

360 GSP Training

POLICIES, RULES AND PROCEDURES

Prevent Policy

Policy Last Reviewed on: 19/05/2018

Introduction

360GSP is committed to providing a secure environment, where all learners feel safe and are kept safe. All staff members in 360GSP College recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall arrangements to Safeguard and Promote the Welfare of all Learners in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002.)

College Ethos and Practice

When operating this policy, we use the following accepted Governmental definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas'

The full Government Prevent Strategy can be viewed at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/preventstrategy-review.pdf

There is no place for extremist views of any kind in our College, whether from internal sources – learners, staff or governors, or external sources - community, external agencies or individuals. Our learners see our College as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this – we have a duty to ensure this happens.

As an educational institution we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and young adults and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, we will ensure our learners understand and become tolerant of difference and diversity so that that they thrive, feel valued and not marginalised. Furthermore, at 360GSP we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times they may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line with College Policies. Where misconduct by a tutor is proven the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether a Prohibition Order is warranted.

As part of wider safeguarding responsibilities, College staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of College, such as in their homes or community groups.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Reports of changes in behaviour, friendship or actions and requests for assistance
- Local authority services, and police reports of issues affecting learners in other institutions or settings
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others

- Anti-Western or Anti-British views

Teaching Approaches

We will ensure that all of our teaching approaches help our learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' see Appendix A, and we will apply the methodologies set out in that document following the three broad categories of:

- Making a connection with young people using a learner centred approach
- Facilitating a 'safe space' for dialogue
- Equipping our learners with the appropriate skills, knowledge, understanding and awareness for resilience

Therefore, this approach will be embedded within the ethos of our College so that learners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our College's approach to the spiritual, moral, social and cultural development of learners and will include the sound use of assemblies to help further promote this rounded development of our learners.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using a curriculum that includes:

- Citizenship programmes
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout the curriculum
- Focused educational programmes

We will also work with local partners, families and communities in our efforts to ensure our College understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learners' experiences and horizons. We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we will ensure that that learner is offered mentoring. Additionally, in such instances our College will seek external

support from the Local Authority and/or local partnership structures working to prevent extremism.

At 360GSP we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in modern multi-cultural Britain and globally.

Referring Concerns

Where there are concerns of extremism or radicalisation learners and staff will be encouraged to make use of our internal systems to raise any issue in confidence with senior management. Our lead person for Prevent is the Designated Safeguarding Lead who would normally be the first point of contact should there be concerns. If for any reason this creates a difficulty for the referrer, they can contact the Local Authority 'Prevent' co-ordinator, First Response Team or Education Safeguarding Advice Service depending on the level of concern. Contact details for these agencies can be found at the end of this policy document

Staff should refer to the College Whistle Blowing Policy under which they are entitled to employment protection for raising genuine concerns outside of the College environment.

Training

All staff, including temporary staff, and volunteers will receive an induction in regard to our Safeguarding Policy and procedures. This will include information and guidance about our duty to prevent people from being drawn into terrorism.

The Designated Safeguarding Lead will attend appropriate and relevant training courses in regard to safeguarding, including the appropriate inter-agency training organised by the Brent Local Safeguarding Children Board at least every two years. This will include accessing training on extremism and radicalisation and its safeguarding implications. The Designated Safeguarding Lead will ensure that all adults working in the College receive appropriate levels of training, guidance and support in regard to safeguarding children from extremism and radicalisation.

Recruitment and staff conduct

The arrangements for recruiting all staff, permanent and volunteers, to our College will follow guidance for safer recruitment best practice in education settings, including, but

not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.

We will be alert to the possibility that persons may seek to gain positions within our institution so as to unduly influence its character and ethos. We are aware that such persons seek to limit the opportunities for our learners thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our College and staff team we will minimise the opportunities for extremist views to prevail.

- Ensure 360 GSP Training's Policy for safeguarding Children, young people and vulnerable adults and associated procedures are in place and implemented to ensure the welfare of the learner group
- Delegate operational responsibility and implementation of procedures to a designate member
- Be responsible for receiving allegations against members of staff and volunteers and passing them on to the Director of Human Resources
- Receive immediate notification of any changes affecting the policy or procedures and ensure the policy is reviewed and amended as appropriate
- If requested by the Local Authority Designated Officer, and appropriate, become the point of contact for communication with regard to an individual safeguarding matter concerning an allegation against a member of staff.