The Nash College risk assessment template will continue to be used including a section relating to extremism; should a risk be anticipated and this risk cannot be removed, the event will be cancelled.

The Facilities Manager, Site Manager and the Estates team, who ensure the physical safety of the site are aware of and understand the Prevent Duty. Where appropriate and legal to do so, the college will share information about speakers with other institutions and partners.

Due to the limited understanding and abilities of the students at Nash, it could be considered that there is limited risk of radicalisation on or off campus. However, any changes in behaviour and outlook of students will be monitored by staff. Staff training will be provided and welfare support for students comes from a number of sources including three Welfare Officers.

Partnership

If a concern was raised or risk identified, Livability management and Trustees, Governors, managers and leaders of the college will actively engage with other partners including police and BIS regional higher and further education Prevent co-ordinators (details of BIS Prevent co-ordinators can be found at www.safecampuscommunities.ac.uk).

The leaders and managers of the college will seek to engage and consult with both students and staff on their plans for implementing the duty and the single point of contact for operational delivery of Prevent-related activity will be the Deputy Head of College.

Risk assessment

Nash college managers will undertake a regular risk assessment which assesses where and how staff (or students) may be at risk of being drawn into terrorism in order to ensure that the college and Livability can satisfy itself and government that it is able to identify and support these individuals.

The risk assessment will take into account policies regarding the campus and student welfare including equality and diversity, the safety and welfare of students and staff, the physical management of the institution's estate, events held by staff, students or visitors, and relationships with external bodies and community groups who may use premises, or work in partnership with the college.

Livability has clear and visible policies and procedures for managing whistleblowing and complaints. If an individual feels that their complaint has not been taken seriously by the college or provider they can raise it Ofsted or with the EFA.

All providers who are partnering with Nash to deliver courses or who are sub-contracted to deliver courses, have been assessed as having robust procedures in place to ensure that they are fully aware of the Prevent duty and they are not inadvertently funding extremist organisations.

Action Plan

If a risk is identified at the college, the Deputy Head of College will notify the relevant BIS Prevent co-ordinator and others as necessary (EFA and the police) and develop a Prevent action plan to set out the actions they will take to mitigate the risks.

Staff Training

Governors, leaders and staff will continue to receive appropriate training related to the Prevent Duty. Leaders and teachers exemplify British values in their management and teaching and demonstrate respect to other people with particular regard to the protected characteristics set out in the Equality Act 2010.

Staff will have sufficient training to be able to recognise vulnerability to extremism and are aware of what action to take in response. This will include an understanding of when to make referrals to the Channel programme and where to get additional advice and support.

The college has robust procedures both internally and externally for sharing information about vulnerable individuals. This should include information sharing agreements where possible.

The Education and Training Foundation will work with the sector to ensure that appropriate training is available. This will include and draw from training provided through the network of Prevent co-ordinators.

Welfare and pastoral care

Pastoral care and support are available for all students through a range of sources including Tutors and Welfare Assistants.

IT policies

The college has a policy relating to the use of IT equipment; this now includes reference to the duty. Livability and the college use filtering as a means of restricting access to harmful content, and now includes the use of filters as part of our overall strategy to prevent people from being drawn into terrorism and there is a clear policy in place for students and staff using IT equipment to research terrorism and counter terrorism in the course of their learning.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/417943/Prevent_Duty_Guidance_England_Wales.pdf

<http://www.preventforfeandtraining.org.uk/news/prevent-duty>

Responsibilities

- 1 **Senior Leaders and Managers within the College** to ensure appropriate training is provided, students are safeguarded and the policy is updated in line with local and national changes;
- 2 **Local Governors** to hold the college to account for ensuring students are safe and risks have been minimised;
- 3 **The Hub manager** is accountable for ensuring that the Head of College oversees the effective delivery of the policy as set out above and provides regular reports as required.

Policy Ownership

Policy Name	Version
Prevent Duty	1.0 (for e.g.)

Date published:	Date for next review
11 th November 2015	11 th November 2016

Approval status:

Approved By:	Signature:	Date:
Director of Operations	Liz Mell	Dec 2015

Consult the Intranet for the latest version of this procedure.

Document Control:

Reviewers:

Author: Julie Evans
Printed on: 21/12/2015

Uncontrolled when printed

Last Updated: Nov 2015
Version: 2.1

Name:	Position:

Change History:

Issue:	Date:	Author:	Reason: