



Prevent Policy

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Introduction

Peterborough Skills Academy (PSA) takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in any training activity. There are robust safeguarding arrangements in place which are regularly reviewed to keep all learners safe. PSA is committed to the promotion of an inclusive training

environment which does not allow any individual or group of individuals to be marginalised, stigmatised or excluded.

All educational establishments have a responsibility to promote values of openness and respect and to facilitate free debate which is characteristic of being a British citizen. It is in this context that PSA has developed this strategy.

PSA's Prevent Strategy will be updated annually in line with emerging government information, advice and guidance.

Government Policy

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have "due regard to the need to prevent people from being drawn into terrorism".

The Government's Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting individuals who might be susceptible to radicalisation.

The 2011 Prevent Strategy objectives are as follows:

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

The Government's Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

The United Kingdom currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack in the near future. The current Government threat level from international terrorism in the UK is 'severe' which means that a terrorist attack is a strong possibility.

Definitions

For the purposes of this policy the following definitions have been adopted.

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups.

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.

Key Documents & Contacts

This strategy should be read in conjunction with the following documents and guidance:

PSA's Policies & Procedures:

- Safeguarding For All Policy
- Equality & Diversity Policy
- On-Line-Safety Policy
- Health and Safety Policy

External Documentation

- Prevent duty guidance: a consultation (HM Government Dec. 2014)
- Challenge It, Stop It, Report It (May 2014)
- Keeping Children Safe in Education (2021)
- HM Government Prevent Strategy (2011)
- The Role of Further Education Colleges in Preventing Violent Extremism: Next Steps (DIUS 2009)

Aims and Objectives

The aim of PSA's Prevent Strategy is to ensure that we are 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. To develop staff and learner awareness of Prevent
2. To ensure that learners, staff and members of the business are aware of their roles and responsibilities in preventing violent extremism and radicalisation
3. To promote and reinforce shared values, to create space for free and open debate, and support the learner voice
4. To document and recognise current practice across the business which effectively manages the risk of learners being exposed to extremism and becoming radicalised.

Peterborough Skills Academy Responsibilities

To ensure that the business effectively manages risks and are able to deal appropriately with issues around radicalisation and extremism we will:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on PSA
- Understand and manage potential risks within PSA and from external influences including the display of extremist materials
- Respond rapidly and appropriately to events in local, national or international news that may impact on PSA's community

- Ensure measures are in place to minimise the potential for acts of extremism within PSA
- Ensure plans are in place to respond appropriately to a threat or incident within PSA
- Adopt effective ICT security and responsible user policies and promote these to all staff and learners

Teaching, Learning & Supporting Learners

PSA is committed to promoting knowledge, skills and understanding in order to build the resilience of all learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion during reviews
- Support which provides clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology
- Support for learners and staff and guidance on how to access support
- Support for at risk learners through safeguarding and mentoring processes
- A focus on closing the achievement gaps for all learners

Learners can report safeguarding concerns regarding friends/family members to the <https://actearly.uk/> website, there are resources, advice and contact details to support learners if they are worried about friends/family members.

Staff Responsibilities

The Designated Safeguarding Lead at PSA holds overall responsibility for ensuring that the Prevent Policy is implemented across the business and any concerns are shared with the relevant organisations in order to minimise the risk of learners becoming involved with terrorism.

The Director of Training will work with the Deputy Designated Safeguarding Leads to ensure that staff and learners are aware of the Prevent agenda and appropriate training is in place.

All staff at PSA has a responsibility to:

- To provide an ethos which upholds the PSA's mission, vision and values and promote respect, equality and diversity and inclusion
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels
- Report and remove any literature displayed around the business that could cause offense or promote extremist views
- Support the development of staff and learner understanding of the issues around extremism and radicalisation and participate in training when requested
- Participate in engagement with local communities, schools and external organisations as appropriate

Referrals at Peterborough Skills Academy

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions. The designated Lead for Safeguarding is responsible for contacting either the Cambridgeshire Police or the BIS Prevent Coordinator for further advice and guidance.

Any member of staff who identifies such concerns will report these to a member of PSA's Safeguarding Team or the designated Lead for Safeguarding. This is done via the Safeguarding Referral Form.

Incidents in relation to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession of a student or a community member. In this situation, a 999 call will be made and PSA's Senior Management team informed as soon as practicably possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out a referral to the Social Services will be made in line with PSA's Safeguarding procedures following advice from the appropriate Prevent Coordinator.

Training

Staff at Peterborough Skills Academy

- Training on Prevent will be delivered as part of the yearly Safeguarding refresher training programmes which all staff are required to complete
- All staff at all levels will be provided with appropriate training regarding changes to the Prevent agenda as part of the annual staff development programme
- All new members of PSA staff will receive Prevent training as part of their induction programme
- The Department for Education's Keeping Children Safe in Education 2020 document will be available to all staff and learners at PSA
- All learners studying at PSA will receive Prevent awareness information as part of the Learner Induction

Safeguarding Officers

All Safeguarding Officers will receive Prevent training and the nominated members of the team.

- An annual briefing and report will be delivered to the Board of Directors outlining relevant changes to the Prevent agenda and detailing actions taken at PSA to ensure that learners are safe

Use of Premises

PSA is committed to working with the local community and with a range of external organisations. To manage risk and prevent any extremist activity being undertaken on PSA's premises a risk assessment will be carried out prior to a letting being agreed. PSA will not engage with any external organisation or develop a partnership with any agency that does not share PSA's commitment to equality, diversity, and inclusion.

PSA will ensure that any suspicious activity and will be reported via the safeguarding reporting channels to the police or regional Prevent Coordinator.

Access & Monitoring of IT Systems

To safeguard learners and prevent individuals from accessing extremist materials while using college networks PSA will ensure:

- There is the ability to log and retain records of all electronic communication (web browsing, email exchanges etc.) by users on the PSA network
- Appropriate staff are able to monitor any aspects of its telephone, mobile phones and computing facilities that are made available to staff, learners and visitors
- Only approved software will be supported by the PSA and allowed to be used
- All unauthorised software that breaches PSA policy or presents a risk to staff or learner safety will be removed and appropriate action taken
- All unusual or suspicious events, and any breaches of security are reported via the safeguarding reporting channels for further investigation

Signs to look for:

This is to help identify vulnerabilities or worrying changes in behaviour, however, if a young adult is displaying any of the signs it does not automatically mean they are being radicalised. If you have any concerns, inform the Designated Safeguarding Officer or the Director.

The following behaviours listed are intended as a guide to help you identify possible radicalisation:

Outward appearance

- Becoming increasingly argumentative
- Refusing to listen to different points of view
- Unwilling to engage with children who are different
- Becoming abusive to children who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- Distancing themselves from old friends
- No longer doing things they used to enjoy
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and groups

Online behaviour

- Changing online identity
- Having more than one online identity
- Spending a lot of time online or on the phone
- Accessing extremist online content

- Joining or trying to join an extremist organisation

You know your child better than anyone, so trust your instincts, if something feels wrong, you are in the best position to notice if they are acting out of character.