



POLICY / PROCEDURE

Document Title	PREVENT Duty Policy
Version	1.5
Equality Impact Assessment Status	No issues identified against any of the protected characteristics. Low risk.
Approved by	Board
Date approved	November 2019
Effective date	November 2019
Date of next review	November 2023
Lead responsibility	Assistant Principal – Student Services

1. Purpose

- 1.1** The purpose of this policy is to outline statutory responsibilities under with the Counter-Terrorism and Security Bill enacted into law on 1st July 2015 and how the college ensures compliance. PREVENT is a key part of CONTEST, the government’s counter-terrorism strategy which aims to respond to the ideological challenges of radicalisation.
- 1.2** The new legislation recognises that Further Education Colleges are ideally placed to explore controversial issues by equipping learners with the knowledge, skills and critical thinking to challenge and debate issues in an informed way. At the same time, under the Public Sector Equality Duty, colleges are required to promote community cohesion and foster good relations between those who share a protected characteristic and those who do not.
- 1.3** Risk-based inspection by OFSTED since September 2014 has focused on the promotion of fundamental British values. The college is required to work with the community to understand perceptions, interpretations and acceptance of these values. The Department for Education expects that through open and direct dialogue learners will understand and embrace fundamental British values about democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and values.

2. Scope

- 2.1** This policy applies to Derwentside College Board Members, managers, staff, sub-contractors, contractors and learners.
- 2.2** The college has an agreed memorandum of understanding with Durham Constabulary to enable Special Branch and Derwentside College to obtain and share information relating to PREVENT in a timely, sensitive and agreed manner. Derwentside College operates over a wide geographical area covering a number of County Police Constabularies and the college liaises with these Constabularies under similar terms to share information and to address issues at a local level.

3. Policy / Principles

- 3.1** It is a condition of funding that FE providers must comply with all relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners. In order to comply with the PREVENT duty, the principles on which Derwentside College fulfils its obligations are:

- Leadership and Values

The college promotes an ethos which upholds the core values of shared responsibility and well-being for all learners, staff and visitors and promote respect, equality, diversity and understanding.

- Teaching and Learning

The college provides a curriculum which promotes knowledge, skills and understanding by challenging extremist ideology and supporting the learner voice. To achieve this, equality, diversity, inclusion, social cohesion and issues pertaining to PREVENT are embedded into the curriculum.

- Learner Support

The college ensures that staff are confident to take preventative and responsive steps to support learners vulnerable to the dangers of radicalisation. This is achieved by strong and effective learner support services, developing community awareness and cohesion, implementing anti-bullying policies and challenging discriminatory behaviour and early intervention through Channel ¹ utilising safeguarding and crime prevention processes.

- Risk Management

The college single point of contact liaises with the Regional PREVENT Co-ordinator to assess changes in local, regional, national and international terror alert levels and constantly reviews the threat of extremism and the direct and indirect impact on college learners and staff. This includes proportionate responses to local, regional, national and international events, ensuring plans are in place to respond to threats, acts or incidents pertinent to PREVENT and maintaining effective ICT security user policies.

4 Procedures

- 4.1 The college works in partnership and actively engages with sub-contractors, contractors, community leaders, police and local support agencies to ensure the shared understanding of mutual responsibilities under the PREVENT duty via training and the lawful sharing of information.
- 4.2 The college has a single point of contact for all matters relating to PREVENT. This person has responsibility for co-ordinating all interviews, administration and referrals to the police and Channel on behalf of the Board and the Senior Management Team. The college single point of contact will use the approved documentation from Regional Police Constabularies and Channel to make appropriate referrals.
- 4.3 The college continually assesses the risk of radicalisation and the action plan to reduce this risk. The PREVENT risk assessment is reviewed on an annual basis by the Board of Governors to ensure continued relevance in the light of new guidance and changing local and national circumstances.
- 4.4 The college provides access to appropriate PREVENT training for Board Members, managers, staff, subcontractors, contractors and learners. The college provides guidance and support to staff on how to challenge extremist ideology in the work and learning environment and when to identify the need to make a referral.
- 4.5 The college requires organisations and community groups booking college services and premises to declare on the booking form that the purpose and content of any events does not contravene the college's responsibility under PREVENT.
- 4.6 The college's ICT systems are configured to identify words, phrases, terminology and imagery which may highlight the possible existence of extremist material and develop an alert process to the PREVENT single point of contact for further investigation.
- 4.7 The college links with the Regional FE/HE Co-ordinator for support and guidance as required and to respond to changes in local, regional, national and international terror alert levels.
- 4.8 The college maintains records and reports to evidence compliance with the duty.

5 Relevant Legislation / Regulation

¹ Channel is a multi-agency safeguarding programme which operates throughout England and Wales. It provides tailored support to people who have been identified as at risk of being drawn into terrorism.

5.1 The following legislation and regulations apply to this policy / procedure:

- Counter-Terrorism and Security Bill 2015
- Equality Act 2010
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006 (SVGA)
- Protection of Freedoms Act 2012
- Police Act 1997

6 Related Documents

6.1 The following related documents are relevant to this policy / procedure:

- Safeguarding Policy
- Equality and Diversity Policy
- Anti-Bullying and Harassment Policy

7 Accountability

7.1 The Vice-Principal (Curriculum and Quality) is responsible for the implementation of this policy.

7.2 The Assistant Principal - Student Services is the identified single point of contact referred to in this policy. In his absence, the Curriculum Leader for Foundation Learning will deputise in this role. They can be contacted on:

Michael Johnson tel: 01207 585900 ext 928

Karen Hankey tel: 01207 585900 ext 728

7.3 The Assistant Principal – Student Services is responsible for ensuring that this document is regularly reviewed and updated – and is the first contact point for managers seeking advice and guidance about the PREVENT policy or making enquiries about its interpretation.

7.4 All managers are responsible for ensuring that they and their team members follow the requirements set out in this document.

7.5 All employees are responsible for adhering to the requirements set out in this document.

8 Equality & Diversity

8.1 The College has paid due regard to equality considerations during the preparation and implementation of this Policy and Procedure.

8.2 These considerations included the potential for any differential negative effect on the grounds of age, disability, gender reassignment, pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, sexual orientation, marriage or civil partnership.

8.3 The College's judgement is that there is no such negative effect on those grounds and, consequently, no potential breach of the Equality Act 2010.

8.4 The operation of this Policy and Procedure will be monitored by the Personnel Manager in order to establish that no unlawful discrimination is taking place and to identify opportunities for the College to enhance equality of opportunity and fair treatment.

9 Review

9.1 This document will be reviewed by November 2023.

9.2 The Assistant Principal – Student Services will undertake this review, taking into account the outcomes of the monitoring process, legislative changes and developments in good practice.

9.3 As part of the review, the Assistant Principal – Student Services will seek and consider the views of the College’s employees and of the recognised trade unions.

9.4 The outcome of the review will be reported to the Executive Team.

10 Document Identification

<p>Category [select ONE only]</p>	<p><input type="checkbox"/> Programmes/courses</p> <p><input type="checkbox"/> Partnerships</p> <p><input type="checkbox"/> Finance</p> <p><input type="checkbox"/> Quality</p> <p><input type="checkbox"/> Governance</p> <p><input checked="" type="checkbox"/> Health and safety</p> <p><input type="checkbox"/> Facilities</p> <p><input type="checkbox"/> Computer Services</p> <p><input type="checkbox"/> MIS</p> <p><input type="checkbox"/> Admissions</p> <p><input type="checkbox"/> Teaching and learning</p> <p><input type="checkbox"/> Personnel</p>
<p>Audience [select ALL that apply]</p>	<p><input checked="" type="checkbox"/> Employees</p> <p><input checked="" type="checkbox"/> Learners <input checked="" type="checkbox"/> Partners</p> <p><input type="checkbox"/> Suppliers</p>