

# Prevent Strategy

## 2016 –2019

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Originator: David Joseph

# DIVAD Training Limited Prevent Action Plan Strategy

## Aim

The aim of this strategy is to outline our approach to supporting the national 'Prevent' Agenda linked to the safeguarding of our learners and staff. This Strategy is written with reference to the Prevent Duty contained within Section 26 of the Counter Terrorism and Security Act 2015. The Duty states that specified authorities including Further Education Colleges, in the exercise of their functions, must have "due regard to the need to prevent people from being drawn into terrorism".

## Objectives

The main objectives of the Prevent Strategy are to:

- Develop and reinforce awareness of Prevent in the organisation
- Recognise current practice which contributes to the Prevent agenda
- Risk assess the organisation in order to identify areas for improvement
- Develop a coordinated action plan to address the identified areas for improvement

As an organisation, DTL will:

- create space for free and open debate; and listen to and support the learner voice
- engage all learners in playing a full and active role with wider engagement in society
- provide support for learners who may be at risk and develop appropriate sources of advice and guidance

## Awareness of the Prevent Agenda

Prevent is one of the four elements of CONTEST, the Government's counter terrorism strategy. The 4 elements are: Pursue, Protect, Prepare and Prevent. The Government's Prevent Strategy 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 ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including education, criminal justice, religious organisations, charities, the internet and health services

Private training providers like other key sectors, have a responsibility to promote values of openness, and tolerance, and facilitate free debates which are central to being a British citizen. They also have a part to play in fostering shared values and promoting cohesion. Providers should focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within colleges and other training settings.

Revised Ofsted guidance (July 2014) states:

*'Inspectors should take into account whether learners are suitably protected from the risks associated with radicalisation and extremism.'*

For the purposes of this strategy, violent extremism in the name of religious, political or personal ideology is defined as violence, incitement to violence, terrorism, incitement to terrorism, or other activities that may result in violent behaviour or terrorist activity in the name of an ideology or a set of beliefs.

As a general principle, DTL has a statutory responsibility to:

- seek to create a safe environment for the entire college community
- work with external agencies, in particular, Norfolk's Counter Terrorism Unit and Prevent Team and the Local Children's Safeguarding Board whilst always placing the welfare of the individual at the centre of any action taken.

### **Current DTL practice which contributes to Prevent**

DTL Safeguarding Policy refers to the Prevent agenda to locate it within all the protective work we do to safeguard our learners, visitors and members of staff.

While the Designated Safeguarding Lead and their Deputy are the main contacts for Prevent, all members of staff have access to the referral pathways for concerns about radicalisation. The organisation also has a good working relationship with the local PCSOs who frequently visit the office to offer information and advice sessions. This helps maintain trust between learners and the police service.

There are posters around organisation, in both staff and learner areas, raising awareness of the Prevent agenda and requesting any concerns to be directed to the DSL. There is also a specific 'What is Radicalisation?' leaflet for learners, available in paper format or on the learner Portal.

Radicalisation is covered within the Tutorial programme during the first few weeks of the academic year. In addition, learners' attention is drawn to the learner Portal where they will find further information.

All new staff receive WRAP training as part of their induction, and an update is included in the Safeguarding update for all staff on an annual basis.

Our work to promote Equality and Diversity within the organisation incorporates British values<sup>1</sup>, contributes to good community relations and reduces the risk of radicalisation.

Mainstream political parties are regularly invited in to the organisation to support democracy related events. DIVAD Training Limited (DTL) will not allow representation at such events from parties with extreme views which promote violence or intolerance.

### **Areas for improvement**

DIVAD Training Limited (DTL) should establish closer contact with Metropolitan police (Special Branch/Counter Terrorism). The Learner Welfare Co-ordinator is in touch with the Prevent co-ordinator for Enfield Branch Met police and the relationship is being strengthened.

<sup>1</sup> DfE Nov 2014 Promoting fundamental British values as part of SMSC (Spiritual, Moral, Social, Cultural) in schools

DIVAD Training Limited has updated the Safeguarding Policy and the Behaviour Policy is under review. All staff are reminded of their duty to remain vigilant for signs of possible radicalisation. These may include faith and or race-based bullying, possession of violent or extremist literature (hard copy or on-line) and offensive slogans or images on clothing. Any concerns are reported in writing, to a Safeguarding Officer without delay.

Guidelines are communicated to visiting speakers within the curriculum via a hand-out given by Reception upon signing in.

DIVAD Training Limited ICT policies need to be updated to incorporate the Prevent Duty possibly using the '360 degree safe' E-Safety self review tool.

Learner awareness of the Prevent agenda and their role in preventing radicalisation is becoming more robust via dedicated Tutorial programme sessions.

Teaching and learning require appropriate integration of the Prevent agenda including fundamental British values.

### Linked Policies and Procedures

- Safeguarding
- Learner Behaviour Policy
- Staff Code of Conduct
- Health and Safety Policy
- Equality and Diversity Policy
- Teaching and Learning Strategy

## Prevent Action Plan

Area	Objective	Action	Who	When	Progress
Leadership and Risk	<p>Ensure that ownership of extremism and radicalisation concerns, and appropriate oversight, are provided.</p> <p>Extremism/radicalisation is considered a risk at a leadership level and the organisation takes appropriate actions to manage the risks/concerns.</p>	<p>Key individuals are appointed within the leadership team with responsibility for the Duty to prevent people from being drawn into terrorism.</p> <p>Inclusion of radicalisation or extremism within the relevant policies and procedures and a risk assessment carried out.</p> <p>A risk assessment which assesses where and how students or staff may be at risk of being drawn into terrorism.</p>	Director and Board of Directors	Sep 2019	<p>Prevent Strategy drafted Action Plan completed</p> <p>Safeguarding policy has been amended to incorporate Prevent guidance</p> <p>Risk Assessment drafted using the advised template but further work to be undertaken</p>
Partnerships and Information Sharing	<p>Develop links between key staff and external partners including the police.</p> <p>Demonstrate evidence of productive co-operation through multi-agency forums.</p> <p>Ensure that information is shared as appropriate regarding concerns about</p>	<p>Establish a key contact with the Counter Terrorism Unit.</p> <p>Investigate becoming a member of the local Community Safety Partnership.</p> <p>Share concerns relating to extremism or radicalisation through the appropriate</p>	H & S Adviser	<p>Dec 2019</p> <p>When appropriate</p> <p>Termly meetings</p>	<p>Key contact now in place</p> <p>Good working relationship with Prevent Coordinator for</p>

	<p>individuals so assistance can be sought.</p> <p>Ensure that developments and information relating to Prevent are shared within the College.</p>	<p>channels.</p> <p>Prevent as a standard agenda item on Safeguarding Committee Meetings and Staff meetings when appropriate.</p>		<p>July 2019</p>	<p>Enfield Town police</p>
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	<p>Raise staff awareness so they know the signs for behaviours which may raise a concern that needs reporting.</p> <p>Staff know how to report concerns around extremist behaviours.</p>	<p>Provide WRAP training for all College staff and new staff at induction.</p> <p>Strengthen Prevent input during Induction for new staff and refresher training.</p>	<p>Designated Safeguarding Officer (Learners)</p>	<p>When required</p>	<p>Training planned for all staff (teaching &amp; AT) July 2016</p>
Students	<p>Raise awareness and understanding of</p> <p>Prevent and provide an opportunity for discussion with learners and feedback.</p> <p>Enable learners to report any concerns they may have about student behaviour.</p> <p>Implementing anti-bullying policy and challenging discriminatory behaviour.</p> <p>Supporting at risk learners through safeguarding and crime prevention processes.</p>	<p>Develop / acquire new tutorial resources and integrate into tutorial scheme of work and termly Equality &amp; Diversity forums.</p> <p>Emergency mobile phone number linked to Reception who report any concerns to the SSM.</p> <p>Ensure management of bullying consistent across the organisation.</p> <p>Implement Safeguarding Policy.</p> <p>Maintain close links with children's services and the police.</p>	<p>Director and Board of Directors</p> <p>Senior Tutors, Learner Mentors</p> <p>Safeguarding Officers</p>	<p>Throughout 2015-16</p> <p>Ongoing</p>	<p>Tutorial programme to include</p> <p>Prevent from Sept 2016</p> <p>Prevent leaflet for Students produced</p> <p>Posters displayed throughout Organisation</p>

Internet Safety	Develop learners' understanding of the risks attached to accessing terrorist and extremist material online and via social media.	Deliver awareness-raising tutorials.  Stay Safe Campaign. Online survey.	Learner Welfare Co-ordinator	Autumn Term	Now included in Tutorial Programme  Posters up around organisation



	<p>Ensure staff in the LRC, SIC and ICT rooms are aware of what terrorist and extremist material looks like.</p> <p>ICT Policies referencing of Prevent, particularly incorporating safeguards for research.</p>	<p>Inclusion of the Duty to prevent people being drawn into terrorism, together with reference to terrorist and or extremist material placed in the ICT Policy.</p> <p>Policy rewrites linked to JISC guidance and construction of new policy re research.</p>	<p>Welfare Officer Principal (Data &amp; IT)</p> <p>Assistant Principal (Data &amp; IT)</p>	<p>December 2016</p> <p>Autumn Term 2016</p>	<p>Prevent leaflet for students produced</p>
Across College	<p>Reference the Prevent Duty in relevant Policies of the organisation.</p> <p>Develop guidelines for relevant processes eg. visiting speaker arrangements, room bookings.</p>	<p>Policy authors to rewrite relevant policies.</p> <p>Write policies and guidelines for relevant processes eg. visiting speaker arrangements, room bookings.</p>	<p>Policy authors</p> <p>Head of Estates &amp; Facilities</p>	<p>Sept 2016</p> <p>Oct 2016</p>	
Governors	<p>Governors to be aware of latest guidance.</p> <p>Governor training.</p>	<p>Provide overview to Governors.</p> <p>Arrange governor Prevent training.</p>	<p>Director</p> <p>Clerk to the Board</p>	<p>May 2016</p> <p>For 2016-17</p>	<p>Overview provided at Governors Meeting May 2016.</p> <p>Delivered 8.10.16</p>



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## Appendix 1 - Glossary of terms from the Prevent Duty Guidance

**British values** are democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. Actively promoting the values means challenging opinions or behaviours that are contrary to fundamental British values.

**‘Having due regard’** means that the authorities should place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions.

**‘Extremism’** is defined in the 2011 *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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

**‘Interventions’** are projects intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, encouraging civic engagement, developing support networks (family and peer structures) or providing mainstream services (education, employment, health, finance or housing).

**‘Non-violent extremism’** is extremism, as defined above, which is not accompanied by violence.

**‘Prevention’** in the context of this document means reducing or eliminating the risk of individuals becoming involved in terrorism. *Prevent* includes but is not confined to the identification and referral of those at risk of being drawn into terrorism into appropriate interventions. These interventions aim to divert vulnerable people from radicalisation.

**‘Radicalisation’** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

**‘Safeguarding’** is the process of protecting vulnerable people, whether from crime, other forms of abuse or (in the context of this document) from being drawn into terrorist-related activity.

The current UK definition of **‘terrorism’** is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

**‘Terrorist-related offences’** are those (such as murder) which are not offences in terrorist legislation, but which are judged to be committed in relation to terrorism.

**‘Vulnerability’** describes the condition of being capable of being injured; difficult to defend; open to moral or ideological attack. Within *Prevent*, the word describes factors and characteristics associated with being susceptible to radicalisation.

