

# Prevent Policy

## **Document Summary**

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Policy to Support the Prevention of Extremism and Radicalisation (PREVENT Policy)

**The City College is a Higher Education College based in London, N1, offering courses for adult students.**

### **Introduction**

This Policy has been created as all HE providers have a duty to safeguard their students and staff. This includes training staff, making students and staff aware of people at risk of radicalisation and possible terrorist threats.

The current threat from terrorism and extremism is real and can involve the exploitation of young or vulnerable people.

In 2015 the Government passed the Counter-Terrorism and Security Act which specifically addresses the role of educational establishments and brings them under direct statutory provision in this respect.

The Act covers a number of areas, including the use of IT on-premises, the management of premises, including prayer space and meeting rooms, as well as the provision of adequate student welfare support.

In this Policy, we cover:

### **Prevent Policy**

The College will be expected to have a clear Prevent Policy and a single named person who is the 'Prevent Coordinator' for the College: Mr N. Riaz (In-House Legal Counsel).

### **Staff Training and Student Guidelines**

This includes Prevent training for all members of staff and presentation of student guidelines, including equality, diversity and community cohesion.

### **Risk Assessment**

The College has to carry out a risk assessment to ensure that appropriate policies and procedures are in place to help identify and support individuals who may be vulnerable and provide clear management oversight of risks. This includes identifying appropriate interventions and the Channel Process.

### **Action Plan**

The College is expected to recognise people at risk of radicalisation. The process of engagement with this process will be a requirement with clear expectations for compliance and multi-agency working.

### **Monitoring Compliance & Action Plans**

Mechanisms for monitoring, action planning to address identified risks and ensuring compliance, including an inspecting regime, will be developed. There will be sanctions for institutions that are not compliant with statutory guidance.

This policy will deal with the key issues above within the context of our overall response to the Prevent agenda and perceived possible threat to students.

**Radicalisation** is defined as the process by which people come to support terrorism and extremism and, in some cases, to 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas (HM Government Prevent Strategy, 2011).

### **Staff Training and Student Guidelines Regarding Prevent Duty Training**

#### **Staff Training**

All members of staff at The City College, including both administrative staff and lecturers, are required to complete the Prevent Duty Training Package.

#### **Content of the training package**

The training package contains six modules, with the first – introductory – module also available as an eLearning package:

- Module One: An introduction to the Prevent Duty as it affects Higher Education (also available as an eLearning package)
- Module Two: The Leadership Challenge – implications for governing bodies and for senior leadership teams
- Module Three: The Prevent Duty in the context of other legislation and legal duties
- Module Four: Freedom of speech and academic freedom – implementing the Duty and upholding the principles of academic freedom and freedom of speech
- Module Five: Prevent – a student and staff well-being issue?
- Module Six: Risk assessment and action planning – ensuring a proportionate response

This is designed to aid staff members in recognising students at possible risk of radicalisation and in giving them clear guidelines of how to respond to such risks.

The Director, along with the Prevent Coordinator, will attend training events and briefings from the Home Office, security services and police as appropriate.

## Contacts

### **Our Hackney Council Prevent Co-ordinator is:**

Tracey Thomas

020 8356 8104 / 07817 877843 / [Tracey.Thomas@Hackney.gov.uk](mailto:Tracey.Thomas@Hackney.gov.uk)

### **Our Hackney Council Prevent Education Officer is:**

Jon Pedlar

020 8356 2540 / 07971 501565 / [jon.pedlar@hackney.gov.uk](mailto:jon.pedlar@hackney.gov.uk)

### **Our Metropolitan Police Prevent Engagement Officer in Hackney is:**

Keith Podro

07884 476616 / [keith.g.podro@met.pnn.police.uk](mailto:keith.g.podro@met.pnn.police.uk)

### **Our DfE FE/HE Regional Prevent Coordinator for London is:**

**Jake Butterworth**

07795 454722 / [Jake.BUTTERWORTH@education.gov.uk](mailto:Jake.BUTTERWORTH@education.gov.uk)

## **Student Guidelines**

All students at The City College attend an initial induction, during which they are clearly informed of which activities are and are not permitted by students. This includes online activities and expected behaviour.

Students are clearly informed that gender segregation is not permitted – in neither classrooms nor the prayer area.

Posters concerning radicalisation are clearly displayed around the College, with information on what to do and who to contact if students see any suspect behaviour.

## **Matters of Concern or Instances Requiring Immediate Response**

In the event of a staff member becoming concerned by an event, occurrence or student behaviour; they will, in the first instance, inform a Director, who will then contact the Prevent Coordinator.

The Prevent Coordinator will assess the situation and, in consultation with the Director, make a decision about the seriousness of the situation.

If necessary, the Prevent Coordinator will then contact the appropriate police unit, dependent on the severity of the situation, in consultation with the Director (if this has not already been actioned or the incident has not originated from external Police contact). The Prevent

Coordinator, having contacted the Police, will then copy emails and relevant documents, including timelines and a narrative of events from the staff concerned.

If there is grave or immediate concern of danger to life, the correct procedure is to call 999 and then inform the Prevent Coordinator.

### **Equality, Diversity and Community Cohesion**

The College aims to guide our students to be tolerant, value diversity and understand and respect others. Students are encouraged to mix freely, develop communication skills with others, and have strong and positive relationships with others. We have a wide range of nationalities, cultures, and religious beliefs among our student population. We encourage activities that promote inclusion, diversity, and opportunities for different groups to mix.

### **Risk Assessment**

Risk Assessment is actioned by constant monitoring by the College in terms of external access and by referral and review, using RAG/SPOE narratives. The Prevent Coordinator is to maintain a research link to Police and Home Office units to establish Best Practice and emerging risk in this regard.

Prevent is a key part of the Government's strategy to stop people from becoming involved in terrorism or supporting terrorism. Early intervention is essential to help stop people from being drawn into terrorist activity before any criminal activity occurs. The Prevent strategy objectives are as follows:

<b>Ideology:</b>	Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
<b>Individuals:</b>	Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.
<b>Institutions:</b>	Work with sectors and institutions where there are risks of radicalisation, which we need to address.

All staff should have an awareness of PREVENT and be informed of the various signs and indicators of radicalisation and how they are meant to respond.

### **Vulnerability and Risk Indicators**

<b>Identity Crisis:</b>	This includes those with a distance from cultural/religious heritage who may be uncomfortable with their place in society.
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<b>Personal Crisis:</b>	Family tensions, a sense of isolation or low self-esteem, disassociating from an existing friendship group and becoming involved with a new and different group of friends, asking questions about identity, faith or belonging.
<b>Personal Circumstances:</b>	Students from conflict zones are considered vulnerable to radicalisation or manipulation as well as having very specific welfare needs, which places them at risk. Other circumstances worth noting include migration, community tensions, events affecting the country of origin, alienation from UK values, having a sense of grievance triggered by personal experience of racism, discrimination or any aspects of Government policy.
<b>Unmet Aspirations;</b>	This includes feelings of failure, perceptions of injustice or rejection of community values.
<b>Criminality:</b>	Experiences of imprisonment, difficulty in reintegrating with society, previous or present, involvement with criminal groups.

Both the Welfare Officer and the Prevent Coordinator are charged with monitoring any groups and individual students to ensure their safety and welfare. This is a constant requirement, and specific checks should be actioned periodically but also in relation to developing regional and trans-regional events and in response from Home Office advice. This process is continually monitored by the Directors. Some possible relevant situations/behaviours to be aware of are:

#### **Access to extremist influences**

- The College is responsible for monitoring any outside speakers and assessing their suitability.
- In addition, the College must report any possession, or distribution, of extremist literature or other media material which is likely to incite racial or religious hatred or any acts of violence.
- The College has a firewall provider to filter internet traffic to prevent students from using the College computer network for the purpose of extremist activity. Details are below:

#### **SOPHOS Web Appliance**

The City College using a SOPHOS Web Appliance to filter all web page access for Students and Staff. The appliance is set up to filter various selectable categories of websites. The current categories selected are:

- Adult/Sexually Explicit
- Alcohol & Tobacco
- Criminal Activity
- Gambling
- Games
- Hacking
- Illegal Drugs
- Intolerance & Hate
- Peer-to-Peer
- Proxies & Translators
- Sex Education
- Tasteless & Offensive
- Violence
- Weapons

The webpages that are blocked by these categories are maintained by SOPHOS, which constantly update them. Terrorism should be blocked by the currently selected categories.

The SOPHOS Web Appliance also allows the College to type in a specific user account and see all webpages that the user has been accessing. The College can investigate user access if required.

### **Behaviours, Influences or Experiences**

- Family, faith, peer or social rejection.
- International events in areas of conflict, or civil unrest, which has a personal impact on the student and results in a noticeable change in behaviour.
- Any verbal or written support of terrorist attacks, including that on social media.
- Any first-hand experience of racial or religious hate crime which the College become aware of.
- Travel to international locations known to be associated with extremism.
- Evidence of any fraudulent activity/documents/identity or fraudulent documents.
- Social Exclusion or disadvantage or discrimination.

### **Other Risk Factors**

- Extremist recruiters
- Giving verbal support for extremist causes or leaders
- Accessing extremist websites
- Possessing extremist literature
- Justifying the use of violence
- Using violence
- Significant changes to appearance or behaviour

### Missing Student Protocol (MSP)

While this is essentially to provide appropriate care for students who may be at serious risk whilst out of contact with the College, increasingly, missing students has become a serious Prevent issue which will need to be addressed in monitoring protocols and reporting actions from academic staff. If students do drop out of the course, it is essential that the College attempt to contact them and, failing that, that the relevant authorities (including the Student Finance Company) are informed.

### Channel Referral Process

If any concerns go beyond affecting the individual or the College, and have a security dimension, then it is essential that the police are informed. Liaison with the police will result in an initial assessment and, if considered necessary, a multiple agency meeting will be set up to agree actions to support the individual.

### Action Plan

The Prevent Coordinator will maintain the primary link with the Director, the Home Office appointed FE/HE Coordinator for England, the Prevent Coordinator for England and other appropriate Police contacts. Under the 2015 Act, educational establishments are required to provide information and cooperate with any bodies assessing the needs of vulnerable students; the Prevent Coordinator will action any such request. They will attend all meetings, training and briefing events offered by statutory agencies in this regard and be primarily responsible for maintaining the College's statutory duty for the same.

See Overall Prevent Action Plan Below:

#### PREVENT ACTION PLAN

<b>POLICY</b>	<b>PREVENT ACTION PLAN</b>
<b>LEAD OFFICER</b>	<b>PREVENT CO-ORDINATOR MR N RIAZ</b>
<b>CONTACT TEL NUMBER</b>	<b>02072531155</b>
<b>CONTACT EMAIL</b>	<b>nriaz@citycollege.ac.uk</b>

<b>ISSUE</b>	<b>KEY ACTION</b>	<b>BY WHOM</b>	<b>WHEN</b>	<b>EXPECTED OUTCOME</b>
<b>Staff Training</b>	All staff to complete Prevent Duty Training Package	Admin staff and lecturers	Completed	Reduce risk and make policies clear

<p><b>Safeguarding</b></p>	<p>All students made aware of clear guidelines regarding acceptable student behaviour</p> <p>Assessing any outside visitors/speakers for suitability</p>	<p>Admin staff</p>	<p>Done at induction</p> <p>Done by Prevent Co-Ordinator</p>	<p>Reduce risk and make policies clear</p>
<p><b>Risk Assessment</b></p>	<p>Staff and students made aware that any behaviour considered inappropriate should be reported to the Prevent Co-Ordinator, Director or Student Welfare Officer</p>	<p>Staff, Lecturers or Students</p>	<p>Continuous</p>	<p>If such behaviour is reported, the risk is assessed and any necessary action taken.</p>
<p><b>Possible Gender Inequalities</b></p>	<p>It is made clear to students that gender segregation is not acceptable. We have an open-door policy, and students, especially female students, are encouraged to speak to us about any events, comments or behaviour which make them uncomfortable.</p>	<p>Admin staff, Prevent Co-Ordinator and Student Welfare Officer</p>	<p>Done at Induction</p>	<p>If any concerns are reported, they will be dealt with by the Student Welfare Officer, in conjunction with the Prevent Co-Ordinator</p>