

Prevent Policy & Procedures



Policy written by: Rachel Glanville
Policy approved by: Dave Henson, Managing Director
Policy publication date: December 2016
Amended: December 2017 (André Murray)
Amended: March 2018 (André Murray)
Amended: March 2019 (André Murray)
Amended: September 2019 (André Murray)
Policy review date: March 2020

*This document sets out the policies and procedures which WE Bridge Academy implements to ensure compliance with the **Counter Terrorism and Security Act 2015** and to mitigate risks of radicalisation of students by extremist groups.*

1. POLICY STATEMENT

Prevent is the government strategy to stop people becoming involved in violent extremism and/or in supporting terrorism.

WE Bridge Academy ('the academy') understands its responsibilities under the Counter Terrorism & Security Act 2015 as an English language provider to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below, after setting the context.

This policy should be read in conjunction with the academy's Safeguarding Policy and Procedures 2019.

This policy has the following aims:

- To explain the academy's commitment to Prevent.
- To set out the academy's Prevent policy and procedures.
- To explain how the academy will always help to uphold and promote core British values.
- To provide a clear procedure to be implemented in the event of concerns.
- To ensure that everyone is protected from potential radicalisation.

The academy recognises that all members of staff, homestay providers, and students have a responsibility to uphold the principles and aims of this policy.

2. CONTEXT

WE Bridge Academy accepts students aged 16+ throughout the year and from many different countries around the world. In its busiest weeks, the academy may have more than 120 students, 8 full-time teachers, and over 40 active homestay providers. The academy has always promoted a multi-cultural environment where respect for and tolerance of other beliefs is required. The academy is located in the city centre of Cardiff.

3. PREVENT DUTY LEADERSHIP AND RESPONSIBILITIES

Dave Henson, the managing director, is responsible for ensuring that the academy's Prevent duty is met.

André Murray, the Designated Senior Person and Prevent Lead, is responsible for the Prevent risk assessment, action plan and policy.

Their duties are to ensure delivery of an effective risk assessment and action plan, and policy as outlined here.

These duties are also shared between the Designated Safeguarding Staff (DSS) in the academy: Paul Stephens, Rebeca Dios Garcia and Richard Eastman.

4. RISK ASSESSMENT OF CURRENT SITUATION AND ACTION PLAN FOR FUTURE

A risk assessment and action plan has been produced showing what is already being done and what still needs to be done (see attached); it will be reviewed and updated at least annually.

5. WORKING WITH LOCAL PARTNERS

The academy is committed to maintaining a positive and open communication channel with the police and relevant local authorities.

The academy's current points of contacts are:

Tom Noaks – Prevent Education Officer

Phone: 07811 980031

Email: thomas.noaks3@cardiff.gov.uk

Steph Kendrick-Doyle - Interim Prevent Coordinator
Phone : 02920 873266 / 07779961266
Email: stephanie.kendrick-doyle@cardiff.gov.uk

Martyn Thomas - Prevent Deputy (Partnerships)
Phone: 01656 655555 EXT.62950
Email: martyn.thomas@south-wales.pnn.police.uk

South Wales Police Prevent team
Phone: 029 20527306.

The academy is also committed to working with other local English language and education providers to share information and best practice as appropriate.

6. KEY TERMINOLOGY

Radicalisation: The act or process of making a person more radical or favouring of extreme of fundamental changes in political, economic or social conditions, institutions or habits of the mind.

Extremism: Holding extreme political or religious views which may deny rights to any group or individual. It can refer to a range of views, such as racism, homophobia, right-wing ideology, as well as any religious extremism. Extremism can be expressed in vocal or active opposition to core British values and may include calls for the death of members of the government, and the armed forces, whether in this country or overseas.

Core British values: The values that should be encouraged, promoted, upheld, and exemplified by all members of the academy. The values are:

- Democracy
- The rule of law
- Individual liberty
- Respectful tolerance of difference faiths or beliefs

Prevent duty also includes an expectation that staff, students and homestay providers will be encouraged to respect other people with particular regard to the protected characteristics set out in The Equality Act 2010. These are:

- Age
- Disability
- Sex
- Race

- Religion or belief
- Gender reassignment
- Marriage
- Civil partnership
- Pregnancy and maternity

Prevention: In the context of this policy, prevention means reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent involves the identification and referral of those susceptible to violent extremism into appropriate interventions. These interventions aim to divert the susceptible from embarking down the path to radicalisation.

7. UNDERSTANDING THE RISK OF EXTREMISM

It is important to understand that extremism is not isolated to any specific type of person or nationality; e.g. a student from Europe could be as easily radicalised as a student from the Middle East. Extremist views may be held by students, staff members, group leaders, or homestay providers. A person may arrive at the academy already holding extremist views, or they may be influenced by a range of factors during their stay in the UK.

These factors may include:

- Global events
- Local events
- Peer pressure
- Media
- Family views
- Extremist materials via hardcopies or online
- Inspirational speakers
- Friends or relatives being harmed
- Social networks

People who are vulnerable are more likely to be influenced. Their vulnerability could stem from a range of causes, such as:

- Loss of identity or sense of belonging
- Isolation
- Exclusion
- Mental health problems
- Sense of injustices
- Victim of hate crime or discrimination
- Bereavement

8. WAYS TO COUNTERACT RISKS

Although risk can never be eliminated, there are many ways in which we can reduce the risk of people being radicalized and help to protect and prevent people from extremism. Some of the ways to counteract risks are:

- To promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, that will not be tolerated. Rules about acceptable behaviour are listed in the following documents: Student's handbook, Safeguarding policy and procedures 2019, and Staff handbook.
- Uphold and exemplify core British values through information given to students, notices displayed around the school, examples set to students by staff and homestay providers, and via classes and discussions that include topics about British culture, traditions, and beliefs.
- Where possible, help students and staff to develop critical awareness and thought to counter accepting extremism without question, especially of online material.
- Challenge radical or extremist views in any context, formal or informal, following stated procedures and reporting duties.
- Be ready to react when local, national, or international events cause upset; being aware of the likelihood of conflicting feelings being expressed, and alert to potential acts of recrimination.
- Have strong filters on IT equipment and clear rules on accessing extremist websites, as well as the use of social networks to exchange extremist views.
- Ensure that extremist speakers do not use the premises to distribute material or expound views.
- Get to know students, their home circumstances and friendship groups. Through knowing students well, it is easier to spot changes in behaviour.
- Staff and homestay providers to be observant and vigilant in noticing any signs of radical or extremist behaviour.
- All staff and homestay providers to work hard to support any students identified as vulnerable and at risk

9. MANAGEMENT OF THE PRAYER ROOM

WE Bridge Academy has its own multi-faith prayer room on the ground floor of the premises. This prayer room is available to all academy students over the age of 18 to provide for their

spiritual, social and cultural needs. The following guidance provides structure in both protecting the students' rights to worship while complying with the academy's duty to protect them.

- Students who are under 18 are not allowed in the prayer room.
- The prayer room is managed by WE Bridge Academy and is not to be controlled or dominated by any single student population or group. The prayer room is 'multi-faith'.
- The prayer room is to be checked twice daily by the Assistant Director of Studies, or in his absence, the another nominate individual, for posters, materials, and contact details. Only material that has been approved by the academy's management team is to be posted or left therein. Any concerns are reported immediately as per the academy's reporting procedure.
- Except for prayers books and scripture, only English should be permitted for written materials in the prayer room.

10. SIGNS THAT MAY CAUSE CONCERN

There are often no obvious signs of extremism. Signs that are often cited as signs of extremism will often be signs of perfectly normal behaviour, particularly among young people in their late teens and early 20s.

There are some physical signs that would indicate concerns relating to extremism such as the tattoos that far right organisation supporters will sometimes display. You are not expected to be aware of the significance of tattoos but if you are worried about someone with what you think may be far right tattoos you should pass the details on to the Prevent lead.

Any concerns you have will usually be similar to other safeguarding concerns. These may include changes in the student's behaviour; you should use your judgement to decide when these are worrying and when they are within the normal range.

Concerns might include:

- Students talking about exposure to extremist materials or views outside the academy (in the event of this happening, information must be shared with the relevant local authorities).
- Changing attitude, e.g. intolerant of differences / having a closed mind.
- Changing behaviour, e.g. becoming isolated.
- Falling standard of work, poor attendance, disengagement.

- Asking questions about topics connected to extremism.
- Offering opinions that appear to have come from extremist ideologies.
- Attempting to impose one's own views / beliefs on others.
- Using extremist vocabulary to exclude others or incite violence.
- Accessing extremist material online or via social network sites.
- Performing overt new religious practices.
- Possessing drawings or posters showing extremist ideology / views / symbols.
- Voicing concerns about anyone.

It should be noted that individuals taking their religion more seriously, choosing to grow a beard or wearing a headscarf for religious reasons are NOT signs of extremism.

Any concerns about under 18 students should also be dealt with in line with the academy's Safeguarding Policy and Procedures 2019, and where necessary, the Local Safeguarding Children's Board will be contacted.

11. HOW AND WHEN TO REACT TO CONCERNS

Any concern or incident, however small, must be reported to the Prevent lead as soon as possible:

André Murray
andre@we-bridge.co.uk
02920225656

In his absence, the managing director, Dave Henson should be notified, or a member of the academy's DSS (Paul Stephens, Rebeca Garcia Dios, Richard Eastman).

Any report will be dealt with sensitively and in confidence.

12. TRAINING AND AWARENESS

The aim of the academy's training is to provide more knowledge and confidence to all.

Staff training and awareness

Staff training is provided through documents, face-to-face and online training (provided through <https://www.elearning.prevent.homeoffice.gov.uk>).

This training aims to help staff to:

- a) understand the context and expectations of Prevent;
- b) understand their duty to implement the academy's Prevent policy;
- c) understand the terminology and the risks associated with radicalisation and extremism;
- d) understand how to identify and support vulnerable students;
- e) understand the ways the academy will counteract risks;
- f) recognise the signs that may cause concerns;
- g) know the lead Prevent person and the procedure for communicating concerns;
- h) know the importance of their own behaviour and professionalism in being (i) exemplars of British values, and (ii) not discussing inflammatory subjects with students.

Homestay provider training

Homestay provider training is provided through documents and face to face training by the Student Accommodation and Welfare Officer.

Training materials are adapted to ensure that homestay providers understand the sections of policy that they need to be aware of, especially (i) how to identify and support vulnerable students, and (ii) how to recognise the signs that may cause concerns, and (iii) how to report a concern.

Students and group leaders

Student and group leaders must be made aware of the key parts of this policy:

- a) understanding terminology;
- b) the importance of maintaining a supportive and tolerant society within the academy;
- c) what core British values are and why they are considered important;
- d) the academy's rules, particularly those regarding acceptable behaviour, the use of the prayer room and e-safety;
- e) that they must report any concerns or incidents, and the procedure to do so.