

2023
V3

Prevent Duty Policy

Introduction

This policy is to support staff and students to identify those that may be at risk of radicalisation and extremism and the support that can be offered.

Policy Statement

PREVENT is part of the Home Office and the Police counter-terrorism strategy and aims to stop people from becoming terrorists or supporting terrorism by working with individuals and communities to address issues before they become a criminal matter to stop people moving from extremism into terrorist-related activity.

All Debut's key Managerial Staff have completed PREVENT training, affording them the knowledge and actions that should be taken if any concerns were raised regarding any learners or staff. Debut's Safeguarding Officer will liaise with SEC (Lead Partner) and any of their support team as well as accessing external support or referral to other organisations.

Three important elements of the Prevent Duty:

- It responds to the ideological challenge of terrorism and aspects of extremism, and the threat from those that promote these views.
- Provides practical help to prevent people from being drawn into terrorism and ensure they are given the appropriate advice and support.
- Works with a wide range of sectors (including education, health and local authorities) where there are risks of radicalisation that need to be dealt with.

Responsibility and Authority

The organisation has ultimate responsibility for learner protection and will ensure that the arrangements for safeguarding learners are effective, robust and reviewed on a regular basis. As such three senior members of staff have been designated as Safeguarding & Prevent Personnel.

The designated personnel are:

Carla Hales
Director
01268 560552
Carla@debutacademy.com

Linda Edwards
Designated Safeguarding Lead
01268 560552 – designated Safeguarding Tel: 07774 096187
linda@debutacademy.com

Kersti Harding
Safeguarding Deputy
01268 560552
kersti@debutacademy.com

Definition of Radicalisation

The Institute of Strategic Dialogue defines radicalisation as “the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence.”

Driving factors behind radicalisation can include:

Lack of integration and/or polarisation

Identity crises and/or isolation

Political and/or democratic disenfranchisement

Discrimination

Foreign policy and/or international crises or disputes

Political movements

Ideologies and/or faiths

The prevent duty is concerned with all forms of terrorism and extremism. It also involves some forms of non-violent extremism.

The Prevent Duty sits alongside the following statutory guidance:

WORKING TOGETHER TO SAFEGUARD CHILDREN

KEEPING CHILDREN SAFE IN EDUCATION

Who are we safeguarding?

There is no stereotype for people who hold extremist views. Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

People we need to safeguard can become vulnerable for many reasons including:

- Low self-esteem
- Guilt
- Loss
- Isolation
- Family breakdown
- Fear
- Lack of purpose
- Anger
- Peer pressure

We are by no means suggesting that one or all of these characteristics or circumstances will drive someone to terrorism. But they often lead to a sense of injustice – be that on a personal or more far reaching scale. Their vulnerabilities or susceptibilities are then exploited towards crime or terrorism by people who have their own agenda

There is no typical gender, age, religion or background that extremists will target but they use a sense of “Duty” (belonging to a specific group), “Status” (need for reputation) and “Spiritual Rewards” (test of faith) as a way of drawing them in.

Behaviours that cause concern:

- **ONLINE BEHAVIOURS** – having more than one online identity, spending more time online and accessing extremist online content.
- **INCREASINGLY AGITATED OR VIOLENT BEHAVIOUR** – more argumentative in their viewpoints, being abusive to others or justifying the use of violence.
- **CHANGING ASSOCIATIONS** – changing friends or isolating from friends and family, changing style of dress or appearance to accord with an extremist group.
- **INCREASINGLY ANTI-SOCIAL BEHAVIOURS** – unwilling to engage with people who are different, secretive and reluctant to discuss whereabouts, using symbols associated with terrorist organisations.

MUU (Mixed, Unclear and Unstable)

- **Mixed** – individuals that show interest in several, sometimes disparate, ideologies simultaneously. This can manifest in different ways. Some individuals may have a primary ideology that motivates adoption of additional ideologies, such as Incel seeking out Islamist extremist or extreme right-wing justifications of misogyny. Others may have a primary grievance motivating the adoption of multiple ideologies. Some individuals may hold multiple seemingly conflicting ideologies held in parallel.
- **Unclear** – individuals whose ideological influences are less coherent and not easily identifiable. This can include individuals motivated by a hatred of a ‘perceived other’ without relating to prominent, well-known forms of extremism. This can include individuals motivated by a hatred of a ‘perceived other’ without relating to prominent, well-known forms of extremism.
- **Unstable** – individuals who initially appear to adhere solely to one ideology but then switch or transition to another.

Contest

This is the United Kingdoms counter-terrorism strategy. It was first developed by the Home Office in 2003 and a revised version was made public in 2006. Further revisions were published in 2009, 2011 and 2018.

Contest promotes – PERSUE – PROTECT – PREPARE

Channel

This is a voluntary, confidential programme which safeguards people identified as vulnerable to being drawn into terrorism. It is a multi-agency process, involving partners from the local authority, the police, education, health providers and others. It is a support programme – not a criminal sanction and it will not affect a person’s criminal record.

Prevent & COVID-19

Whether during COVID learning is taking place face-to-face or remotely, learners will continue to be made aware of Prevent information and will undertake activities or online courses, so they have an awareness of this subject. We understand that learners who are likely to be spending more time online during remote learning are still at risk of being targeted so it is especially important they know the danger signs.

Prevent & Safe Monitoring Systems

The use of online platforms, including social media, gaming platforms and encrypted messaging services continue to be popular methods for individuals with an extremist mindset to communicate their ideologies. With these risks in mind, Debut are have implemented a filtering system which will block access to harmful sites and content. Monitoring systems identify when a user attempts to access or searches for certain types of harmful content on college premises. Our DSL will regularly run reports to check any activity relating to blocked sites or threats and alerted to any concerning content so they can intervene and respond.

Local Risks

The college is committed to ensuring any local risks are shared quickly to staff and learners. Debut receive regular bulletins from the police for several areas.

What to do if you believe someone to be at risk of radicalisation

Debut will adopt the ethos of “Notice, Check, Share” where there are concerns that an individual may be vulnerable.

Notice – Recognition of any changes in behaviour or appearance similar to those outlined above

Check – Speak with someone you trust like a tutor and see what they recommend but trust your instinct if you are still concerned

Share – Speak to one of the named contacts to report your concerns. Remember trust your instinct

What to do if you have concerns

If you are a learner and concerned about another learner, please “Check” with your Assessor or Senior Staff Member in the first instance and “Share” with the Safeguarding Officer.

If you are a learner and are concerned about a member of staff, or a person who is not a member of Debut e.g. guest speakers, visitors etc., please “Check” with the Safeguarding Officer or Senior Staff Member and “Share” with them your concerns.

If you are a member of staff and are concerned about a learner, please “Check” and “Share” with the Safeguarding Officer.

If you are a member of staff and are concerned about another member of staff please “Check” with your Line Manager and “Share” with the Director of Tuition.

If you are a member of staff and are concerned about a person who is not a member of Debut, e.g. guest speaker, please “Check” and “Share” with the Safeguarding Officer

Responsibility for contacting PREVENT

Any of the following people are responsible for making decisions to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a learner:

- Designated Safeguarding Officer/Center Manager or Safeguarding Deputy
- Director of Tuition

Any of the following people are responsible for making the decision to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a member of staff:

- Designated Safeguarding Officer/Center Manager or Safeguarding Deputy
- Director of Tuition

Any of the following people are responsible for making the decision to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a person who is not a member of the College e.g. guest speaker:

- Designated Safeguarding Lead or Deputy Safeguarding Officer
- Senior Tutor
- Director of Tuition

Advice and reporting

National Police Prevent advice line 0800 011 3764

UK Anti-Terrorism Hotline on 0800 789 321

As outlined in Keeping Children Safe in Education (September 2018), anyone has the right to refer to Social Care regarding any concerns for an individual. Debut gives this right with regards to extremism and anyone can report a concern to:

Contact Information for Essex Police Counter-Terrorism Team

Essex Police via 101

Useful websites for help and support

<https://www.educateagainsthate.com/>

This website gives parents, teachers and school leaders practical advice on protecting children from extremism and radicalisation. It also provides resources such as signposting to government guidance, training for staff, posters and leaflets, common questions, reporting a concern and classroom resources.

<https://actearly.uk/>

This website focuses on spotting the signs, working together, provides advice, radicalisation, support as well as real stories of radicalisation.

Other Contact for Advice

Regional Prevent Coordinator

Department of Education – East of England

David Leyton-Scott

Please refer to Debut's linked policies below for additional information regarding Prevent & Prevent Standards:

- Apprentice Expectation Policy
- Anti-Bullying, Anti-harassment & victimisation policy
- Counselling Policy
- Communications Policy
- Confidentiality & Disclosure Policy
- Data Protection Policy
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- Employer (Work Based) Support & Expectation Policy
- Equal Opportunities & Inclusion Policy
- Freedom of Information Policy
- Guidance Policy
- Health & Safety Policy
- Health & Wellbeing Policy
- IAG (Information, Advice & Guidance Policy)
- Induction Procedure – Staff Policy
- Induction Procedure – Learners Policy
- Learner Support & Super group Policy
- Learner Safeguarding & Safeguarding Vulnerable Adults Policy
- Learner Positive Behaviour Management Policy
- Meetings Policy
- Mentoring – Learner Policy
- Mentoring – Staff Policy
- Observation of Teaching, Learning & Assessment Policy
- Quality Assurance Policy
- Questionnaire & Feedback Policy
- Review & Appraisal – Learner Policy
- Review & Appraisal – Staff Policy
- Staff CPD/Personal Development Training Policy
- Staff Confidentiality Policy
- Teaching & Learning Policy
- Whistle Blowing Policy

Policy Revision

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