

# Prevent Strategy

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**Job role of author:**

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## **Associated Policies**

Safer Recruitment & Pre-employment Vetting Policy & Procedure

Safer Recruitment: Pre-Employment Vetting Policy

Staff Disciplinary Procedure

Staff ICT Policy

Volunteer Policy

Anti-Harassment, Anti Bullying & Anti Hate Crime Policy

Student ICT Policy

Student Behaviour Policy

14 – 16 Behaviour Policy

Student Disciplinary Procedure

Looked after Children & Care Leavers Policy

Equality, Diversity & Inclusion Policy

Whistleblowing Policy

Safeguarding Policy

SEND Policy

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## 1. Introduction

1.1 The Government's Prevent Agenda is 1 of the 4 elements of CONTEST, the government's counter-terrorism strategy. The 4 elements are Prepare (to mitigate the impact of terrorist attack), Protect (to strengthen our protection against a terrorist attack), Pursue (to stop terrorist attacks) and Prevent (to stop people becoming terrorists or supporting terrorism). CONTEST aims to stop people becoming terrorists or supporting terrorism.

The Government's Prevent strategy:

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

1.2 The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.

1.3 The Counter-Terrorism and Security Act 2015 (Prevent Duty 2015) places a duty on specified authorities including schools, colleges and universities to 'have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism'. This is supported further by the Prevent Duty general guidance (September 2015) for FE institutions in England and Wales and HE institutions in England and Wales (September 2015) respectively, with updates in April 2021.

1.4 For Further Education Colleges This 'due regard' will be inspected by Ofsted under The Education Inspection Framework. This inspection is risk-based and the frequency with which providers are inspected depends on this risk. For Higher Education Institutions the Prevent Duty: Framework for monitoring in higher education in England (OfS 2018:35) sets out how the Office for Students (OfS) will monitor providers' implementation of the statutory 'Prevent duty' in the higher education sector in England.

1.5 The College has developed a culture of safety and respect for its students, staff, governors and visitors. As part of this ethos the College has considered the Prevent Duty and the importance of collaborative working between college staff, local authorities, police, other educational institutions, policy makers and health providers to identify, detect and safeguard vulnerable people throughout the organisation.

## 2 Prevent Duty

The Prevent Duty requires the College to:

- 2.1 Have an active engagement and work in **partnership** with others internally and externally (staff, governors, the local authority, the local safeguarding board, the police, health professionals and Prevent professionals) to ensure student safety.
- 2.2 Have Safeguarding arrangements which ensures providing sufficient level of support for all students.
- 2.3 Have risk assessment processes in place for all events and activities, off and on site to identify risks and anyone is at risk of being drawn into terrorism or involved in supporting terrorism.
- 2.4 Have effective IT security (including the use of Wifi) and a responsible user policy in place and have processes in place for identifying any online behaviours which may cause concern.
- 2.5 Ensure when the College subcontracts delivery of courses, there are robust arrangements in place to ensure this does not lead to inadvertently funding extremist organisations.
- 2.6 Have risk assessment processes in place for speakers attending events at College campuses to identify and element risks.

## 3. Prevent Duty Objectives

3.1 This strategy has five key objectives:

- I. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
- II. To break down segregation among different student communities including 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
- III. To ensure student safety and that the College is free from bullying, harassment and discrimination.

- IV. To provide support for students who may be at risk and appropriate sources of advice and guidance
- V. To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism.

The strategy supports both the Sefton and College Prevent Action Plans.

## 4. British Values

4.1 The Prevent Duty states the British Values that are expected to **be embedded into the curriculum offer and into the ethos of the College**, they are:-

- **Democracy**
- **The rule of law**
- **Individual liberty**
- **Mutual respect**
- **Tolerance of those with different faiths and beliefs**

4.2 The College's Principalship Team will lead on the embedding of British Values, together with the governing body. The Principalship Team will establish guidelines and actions to be taken through the College's operation to ensure that British Values are understood by all and are integral to the College's culture reflecting the College's Values. The Chair of the Corporation and the Director of Governance will lead on ensuring they are integral to Governance. This will be achieved through:

- I. Promoting core values of respect, equality and diversity, democratic society, student voice and participation throughout the College
- II. Building staff and student understanding of the issues surrounding extremism and their confidence to deal with them
- III. Actively working with local schools, local authorities, police and other agencies to ensure all staff at the college are aware of their statutory duties under Prevent so young people are not radicalised by external agencies

## 5. Safeguarding ethos

5.1 The College is committed to safeguarding its students and staff and aims to protect children and adults at risk from all types of abuse and harm. The College's ethos is to ensure the welfare and safety of staff, students, Governors and visitors to the College.

5.2 Hugh Baird College has a statutory and moral duty to ensure that the College functions with a view to safeguarding and promoting the welfare of children, young people and vulnerable adults at risk whilst receiving education and training at the College. Within an educational setting the definition of a child is any person who has not yet reached the age of 18 years.

5.3 The Prevent Strategy is associated with the Safeguarding policies and procedures at the College. The College has developed relationships with external agencies to ensure that it is well informed about the Prevent agenda on both a local and national level.

## **6. College community**

- 6.1 Our students will receive training and information in order to inform them of, and raise their awareness of, the Prevent agenda as part of their safeguarding training. This will be undertaken internally and or by Regional Prevent Professionals.
- 6.2 Information of the Prevent Agenda and Duty will be promoted to students by inclusion in curriculum offer, lesson planning and schemes of work, safeguarding posters, safeguarding policy and procedures, induction information, training and development sessions.
- 6.3 Staff will receive awareness training and guidance on how to deal with:-
- Inappropriate material and behaviours
  - Disclosures by students about their exposure to extremist actions, views or materials
  - Accessing extremist material on line
  - Parental or peer concerns
  - Intolerance of difference
  - Anti-Western or Anti-British views
  - The impact on the student and the FE Institution
- 6.4 The College will ensure that all staff are familiar with the Prevent agenda, supported by the provision of refresher training, be able to promote British Values, understand how they can recognise practice and behaviours in students and colleagues and are aware of the course of action to take if they are concerned.
- 6.5 College Governors receive updates on safeguarding matters which include the Prevent agenda. Governors take a proactive role in the Prevent Strategy and receive training and reports from the Designated Safeguarding Lead.
- 6.6 The College continues to develop links with external partners in order to remain aware of developments within the safeguarding and child protection arena. Links with local police, Local Children's Safeguarding Boards and external agencies are in place. Specific links are also in place for Prevent which include Regional Prevent Professionals and the local Channel Link.
- 6.7 The College continues to promote Equality, diversity and Inclusion and raising awareness of unconscious bias and strives to create a culture of inclusion and respect. Our College policies, processes and staff aim to challenge extremist views, which could be destructive, which often are based on false assumption,

stereotype ignorance and prejudice. We believe in the power of education and aim to equip our staff and students with the required knowledge, skills and critical thinking to challenge and debate topics in an informed and inclusive way.

## 7. Referral procedure

- 7.1 All students and staff should be aware of signs of radicalisation and have the confidence to report their concerns to the Safeguarding Team, using the “Push the Button” on MyDay.
- 7.2 The College’s Designated Safeguarding Lead and /or Deputy Safeguarding Lead will decide what action is necessary which will include a discussion with the Prevent Officer within Merseyside Police. This discussion may be for advice purposes or for a referral.
- 7.3 Any major Prevent incidents that are reported to The Office for Students should also be reported to the HEI’s Prevent Co-ordinator where the student is on an HEI programme of study. This reporting will be carried out by the Designated Safeguarding Lead or Deputy Safeguarding Lead. [Any student who is currently being supported through the Prevent agenda who is progressing to study at a UCLan campus will also be disclosed to UCLan’s Prevent Co-ordinator.]
- 7.4 Hugh Baird College is committed to ensuring all students are kept safe from the risks of extremism and radicalisation. As an organisation we endeavour to ensure that, where possible we work in partnership with other organisations to ensure a multiagency approach to our safeguarding. This includes information sharing on a professional basis, in the best interests of our learners, as outlined in *Keeping Children Safe in Education*. Some examples of partners we may share information with are listed below, this is not an exclusive list and the College will exercise judgement when sharing information. Where possible the College will work in partnership with students to ensure they are aware of any referrals being made. However, there may be occasions when this is done without consent, or prior discussion, in the interests of preventing harm.

## 8. Channel procedure

A key part of Prevent is “Channel”. Police work with Local Authority Channel Coordinators (LACC) and public bodies, including local councils, social workers, NHS staff, schools and the justice system to identify those at risk of being drawn into terrorism, assess what the risk might be and then develop tailored support for those referred to them. This could range from mentoring to things like anger management or drug and alcohol programmes. Not everyone referred to Channel will be deemed suitable for the programme. There is a filtering process in case the person isn’t really at risk of radicalisation, and to address referrals that are wrong or malicious. The



process is about supporting individuals identified as being vulnerable to radicalisation and extremism at an early stage.

The Sefton Channel Panel is fundamental to this and is a voluntary safeguarding programme aimed at supporting those individuals identified as being vulnerable. As with other safeguarding practices Channel is reliant on a multi-agency response and multi-disciplinary work to minimise and manage the risk to an individual. It draws on existing collaboration between local authorities, the LACC, police, statutory partners and the local community and has three objectives:

- Identify individuals at risk of being radicalisation or drawn into extremism
- Assess the nature and extent of the risk
- Develop the most appropriate support for the individuals concerned.

Local authorities (via MASH or Adult Safeguarding) receive Prevent concerns and process them as an appointed body, this is to ensure that social care safeguarding concerns are not missed, that there is no delay on concerns being raised/information being shared, and that the information is going to Prevent also.

Social Care can look at the concerns from a Safeguarding point, and the form will also be sent to Prevent colleagues.

Partner agencies – Such as Health, Education etc., send the referral form to the local authority as all referrals of concern in respect of Prevent that are generated from within Sefton Council Local Authority should in the first instance, directed to and recorded at Sefton Council Local Authority, highlighting any potential concerns. The concerns can then therefore be looked at from a Safeguarding perspective, but also be sent to the Prevent team.

More information about Channel can be found at: [Channel Duty Guidance](#)

8.1 Merseyside Police have a CHANNEL procedure in place. The Police CHANNEL procedure is a partnership focused structure and is similar to existing, successful initiatives which aim to support individuals and to protect them from harm, such as involvement in drug, knife or gun crime.

8.2 CHANNEL is about supporting those most at risk of being drawn into violent extremism and is about diverting them away from potential threat at an early stage.

8.3 Partnership involvement ensures that vulnerable individuals have access to a wide variety of support from diversionary activities through to providing specific services such as education, housing and employment. Each multi-agency panel varies according to local circumstance but partners (who are all signed up to an Information Sharing Pool) can include:

- Statutory partners such as education, NHS, probation, housing and the police service
- Social Care



- Children's services
- Youth Offending Services
- Credible and reliable members of the community

8.4 The College will engage in the CHANNEL process as necessary and will make appropriate referrals to Channel should it have any concerns about an individual at risk of being drawn into extremism.

Contact Numbers:

Channel (Police)

[Prevent@merseyside.pnn.police.uk](mailto:Prevent@merseyside.pnn.police.uk)

Sefton Local Authority Channel – Single Point of Contact

Claire Wright Tel:

0151-934 2554

Email: [Claire.Wright@liverpool.gov.uk](mailto:Claire.Wright@liverpool.gov.uk)

## 9. Managing risk

9.1 To ensure that the College manages the risks in this area a Prevent Duty Action Plan has been developed to allow the College to monitor and manage risks on an ongoing basis and deal appropriately with issues which arise.

9.2 This Prevent Duty Action Plan is intended to achieve the following outcomes:

- Staff and students understand the nature of risk from violent extremism and how this might impact directly or indirectly on the College
- The potential risks within the College and externally are understood and, if relevant, managed
- The College is able to respond appropriately to local, national and international events that may impact on students and their communities
- Measures are in place to minimise the potential for acts of violent extremism within the College
- Plans are in place to respond appropriately to a threat or incident within the College
- Effective IT security and responsible use of IT is in place

9.3 The Prevent Duty Action Plan will be monitored on a monthly basis by the College's Designated Safeguarding Lead and Deputy Safeguarding Lead with a termly update provide to the College's Safeguarding Group.

## **10. ESFA (Education and Skills Funding Agency) Notification**

- 10.1 Colleges receiving annual funding allocations from the Education and Skills Funding Agency (ESFA) for the provision of education to students aged 16 to 18, or any young person aged 19 to 25 subject to an Education Health and Care Plan who requires additional support costing over £6,000, are required through the Conditions of Funding Agreement to inform the ESFA of serious safeguarding incidents.
- 10.2 The main Prevent issues/referrals that the ESFA require to be notified about are as follows in 10.3 and 10.4.
- 10.3 The organisation, or one of its subcontractors is the subject of an investigation by the local authority or the police in connection with a Prevent issue. In such circumstances, the Chair, Chief Executive or senior DSL will contact the Department using the General Enquires contact form as specified with details of the nature of the incident and confirmation that it is or is scheduled to be investigated by the local authority and/or the police.
- 10.4 Where the College makes a referral of an individual for the purposes of determining whether that individual should be referred to a panel for the carrying out of an assessment under section 36 of the Counter Terrorism and Security Act 2015 of the extent to which that individual is vulnerable to being drawn into terrorism, the DSL shall ensure they notify the ESFA that a referral has been made, using the General Enquires contact form as specified.
- 10.5 The guidance from the OfS is for providers to determine what constitutes a serious Prevent-related incident which should be reported to the OfS, with the clear expectation to include any incidents or developments which:
- have led to the review and substantive revision of Prevent-related policies
  - have caused reputational harm or harm to staff or students
  - could be reasonably perceived as being related to Prevent.

This is not expected to cover business as usual (for example, straightforward Channel referrals or informal contact with the police or local Prevent partners).

- 10.6 The DSL will contact the OfS Prevent Team as per the process set out in the guidance on the OfS website ([www.officeforstudents.org.uk/advice-andguidance/regulation/counterterrorism-the-prevent-duty/](http://www.officeforstudents.org.uk/advice-andguidance/regulation/counterterrorism-the-prevent-duty/)), at the time that a potential serious incident is identified. Referrals are made via:

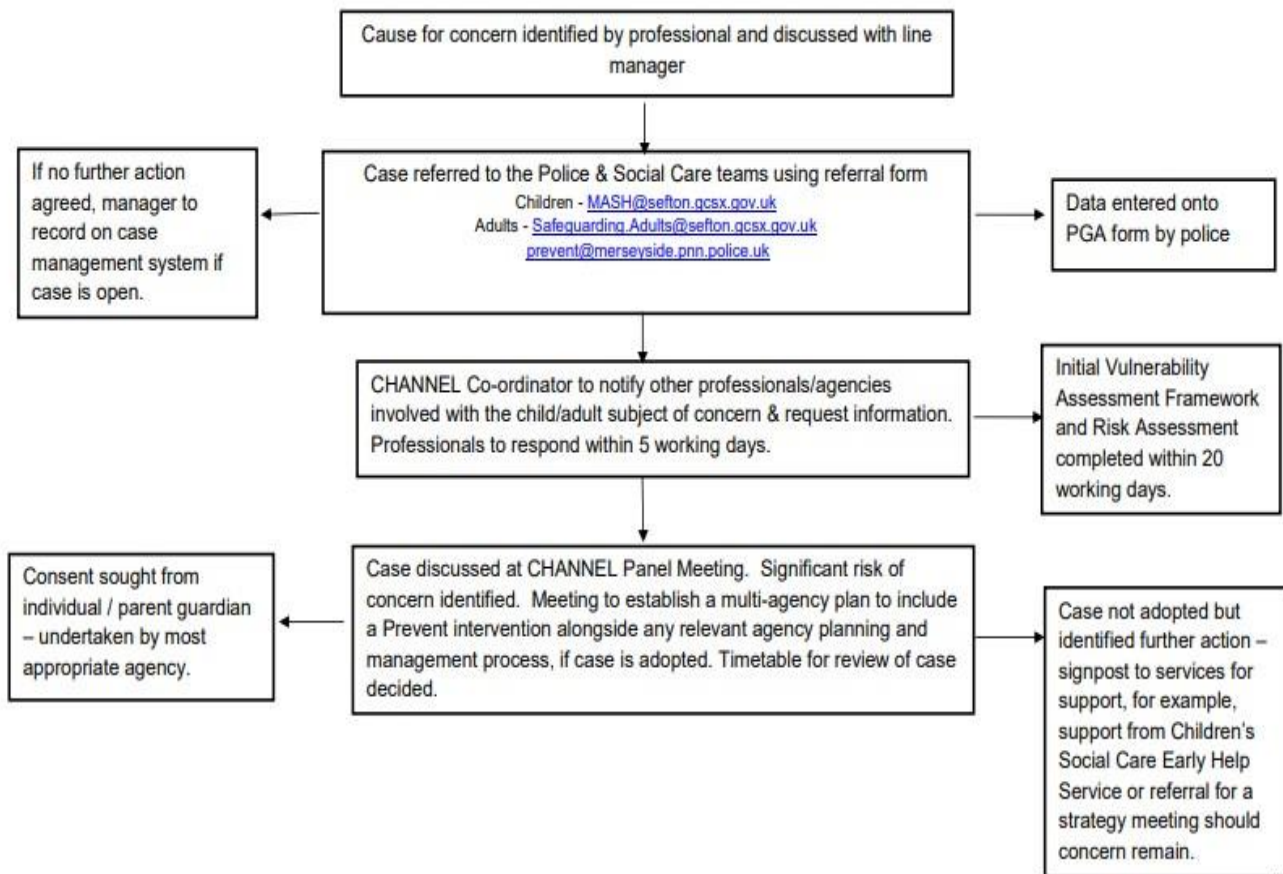
E: [prevent@officeforstudents.org.uk](mailto:prevent@officeforstudents.org.uk)

T: 0117 9317079

## Appendix 1

# Sefton Referral Pathway (from Sefton Prevent 2020-2022)

### Sefton Prevent Referral Pathway for Vulnerable Children and Adults



## Appendix 2

# Prevent Referral Form

Upon completion of this form if your concern relates to an adult please send to:

[Safeguarding\\_Adults@sefton.gcsx.gov.uk](mailto:Safeguarding_Adults@sefton.gcsx.gov.uk)

If your concern relates to a child please send to:

[MASH@sefton.gcsx.gov.uk](mailto:MASH@sefton.gcsx.gov.uk)

When this referral is acknowledged please send to:

[Prevent@merseyside.pnn.police.uk](mailto:Prevent@merseyside.pnn.police.uk)

You will receive feedback of your referral from the PREVENT team.

If you require any assistance please call either 0151 233 0343 or 07394559105

Person Referring Name:.....

Organisation:.....

Job Title/Relationship to referee:.....

Email address:.....

Contact number: .....

Date referred:.....

<b>Subject's Surname:</b>		<b>Forename(s):</b>	
<b>Male/Female:</b>			
<b>D.O.B:</b>		<b>Place of birth:</b>	
<b>Nationality:</b>		<b>Ethnicity:</b>	
<b>First Language:</b>			
<b>Address:</b>			
<b>Tel No Landline:</b>			
<b>Mobile:</b>			
<b>Email:</b>			
<b>School or Employment Details</b>			
<b>Social media info:</b>			

Hugh Baird College is proud to promote an inclusive environment for all staff and students regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in accordance with the Equality Act 2010. As a college it is recognised that diversity should be celebrated. This is promoted to ensure all staff, students and stakeholders feel proud to explore and share their own identity.

This strategy has been examined for **equality impact** i.e. the impact that this strategy will have on different groups of current or potential learners, service users and staff taking into account the protected characteristics of the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation).

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