



Halesowen College

Prevent Strategy

Updated October 2016

Prevent and Counter Terrorism Strategy

The College takes its responsibilities for safeguarding very seriously. In accordance with the Counter Terrorism and Security Act the College has a responsibility to prevent people from being drawn into terrorism and participates fully in such work.

Prevent is a strand of the Government counter terrorism strategy – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat seek to radicalise and recruit people to their cause. The Prevent strategy seeks to:

- respond to the ideological challenge of terrorism and aspects of extremism, and the threat faced from those who promote these views.
- provide practical help to stop people from being drawn into terrorism 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, charities, the internet, social media and health.

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical – an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

The current threat level from international terrorism in the UK and in the West Midlands is severe which means that a terrorist attack is highly likely.

Halesowen College is an exclusive education provider for the 14 – 25 year age group, including young people from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of students make it crucial to be actively involved in the Prevent strategy. The College has a part to play in fostering shared values and promoting cohesion. Extremist ideology runs counter to the College and British values which make our community successful such as respect and tolerance for others, the rights of all to live and study free from persecution of any kind, freedom of speech, democracy, the rule of law and equality of opportunity and treatment. Extremism promotes fear and division and actively seeks to cause destructive relationships between different communities. This strategy has five key objectives:

1. To promote and reinforce College and British values; to create space for free and open debate; listen and support the learner voice and enable students to develop their self-knowledge, self-esteem and self-confidence.
2. To promote social cohesion 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 the College is free from bullying, harassment and discrimination.
4. To provide support for students who may be at risk and appropriate sources of advice and guidance.
5. To ensure that students and staff are aware of their roles and responsibilities in preventing terrorism and radicalisation.

In order to achieve these objectives the strategy will concentrate on four areas:

Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all students, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- promoting College values of commitment, learning, partnership, respect, standards and trust
- building staff and student understanding of the issues and confidence to deal with them
- deepening engagement with local communities
- actively working with local schools, local authorities, police and other agencies

Learning and Teaching

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and enabling students to acquire a broad knowledge of and respect for public institutions. This will be achieved through:

- embedding equality, diversity and inclusion, wellbeing and community cohesion
- promoting wider skills development such as social and emotional aspects of learning
- a curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- learning and teaching strategies which explore controversial issues in a way which promotes critical analysis and pro social values
- use of external programmes or groups to support learning while ensuring that the input supports College goals and values
- encouraging active citizenship and facilitating students to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to society

Student Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- maintaining strong and effective support services for all students
- listening to what is happening in the College and the community and taking action as necessary
- implementing anti-bullying strategies and challenging any discriminatory behaviour
- helping students and staff know how to access support in College and or through community partners
- supporting at risk students through safeguarding and crime prevention processes
- focusing on narrowing the attainment gap for all students

Managing Risks and Responding to Events

The College must be able to demonstrate an awareness and understanding of the risk of radicalisation, appreciating that this can change rapidly.

The College has used existing mechanisms for understanding the risk of radicalisation; ensuring that the duty is communicated and that staff understand the risk and have the capabilities to deal with any concerns. A specific risk has been added into the register.

To ensure that the College monitors risks and is ready to deal appropriately with issues which arise. It will:

- understand the nature of the threat from violent extremism and how this may impact directly or indirectly on the College
- understand and manage potential risks within the College and from external influences
- respond appropriately to events in local, national or international news that may impact on students and communities
- ensure measures are in place to minimise the potential for acts of violent extremist within the College
- ensure plans are in place to respond appropriately to a threat or incident within the College
- develop effective e-safety and responsible user policies

An action plan has been prepared (Appendix A) which will be monitored by the Health and Safeguarding Forum.

Procedure

The College views Prevent within the safeguarding responsibilities as well as fitting with the wider educational role, promoting community cohesion and teaching students to respect others. As such, should there be a concern, this should be reported in accordance with the Safeguarding Policy. There is also guidance in the Whistleblowing Policy about raising concerns about terrorism and/or radicalisation. The Directgov website also provides information about how to take action against all forms of online materials which may be offensive.

Counter Terrorism 2016/17 – Action Plan

Objective	Action	Who	When	Progress to Date
Develop and deliver educational curriculum and activities which will challenge and undermine ideologies that drive resentment between communities	Ensure the curriculum meets local need, challenges extremist narratives and promotes human rights, British values, equality and diversity.	Director of Teaching and Learning	Sept 2016 and ongoing	Activities are in place and incorporated into the tutorial calendar. Posters around the College reinforce key messages.
Participate in projects and activities with the local community which challenge assumption and offer positive alternatives to extremism	Engage with appropriate community projects and key contacts to assist in raising awareness.	Community Engagement Director	Jan 2017	The community dimension is being planned for 2016/17.
Recognise the impact and reach of the internet as well as the risks and access to unregulated and misleading information	<p>Review Acceptable Use and associated policies.</p> <p>Raise awareness amongst staff and students of digital safety through training and awareness raising.</p>	<p>Director of Finance and Corporate Services</p> <p>Organisational Development Director</p>	<p>Immediate</p> <p>Sept 2016</p>	<p>The Acceptable Use policy has been reviewed and staff awareness raised through training events.</p> <p>General safety information can be found at www.thinkyounow.co.uk.</p> <p>All staff and students have a lanyard ID with a USB stick preloaded with information.</p>
Review College processes and policies to ensure that they are relevant and reflect the statutory requirements of the College	<p>Review Business Continuity and Disaster Management Policy and refresh the Prevent self-assessment and work towards actions identified.</p> <p>Amend Safeguarding policies and procedure.</p>	<p>Director of Finance and Corporate Services</p> <p>Director of Learning and Teaching</p>	<p>Immediate</p> <p>Immediate</p>	<p>The disaster management policy has been updated and considered by the Audit and Assurance Committee.</p> <p>The safeguarding policy was approved by Corporation in September 2016.</p>

Objective	Action	Who	When	Progress to Date
Work with student groups to project positive images of all faiths	<p>Embed activities into tutorial calendar with particularly reference to equality and diversity and faith.</p> <p>Use eg Loudmouth and other organisations to promote awareness and challenge extremist ideals.</p> <p>Work with Race equality groups to generate ideas and materials.</p> <p>Engage with advisors from the major faith groups to provide expertise and encourage inter-faith dialogue.</p>	Safeguarding and Inclusion Manager	Sept 2016	The tutorial calendar incorporates this.
Develop systems whereby students and staff can raise concerns and receive support and advice	<p>Review whistleblowing policy.</p> <p>Identify a Prevent lead.</p> <p>Update safeguarding policy.</p>	<p>Director of Finance and Corporate Services</p> <p>Principal</p> <p>Director of Learning and Teaching</p>	<p>Immediate</p> <p>Immediate</p> <p>Immediate</p>	<p>The whistleblowing policy has been updated.</p> <p>The Prevent lead is the designated member of staff for safeguarding who can act as a source of advice for other members of staff and lead on engagement with external partners.</p>
Understanding the issues : raising awareness of local, national and international threats and how the College can contribute to preventing/reducing these threats	<p>Deliver staff training to raise awareness without being sensationalist.</p> <p>Managers staff to attend training event to gain understanding of the Prevent agenda and the College's role within it.</p> <p>Ensure training is cascaded to all college staff with the aim of staff being able to recognise where a student may be vulnerable and know what steps to take to follow this up.</p>	Organisational Development Director	April 2016	Training has been delivered for all staff.