



Title	Prevent policy
Owner	Director (Annette Hall)
Review interval	Annually or when there is a change in rules, regulations or procedure
Date of last review	06/01/2022

Updates		
Every review will not necessarily yield any changes if none are needed. There will only be comments below if a change was made		
Date	Version no.	Comments
02/07/2020	1	Version issued
31/01/2021	2	Added detail on Prevent Duty Guidance
06/01/2022	3	Updated link to Prevent Co-ordinators details Referencing a clear link to the Safeguarding Policy and Procedure Added detail that compliments the Safeguarding policy i.e. promotion

This Policy statement should be read alongside the Grey Seal Safeguarding Policy and Procedure.

For reference
For reference, Regional Prevent Co-Ordinator details can be found here:
https://www.gov.uk/guidance/regional-further-education-fe-and-higher-education-he-prevent-coordinators
https://www.gov.uk/government/publications/prevent-duty-guidance

Intent

The purpose of this policy is to:

- Ensure an awareness of Prevent and compliance with Prevent Duty
- To ensure Grey Seal Academy has due regard to the need to prevent people from being drawn into terrorism
- Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism
- Embed British Values into teaching and ways of working
- Recognise current practice which contributes to the Prevent agenda
- Work to support prevention of violent and non-violent extremism and radicalisation

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners and staff. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such, the Prevent agenda, will be addressed as a safeguarding concern.

Grey Seal Academy has adopted the Prevent Duty, however, we will endeavour to incorporate the relevant duties so as not to:

- a. Stifle legitimate discussions, debate or learner engagement activities or
- b. Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

This policy is designed to be read along side our Safeguarding Policy and Procedure available separately.



Why do we need this policy?

Background information

Prevent is one of 4 strands of the Government's counter terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of organisations, and seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
- Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future.

Our Prevent Policy has five key objectives:

1. To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner voice.
2. To breakdown segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all students in playing a full and active role in wider engagement in society.
3. To ensure student safety and that Grey Seal is free from bullying, harassment and discrimination.
4. To provide support for students who may be at risk of radicalisation, and appropriate sources of advice and guidance.
5. To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

* British Values are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

Definitions

The following are commonly agreed definitions within the Prevent agenda:

- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **Terrorism** is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is vocal or active opposition to fundamental **British Values**, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.
- **DSO** – Lead or Deputy Designated Safeguarding Officer



Aims

Leadership and Values

- To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all whilst promoting respect, equality and diversity and understanding.
- This will be achieved through:
 - Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
 - Building staff and learner understanding of the issues and confidence to challenge and deal with them

Teaching and Learning

- To provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of learners by undermining extremist ideology and supporting the learner voice.
- This will be achieved through:
- Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.
- Promoting wider skills development such as social and emotional aspects of learning.
- Recognise local needs, challenge extremist narratives and promote universal rights.
- Encouraging active citizenship and learner voice.

Learner Support

To ensure that staff take preventative and responsive steps to care for the safety and wellbeing of all Grey Seal Academy Learners

This will be achieved through:

- Strong, effective and responsive student support services.
- Being aware of what is happening in the locality
- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Recognising factors that may increase risk to a student, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- Ensuring that students and staff know how to access support
- Supporting students with problem solving and repair of harm.
- Supporting 'at risk' students through safeguarding and crime prevention processes.
- Focusing on narrowing the attainment gap between the different groups of students.
- Working collaboratively to promote support for learners
- Ensure a robust process for reporting and investigating Safeguarding Disclosures (See the safeguarding Policy and Procedure)



Roles and responsibilities

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to Grey Seal's current and established safeguarding procedures.

Management

All management have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, they must ensure that:

- all staff have undertaken training in the Prevent Duty;
- all staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Safeguarding Officer;
- all staff exemplify British Values into their values;
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.
- implementation of this policy is monitored and reviewed through the GSA Quality Evaluation Process
- they know who the regional prevent co-ordinator is and how to contact them
- there are effective processes for identifying and dealing with issues of concern

All Staff

All staff at Grey Seal Academy have a responsibility to:

- create and support an ethos that upholds Grey Seal's mission, vision and values including British Values, to create an environment of respect, equality and diversity and inclusion; attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;
- report any concerns around extremism or radicalisation via the safeguarding reporting channels
- report and remove any literature displayed that could cause offense or promote extremist views
- support the development of staff and student understanding of the issues around extremism and radicalisation
- undertake regular development activities to maintain and improve awareness

Trainers are additionally tasked with

- maintaining regular contact and building good rapport with Learners and their Line Managers.
- embedding topics of discussion to regularly work towards raising awareness
- check on awareness and general wellbeing during Tripartite Progress Reviews.
- Reporting any concerns to a DSO using the Safeguarding Procedure, e.g. sudden changes in behaviour
- ensuring Learners know how to keep themselves safe and know what to do if they have a concern, whether about themselves or someone else.



Promotion of Policy

We will promote and gain commitment to this policy through a range of methods, including, but not limited to:

To Staff:

- New staff inductions
- Undertaking professional development at least annually such as qualifications and internal training
- Read and review this policy regularly, at least annually as part of professional development activities
- The DSO will update and train staff on any changes to this policy as they are made
- Awareness raising through regular discussions including making safeguarding a standard agenda item in meetings
- Share current affairs, topics and events that might form useful discussion with Learners

To Learners:

- Making the subject part of programme inductions and reference resources such as the Learner Welcome Pack
- Embed topics of Safeguarding, British Values, Prevent, Equality, safety and wellbeing in training resources, discussions and learning activities
- By reviewing awareness and understanding during progress reviews

To Employers

- Client Relationship Manager discusses with employers during initial engagement stages
- The employer is sent programme guides which includes details of relevant policies and processes, including safeguarding and prevent procedures for disclosures
- Checking on learner welfare with the employer during progress reviews and when concerns are raised or otherwise noticed
- By reviewing awareness and understanding during progress reviews (Line manager present)
- Signposted to the policies via the Training Agreement (Schedule 2) that are also publicly available on the organisation's website www.greyscale.co.uk

Managing Risks and Responding to Events

Grey Seal Academy Leaders will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly.
- Identifying, understanding and managing potential risks from external influences.
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities.
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism.
- Ensuring measures are in place to respond appropriately to a threat or incident
- Continuously developing effective ICT security and responsible user policies.
- Ensuring compliance with related policies through its Quality Evaluation Procedures.
- Issues raised will be dealt with through the procedures laid out in the Safeguarding Policy.