

# LINK19 COLLEGE



## PREVENT DUTY POLICY

Date: Summer 2024

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**LINK19 College**  
**Prevent Duty Policy**  
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## LINK19 College

### Prevent Duty Policy

#### **1. Background**

From 1 July 2015 all schools, registered early years childcare providers and registered later years childcare providers are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions. The Counter-Terrorism and Security Act 2015 requires the proprietors of schools to “have due regard to the need to prevent people from being drawn into terrorism”. This is known as the ‘Prevent Duty’.

The Prevent Strategy aims to stop people becoming terrorists or supporting terrorism. While it remains rare for children and young people to become involved in terrorist activity, young people from an early age, can be exposed to terrorist and extremist influences or prejudiced views. As with other forms of safeguarding strategies, early intervention is always preferable. Schools and colleges working with other local partners, families and communities play a key role in ensuring young people and their communities are safe from the threat of terrorism.

The Prevent strategy identifies that schools and colleges can help to protect pupils and learners from other safeguarding concerns such as drugs, gang violence or alcohol. The purpose of Prevent in schools and colleges must be to protect pupils and learners from harm and to ensure that they are taught in a way that is consistent with the law and British values. Schools and colleges have a duty of care to their pupils, learners and staff which includes safeguarding them from the risk of being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity. Prevent is one of four strands of the Government’s counter terrorism strategy – CONTEST.

#### Contest

The Office for Security and Counter Terrorism works to counter the threat from terrorism and their work is detailed in the counter terrorism strategy, CONTEST.

The strategy is based on four areas of work:

- Pursue – to stop terrorist attacks
- Prevent – to stop people becoming terrorists or supporting terrorism
- Protect – to strengthen our protection against a terrorist attack
- Prepare – to mitigate the impact of a terrorist attack

The Strategic Defence and Security Review (SDSR) emphasises the need to tackle the root causes of instability. This approach is reflected in CONTEST. For terrorism, we need to address not only the immediate threat of attacks but the longer-term factors which enable terrorist groups to grow and flourish.

Prevent is a key part of CONTEST.

## **2. Related Guidance and Policy Documents**

- The Counter-Terrorism and Security Act (2015)
- The Children Act (2004)
- The Education Act (2011)
- The Prevent Duty guidance (2023)
- The Use of Social Media for On-Line Radicalisation (July 2015)
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (September 2024)

### **Non-Statutory Guidance**

- Promoting fundamental British values as part of SMSC in schools: Departmental advice for maintained schools (DfE 2014)
- Improving the spiritual, moral, social and cultural (SMSC) development of pupils: supplementary information (DfE 2014)
- How Social Media is used to encourage travel to Syria and Iraq (Home Office)

### **Other Policies**

This policy should be read in conjunction with the following policies:

- Safeguarding Children and Vulnerable Adults Policy
- Online Safety Policy

- Anti-Bullying Policy
- Behaviour & Wellbeing Policy
- Health and Safety Policy
- Whistleblowing Policy
- SMSC Policy

### **3. Definition**

The Governments Prevent Strategy defines extremism as: “Vocal or active opposition to fundamental British values, including democracy, the rule of the law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

The following are commonly agreed definitions within the Prevent duty:

- An ideology is a set of beliefs
- Radicalisation is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism
- Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity
- Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological agenda
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation
- Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of the law, individual and mutual respect and tolerance of different faiths and beliefs

The Prevent policy applies to everyone working at or attending the college. It places responsibilities on all board members, college staff, learners, agency staff and volunteers, contractors, visitors, consultants, and those working under self-employed arrangements.

The college has adopted the Prevent Duty in accordance with legislative requirements.

### **4. Aims**

The aim of the Prevent policy contributes to maintaining a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. We further recognise that if we fail to challenge extremist views, we are failing to protect our learners from potential harm. As such, the Prevent agenda, will be addressed as a safeguarding concern and dealt with in accordance with guidance from the National Office of Counter-Terrorism.

Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including schools and colleges and seeks:

- To respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- To provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support
- To work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health
- To ensure an awareness of “Prevent” within the college.
- To provide a clear framework to structure and inform our response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism.
- To provide a framework to embed British values into the curriculum and ways of working
- To ensure all staff understand the risks of radicalisation within our college and how this risk may change from time to time.
- To ensure staff are aware of the Prevent Strategy and are able to protect learners who are vulnerable or may be at risk of being radicalised.
- To ensure parents, carers, stakeholders and visitors to the college are aware of their responsibilities with regards to minimising the risks of radicalisation.
- To build learners’ resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views.

Prevent should be seen as part of the existing college safeguarding framework; a local approach to ensuring the safety and wellbeing of all learners.

We ensure that through our college's vision, values, rules, diverse curriculum and teaching, we promote tolerance and respect for all cultures, faiths and lifestyles. The LINK19 College Lead ensures that this ethos is reflected and implemented effectively in college policy and practice and that there are effective risk assessments in place to safeguard and promote learners' welfare.

Schools, colleges and childcare providers can build learners' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. It is important to note that the Prevent Duty is not intended to stop learners debating controversial issues. On the contrary, schools and colleges should provide a safe space in which learners and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

## **5. Roles and Responsibilities**

Whilst this is a stand-alone policy, it is integral to our Safeguarding Children and Vulnerable Adults Policy and should be applied as an extension to the college's current and established safeguarding procedures.

### **The Board of Directors**

The board should ensure that:

- there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote learner's welfare.
- learners are taught about safeguarding, including online safety as part of providing a broad and balanced curriculum.

In line with Keeping Children Safe in Education, LINK19 College has appointed a safeguarding director who maintains a strategic oversight of the college's wider safeguarding arrangements (and the Prevent Duty is seen as part of the wider safeguarding obligation). However, it is best practice for all directors to receive training about safeguarding, to ensure they have the knowledge and information needed to perform their functions, understand their responsibilities and assure themselves that college safeguarding arrangements are robust.

The LINK19 College board must be confident that:

- All college staff have undertaken training in the Prevent Duty as part of the college's wider commitment to safeguarding
- All college staff are aware of when it is appropriate to refer safeguarding concerns, including those related to Prevent about learners or colleagues to the DSAL
- All college staff exemplify British values into their teaching
- Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.

### **Prevent Lead for LINK19 College**

The LINK19 College Lead is the Prevent Lead. The responsibility for ensuring that the Prevent Policy is implemented across the college and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with terrorism.

The LINK19 College Lead will ensure that all new members of staff will receive Prevent training as part of their induction programme.

The board are presented with a termly (3 times each year) report to discuss Safeguarding and Prevent concerns raised and changes to the Duty that affect the college are discussed at the meetings.

### **Designated Safeguarding Adult Lead**

The Designated Safeguarding Adult Lead (DSAL) is the person with overall responsibility for Safeguarding and Radicalisation and Extremism. The DSAL is:

- Mr Martin Francis, LINK19 College Lead
- Mrs Maria Barry, LINK19 College Assistant Lead
- Mrs Maddie Arnold-Jones, is a director with responsibility for safeguarding

The DSAL Will:

- Be the single point of contact to oversee and coordinate the college's implementation of the Prevent Duty.
- Undertake prevent awareness training
- Carry out a risk assessment addressing the colleges approach to this policy.



- Provide Prevent Duty training to all staff so that they:
  - a) understand the general risks affecting learners at the college,
  - b) are able to identify individual learners who might be at risk of radicalisation,
  - c) know what to do to support these learners.
- Provide advice and support to staff / parents / carers on protecting learners from the risk of radicalisation.
- Liaise, when appropriate, with local partners, including the Police, KSMAP (Kent Safeguarding Children multi-agency partnership) and KMSAB (Kent and Medway Safeguarding Adults Board), including to establish what advice and support they can provide and to seek guidance on the general levels of risk within the local area.
- Have responsibility for ensuring that any visiting speakers, whether invited by staff or learners, are suitable and are appropriately supervised.
- Receive and consider safeguarding concerns about learners who may be vulnerable.
- Work in partnership with KSCMP / KMSAB on all matters covered by this policy and the college will follow any locally agreed procedures which are set out by the KSCMP / KMSAB.

#### **All Staff**

All staff at the college have a responsibility to:

- Create and support an ethos that upholds the college's mission, vision and values including British values, to create an environment of respect, equality, diversity and inclusion
- Attend safeguarding training, including Prevent training in order to develop the skills required to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns
- Report any concerns around extremism or radicalisation via the safeguarding reporting channels
- Report and remove any literature displayed around the college that could cause offence or promote extremist views
- Support the development of staff and learner understanding of the issues around extremism and radicalisation
- Participate in engagement with external organisations as appropriate.

## **6. Managing Risks and Responding to Events**

The college will ensure that it monitors risks and is ready to deal appropriately with concerns which arise through the following:

- Understanding the nature of threat from violent extremism and how this may impact directly and indirectly on the college
- Identifying, understanding and managing potential risks within the college from external influences
- Responding appropriately to events reported via local, national or international news that may impact on learners and communities
- Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within the college
- Ensuring measures are in place to respond appropriately to a threat or incident within the college
- Continuously developing effective ICT security. The college filtering system Netsupport DNA filters words from different languages.
- LINK19 College will ensure that appropriate filtering and monitoring systems are in place to prevent staff and learners from accessing unsuitable or illegal content.
- A learner friendly safeguarding children and vulnerable adults policy has been developed to ensure that learners are able to understand the college safeguarding procedures that are in place to protect them in an age/ability appropriate format.

### **Vulnerability to radicalisation or extreme view points from the internet**

LINK19 College recognises its duty to protect learners from indoctrination into any form of extreme ideology which may lead to the harm of self or others. This is particularly important because of the electronic information available through the internet. The college will therefore aim to do the following:

- Educate learners on the appropriate use of social media and the dangers of downloading and sharing inappropriate material including that which is illegal under the Counter-Terrorism Act.
- Ensure that learners are unable to access any inappropriate internet sites whilst using the school or college computers / laptops / tablets through the use of appropriate filtering, firewalls and security settings.
- Educate learners on the concepts of radicalisation and extremism ideology.
- Inform learners on the importance of Internet Safety through the IT, PSHE and other relevant curriculum areas.

### **Use of Technology & Social Media**

LINK19 College is aware of the risk of the use of technology and Social Media for online radicalisation.

Social media is an increasingly influential part of life particularly for young people. It has been identified as an important tool in the sharing of extreme material and extremist groups are actively using social media to inform, share propaganda, radicalise and recruit for their cause. Social media safeguarding is an important element of protecting young people from extremist narratives and Prevent can play an active part in this process.

LINK19 College has an Acceptable Use of IT Policy and restricts access to external sites that may be unsafe or unsuitable. Learners and parents / carers receive regular updates and advice on how to keep themselves safe online, both from staff and visiting speakers e.g. CEOP. Learners are reminded of the importance of speaking to a trusted adult either at college or at home if they feel vulnerable or unsafe. This would include any concerns they have about images, messages or contacts online.

### **Visitors to the college**

In order to safeguard learners from visitors to the college who may have extreme or radical views, the college will:

- Ensure all visitors book into the main office and state the purpose of their visit. The college will take immediate action if any individual or group is perceived to be attempting to influence members of the college communities, either physically or electronically.
- Check any organisations which wish to have relationships with the college, particularly those in the voluntary sector.

### **Staff training**

In order to fulfil the requirements of the Prevent Duty the college will:

- Ensure the Designated Safeguarding Adult Lead (DSAL) undertakes Prevent awareness training and is able to provide advice and support to other member of staff on protecting children and vulnerable adults from the risk of radicalisation.
- Ensure staff are trained to be vigilant in spotting signs of extremist views and behaviours and that they always report anything to the DSAL which may suggest a learner, staff member or visitor is expressing opinions which may cause concern. Staff should follow the usual reporting procedures as for any other safeguarding concern as laid out in the college Safeguarding Children and Vulnerable Adults Policy.

- Ensure staff understand the importance of monitoring learner absences and promptly address concerns about irregular absence with parents / carers.
- Ensure staff and board members are aware of how to identify and respond to risks to learners from extreme or radical views.

There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, staff should be alert to changes in learner's behaviour which could indicate that they may be in need of help or protection. Learners at risk of radicalisation may display different signs or seek to hide their views. Staff should use their professional judgement in identifying learners who might be at risk of radicalisation and act proportionately.

Even very young learners may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent Duty does not require college staff to carry out unnecessary intrusion into family life but as with other safeguarding risks, they must take action when they observe behaviour of concern.

### **Supportive Interventions**

Prevent interventions may take many forms. Police activity can be utilised when delivering intervention activity but more often it is partner agency activity that can be the most effective form of intervention. Individuals who are identified as being vulnerable to being drawn into any form of extremism that could lead to terrorist related activity may be referred into Prevent for appropriate support.

### **Channel**

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It is a multi-agency approach designed to protect people at risk from radicalisation. It provides a mechanism for schools or colleges to make referrals if they are concerned that an individual might be vulnerable to radicalisation and develop the most appropriate support plan for the individual concerned. An individual's engagement with the programme is entirely voluntary at all stages.

All staff and members of the board are expected to undertake Channel training (online) which:

- Explains how Channel links to the Government's counter-terrorism strategy (Contest).

- Describes the Channel process and its purpose.
- Identifies factors that can make people vulnerable to radicalisation.

### **Signs of Radicalisation**

Signs of possible radicalisation can include:

- People losing interest with their regular friends.
- People using derogatory terms for rival groups.
- People showing “technical expertise” in areas such as survival skills and chemicals.
- People showing sympathy for extremist causes.
- People glorifying violence.
- People making remarks or comments about being at extremist events or rallies outside schools or colleges.
- Evidence of possession of illegal or extremist literature.
- Advocating messages similar to those coming from illegal organisations or other extremist groups.
- Out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent).
- Secretive behaviour.
- Online searches or sharing extremist messages or social profiles.
- Intolerance of difference, including faith, culture, gender, race or sexuality.
- Graffiti, art work or writing that displays extremist themes.
- Attempts to impose extremist views or practices on others.
- Advocating violence towards others.

## **7. Curriculum**

LINK19 College ensures its learners are offered a broad and balanced curriculum delivered by skilled teachers that aim to prepare them for life, encouraging them to show tolerance of and celebrate difference and diversity, whilst also ensuring that they thrive, feel valued and are not marginalised.

PSHE and Citizenship themed lessons are an effective way of providing learners with time to explore sensitive or controversial issues, equipping them with the knowledge and skills to understand and manage difficult situations.

The computing curriculum continually emphasises the importance of online safety, which includes not divulging personal information over the internet.

LINK19 College recognises freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning society's values. Learners regularly participate in discussion, with speaking and listening being embedded in all subjects. Learners and teachers speak freely and voice their opinions. However, there is an understanding that freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued.

## **8. British Values**

Through ensuring pupils' SMSC development, schools can also demonstrate they are actively promoting fundamental British values. LINK19 College adopts a similar strategy to that of schools. Actively promoting British values means challenging opinions or behaviours in the college that are contrary to fundamental British values. Attempts to promote systems that undermine fundamental British values would be completely at odds with colleges' duty to provide SMSC. The Teachers Standards expect teachers to uphold public trust in the profession and maintain high standards of ethics and behaviour, within, and outside school/college. This includes not undermining fundamental British values. LINK19 College aims to promote SMSC development of learners in a similar way.

### **How LINK19 College promotes British Values**

LINK19 College, like all other educational establishments, is required to promote fundamental British values as part of broader requirements relating to the promotion of the spiritual, moral, social and cultural development of learners. These values are explicit within our everyday practice as well as the college curriculum.

#### **Democracy**

Learners have the opportunity to contribute more widely to college life through our "Learner Committee". Learners are given the opportunity to elect a member to the body whereby learners meet with college leaders to discuss their learning and ideas for the college.

Classrooms are run along democratic principles. Learners are given equal opportunities to contribute equally. No one individual is allowed to dominate and to steal time from the majority. Rules are explained and breaches of those rules are challenged by staff.

The rationale for that challenge is usually based on the argument that poor behaviour from one person has an impact on everyone.

There are also many opportunities to learn about democracy within classroom practice, for example learners voting on what music to listen to during break time or where to visit for an end of term treat.

### **The Rule of Law**

At LINK19 College we promote the importance of the rule of the law. Learners see that this is important through our day to day work. Accountability is stressed to all stakeholders including staff (teacher's standards and performance management / appraisal), learners (Behaviour & Wellbeing Policy) and the board of directors. Class groups often write their own class charters/ code of conducts which each learner is expected to follow. These are firmly based on British values. Opportunities to learn about the rule of the law are built into the Life Skills and PSHE curriculum.

### **Individual Liberty**

As a college, we educate and provide boundaries for learners to make choices, through the provision of a safe environment. Learners are actively encouraged to make appropriate choices.

For all learners, there are elements of choice for lunch, within healthy boundaries. Learners are offered independent support and guidance from careers advisor regarding future pathways.

Many learners have difficulty with communication and are therefore introduced to a variety of systems which empower them to 'have a voice'. These could include Makaton sign language and PECs (Picture Exchange Communication System) which ensures that learners are afforded the right to communicate, make choices and express themselves.

### **Mutual Respect**

At LINK19 College we strive to foster strong working relationships between staff and learners, between colleagues and between staff and parents / carers. A positive understanding of differences and willingness to listen to the views of others is embedded in our daily practices.

Behaviour and wellbeing policies promote good behaviour and challenge negative behaviour so that all learners respect others and give them the opportunity to succeed. We take seriously our duty to prevent victimisation of any individual and we currently analyse any incidents where racist, homophobic or sexist actions could hurt others.

The college PSHE curriculum places a strong emphasis on respect for individuals and the celebration of difference.

### **Tolerance of Other Faiths and Beliefs**

At LINK19 College we endeavour to ensure that we are enhancing learners' understanding of their place in a culturally diverse society by offering them varied opportunities for them to experience this first hand. There are activities planned and guest speakers invited into college to learn about other faiths, beliefs and cultures not just in this country but around the world.

Assemblies and discussions involving prejudices and prejudice-based bullying have been supported by learning within our Life Skills and PSHE curriculum.

We wish our learners to become active citizens and we work hard in college to ensure that these core values are promoted for all. The college's promotion of these core values ensures a steady programme of attitudes and qualities.

**In summary, we prepare our learners as far as possible for life in a complex modern Britain.**

## **9. Risk Assessments**

The LINK19 College Lead is responsible for carrying out risk assessments to assess the risk of learners being drawn into terrorism, including support for extremist ideas which are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting learners and a specific understanding of how to identify individual learners who may be at risk of radicalisation and what to do to support them.



It is important for the college to understand the risks to learners and to respond to them in an appropriate and proportionate way.

## **10. Parents / Carers**

This policy will be shared with parents / carers of learners of LINK19 College via the college website. It is important that they are aware of the risks and are able to protect their children, particularly those who are vulnerable or may be at risk of being radicalised. Parents and carers are encouraged to install filtering / firewalls on internet accessible devices and ensure they have appropriate security settings. Staff at LINK19 College are available to advise parents and carers on both the Prevent Duty and Online Safety.

Effective engagement with parents / carers / families are important as they are in a key position to spot signs of radicalisation. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms.

## **11. Hiring and Lettings**

Any organisations or individuals wishing to hire the college facilities will be checked to confirm that they do not have any extreme or radical views. This requirement will also be included in any Letting Agreements.

## **12. Managing Referrals and Working in Partnership**

Any learner who is deemed to be at risk of being radicalised or extremism will be referred by the DSAL as appropriate through the Local Authority Channel Referral and Intervention Process. LINK19 College will work in partnership with the relevant agencies to seek advice, support and guidance, drawing on multi-agency expertise, to support learners at risk of harm.

LINK19 College recognises that any attempt to counter extremism and prevent radicalisation cannot be achieved by one organisation alone but relies on the sharing of information and productive partnership working, in upholding the Prevent Duty, LINK19 College works with a number of partners, including:

- Kent Social Services and the Early Help Team
- Community and religious leaders
- Parents and the wider community
- Other educational organisations

## **13.Priorities**

### **Leadership and Values**

- To create and maintain a college ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation
- Building staff and learner understanding of the concerns and confidence to deal with them through mandatory staff training, specialist tutorials and awareness campaigns
- Actively working with the representatives from the community, external partners and public services.

### **Teaching and Learning**

- To provide a curriculum that promotes British values, knowledge, skills and understanding, to build the resilience of learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- Embedding British values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum
- Promoting wider skills development such as social and emotional aspects of learning
- A curriculum adapted to challenge extremist narratives and promote universal rights
- Teaching, learning and assessment strategies that explore controversial topics in a way that promotes critical analysis
- Encouraging active citizenship and learner voice.

*LINK19 College is committed to achieving Best Value in all decisions made. We use the principles of Best Value as they apply to securing continuous improvement in the college.*

### **Single Equalities Scheme impact Assessment**

This policy has been developed to ensure that there is no negative or adverse impact on any individual or group in terms of age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation. All opportunities for potential positive impact on individuals, groups and the community are embedded within the ethos, vision and values of the college.

**Date: Summer 2024**

**Review Date: Summer 2025**

**Signed by Chair of LINK19 College board of directors:.....**

**Signed by LINK19 College Lead:.....**