

Prevent Strategy

SLT Member responsible for strategy:	Head of Safeguarding
Date of strategy:	January 2019
Date of next review:	January 2020

Contents

1. Introduction.....	1
2. National and Local Context.....	2
3. Strategy.....	3
4. Leadership and Values.....	4
5. Partnerships.....	4
6. Staff Training.....	5
7. Welfare, pastoral care and faith facilities.....	5
8. E Safety.....	5
9. External speakers and events.....	5
10.Related policies.....	5
11.Prevent Referrals.....	6
12.Managing Risks.....	6
13.Channel Procedures.....	7
Appendix 1. - The Channel Process.....	8
Appendix 2. - Counter Terrorism Unit Referral form.....	9
Appendix 3. Counter Terrorism Unit Vulnerability Checklist.....	12
Appendix 4. Prevent Duty Risk Assessment/Action Plan.....	13

1. Introduction

At Ruskin Mill Trust we are proud of our diversity and our commitment to social justice, equality of opportunity, mutual respect and tolerance.

In developing our learners to be effective citizens in a democratic society, it is essential the Trust continue its commitment to promote open debate and free expression, whilst recognising the need to challenge prejudice, eliminate discrimination and prevent radicalisation.

Ruskin Mill Trust acknowledges that learners with special educational needs and disabilities (SEND) can face additional challenges, which could make them particularly vulnerable to radicalisation and extremist views. The Trust takes responsibility to ensure that those learners that are at risk or vulnerable are supported.

It is our duty to continue to safeguard our learners and staff; empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of the Trust's Safeguarding Policy and Procedures.

The Trust's Prevent strategy outlines how we will meet our statutory duty:

- To promote and reinforce our core values of respect, honesty, achievement, independence and excellence, in so doing, promote fundamental British values.
- To promote community cohesion; support open dialogue; support the learner and staff voice and eliminate discrimination.
- To safeguard our learners from the risk of radicalisation and empower learners to protect themselves from harm.
- To support those at risk.
- To ensure that staff are aware of their responsibilities in preventing people from being drawn into extremism.

The Trust will achieve these through leadership, partnership and by building learner resilience.

2. National and Local Context

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”.

The Government’s Prevent Strategy was published in June 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting individuals who might be susceptible to radicalisation.

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

Critical-an attack is expected imminently

Severe – an attack is highly likely

Substantial – an attack is a strong possibility

Moderate – an attack is possible but not likely

Low – an attack is unlikely

The current threat level from international terrorism in the UK is **SEVERE** which means that a terrorist attack is highly likely. Sheffield is seen as a priority area in terms of Prevent and our current threat level is **SEVERE**. There are local characteristics which may mean that there is a greater possibility of radicalisation by particular groups.

Geographically, some of the groups who are active in Sheffield and are in close proximity to the site are: EDL (English Defence League), National Front, and Islamist support groups.

3. Strategy

Protecting learners from the risk of radicalisation is seen as part of Ruskin Mill Trust's wider safeguarding duties and is similar in nature to protecting learners from other forms of harm and abuse.

The aim of the Prevent Strategy is to ensure that the College is able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief. This is achieved through:

1. Developing staff and learner awareness and understanding of the Prevent agenda.
2. Ensuring that RMT staff and members of the board of trustees are aware of and able to carry out their roles and responsibilities in preventing violent extremism and radicalisation.
3. Promoting and reinforcing shared values, to create space for free and open debate, and supporting the learner voice.
4. Documenting and recognising current practice across the Trust, which effectively manages the risk of learners being exposed to extremism and becoming radicalised.
5. Understanding and managing the potential risks within the Trust and from external influences including the display of extremist materials and the hiring of Trust premises.
6. Adopting effective ICT security and responsible user policies and promoting these to all staff and learners.

The Trust is committed to providing a learning experience which promotes knowledge, skills, and understanding in order to build the resilience of all learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion and fundamental British values.
- Promoting wider skill development such as social and emotional wellbeing.
- Developing a curriculum which recognises local needs, challenges extremism and promotes universal rights.
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion.
- Use of external organisations to support learning and promote respect.

To ensure that the College community remains safe, the following support will be in place for learners:

- Effective support services which provide clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation.
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology.
- Support for students and staff and guidance on how to access support through community partners.
- A clear Learner Leadership Strategy to ensure that the learner voice is heard and concerns of the learners are acted upon.
- Support for at risk learners through safeguarding processes.
- A focus on closing the achievement gaps for all learners.

4. Leadership and Values

The Trust sees its Prevent duties as a natural extension of our organisational duties to protect our learners from harm and equip them to lead fulfilling and safe lives. Prevent is an integral part of the Trust's Safeguarding Policy and Procedures.

Prevent duties require colleges to promote the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. Ruskin Mill Trust's values of respect, honesty, achievement, independence and excellence, align well with British values. We will promote our core values through our leadership and our strategic themes.

In order to build resilience and safeguard individuals it is essential to promote a culture where it is possible to openly explore views and opinions. The Trust's Leadership will achieve this through its policies, forums, staff development and training, and its partnership working with stakeholders.

The Leadership is also committed to the relentless pursuit of a climate where prejudice is challenged and discrimination eliminated.

The Trust has a key part to play in the Sheffield region, not only in its contribution to the economic prosperity of the region, but also to social and community cohesion in the city. We recognise the importance of our social responsibility.

The board of trustees will ensure procedures and policies are in place to prevent people from being drawn into terrorism and ensure the strategy complies with the Prevent Duty.

The Trust Prevent SPOC (Single Point of Contact) Safeguarding Manager, will co-ordinate a risk assessment to identify the levels of risk proportionate to the Trust; review Trust policies and procedures to ensure they are current and ensure that procedures are being followed. The SPOC will engage with the police and local authority Prevent co-ordinators and ensure the Trust meets the Prevent duty.

Trust leaders and managers will ensure staff undertake regular training, exemplify the core values through their practice and take every opportunity to promote the core values through the curriculum or Trust activity.

All staff have a legal responsibility to ensure they undertake training, are aware of their responsibilities, know when it is appropriate to refer to a safeguarding lead and exemplify the core values through their practice.

5. Partnerships

Our partnership arrangements are guided by a shared understanding that Prevent is part of safeguarding; the aim is prevention and support. As part of the Trust's partnership arrangements, the Trust Prevent SPOC represents the Trust on the Sheffield Prevent Steering Group whose remit is to coordinate the city's response to the Prevent agenda.

6. Staff Training

Prevent training is the same as for any safeguarding training to equip staff to recognise when individuals are vulnerable (in this case to radicalisation) and to ensure they know how to act and who to refer to. The Trust has adopted a multi-faceted approach to training.

- All staff and governors will undertake essential on-line training to raise awareness of Prevent, safeguarding and equality and diversity and to ensure staff know how to refer a safeguarding and Prevent concern.
- Staff who work in regulated activity will undertake more in depth development through externally delivered training.
- The Trust currently have two trained WRAP 3 Train the Trainer facilitators.

7. Welfare, pastoral care and faith facilities

All our students have a designated tutor and those learners who have been identified as having additional social and emotional needs, have a mentor. In addition, there is a Trust counselling service, nurses. All pastoral staff have been through in-depth safeguarding training which incorporates Prevent and are able to recognise signs of vulnerability and provide first line support.

The safeguarding team are well connected to the local Prevent Officers and Sheffield's Adult Social Care and MASH and will seek advice or make referrals as appropriate.

The Trust has a faith room, which can be made available upon request.

8. E-Safety

The Trust's web system allows us to filter websites with extremist content and there is a facility to log, monitor and record users on the Trust network.

Any breach of security or activity that may result in radicalisation concerns or other safeguarding concerns would be recorded on Databridge and reported to the SPOC for Prevent. The E-Safety policy makes reference to the Prevent duty.

9. External speakers and events

The Trust encourages external speakers and events as they enrich the learner experience. We have incorporated the Prevent duty into the Vetting of External Guest Speakers policy. This ensures we have robust procedures in place to vet any events and challenge where necessary.

10. Related policies

This strategy should be read in conjunction with the following documents and guidance:

- Safeguarding Policy & Procedure
- Equality & Diversity Policy & Procedure
- E-safety Policy & Procedure
- Health and Safety Policy
- Admissions Policy

11. Prevent Referrals

Where there is an identified/potential risk that a student may be involved in supporting or following extremism, or at risk of significant harm, the member of staff who identifies such concerns will report these to the safeguarding team without delay and also complete a Databridge referral. The DSL (Designated Safeguarding Lead) or Deputy DSL Safeguarding Manager will make a referral using the referral form located in appendix 2.

Referral forms need to be send to both of the following email addresses:

<https://www.sheffield.gov.uk/home/social-care/adult-abuse.html>

<http://www.safeguardingsheffieldchildren.org/sscb/safeguarding-information-and-resources/referring-a-safeguarding-concern-to-childrens-social-care>

Where Ruskin Mill Trust or one of its subcontractors is subject to an investigation by the local authority or the police in connection with a Prevent issue, the Chair or Chief Executive or DSL will inform the ESFA Enquiries.EFA@education.gov.uk

In addition the Anti-terrorism hotline on 0800 789 321 is available to report concerns or ask advice.

12. Managing Risks

To ensure that the Trust manages the risks in this area, a Prevent Duty Risk Assessment has been undertaken and the Prevent Duty Action Plan arising from this will allow the College to monitor these risks on an ongoing basis and deal appropriately with issues which arise.

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

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

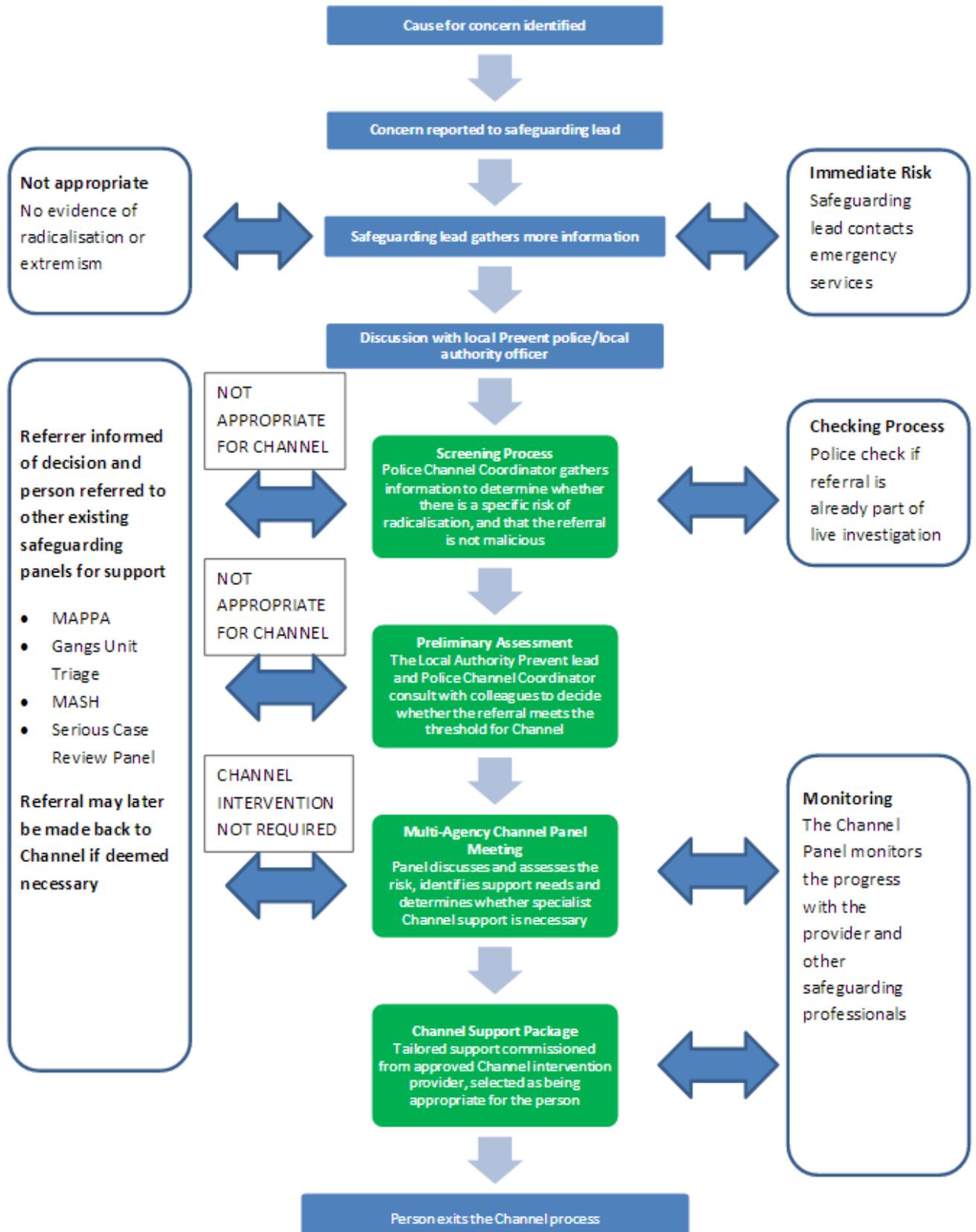
The Prevent Duty Action Plan will be monitored on a termly basis by the Prevent steering group and annually by the full Governing Body.

13. Channel Procedures

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

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. An individual's engagement with the programme is entirely voluntary at all stages. In addition to information sharing, a staff member may be asked to attend a Channel panel to discuss the individual referred to determine whether support is required. Following a referral, the panel will assess the extent to which identified individuals are vulnerable to being drawn into terrorism and, where considered appropriate and the necessary consent is obtained, arrange for support to be provided to those individuals.

The Channel Process within FE Colleges



Appendix 2. - Counter Terrorism Unit Referral form

<p><u>Please complete the below details and send to BOTH emails:</u></p> <ul style="list-style-type: none"> • https://www.sheffield.gov.uk/home/social-care/adult-abuse.html 		<p>This will be dealt with by individual Police Force Prevent Teams.</p>	
<p><i>Please complete to the best of your knowledge. Leave blank if unknown.</i></p> <p><u>Your details:</u></p>			
Surname		D.O.B	
Forenames		Relationship to individual	
Contact no.			
email			
Professional role (if applicable)			
Address			

<p><u>Individuals details and summary of concerns:</u></p> <p><i>Please include as much detail as possible.</i></p>

Surname		D.O.B	
Forenames		Gender	
Contact no.			
Email			
Social Media Username			
Ethnicity		Nationality	
Religious Establishment		Place of Birth	
Address			
Languages Spoken		English spoken?	
School or Educational Establishment			
Occupation			
Occupation Address			
Has anyone been consulted about this referral (safeguarding agency etc.)?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
If yes please give details			
Additional Info (e.g. Family			

details, Associates of concern)

Summary of Concerns

Appendix 3. Counter Terrorism Unit Vulnerability Checklist

Factors – CT / DE Vulnerability Checklists

(Lists are not exhaustive and professional judgement should be adopted in all cases to avoid unnecessary referrals)

Risk Factors/Underlying Issues

Mental Health
Home Schooling
Unsupervised access to the internet
Dysfunctional family
Social Isolation
Lacking a stable life
Limited theological/religious understanding
Grievances or sense of injustice
Lack of belonging
Low Self-esteem
Easily controlled or controlling of others
Express Hatred to others or a group
Lack of trust in authorities
Not in education/unemployed
(Although many individuals or interest are in school or HE/FE education)

CT/DE Vulnerability factors

Family/associates linked to extremism
Attend vulnerable locations permissive to extremist ideology
Express support for extremist ideology / extremist groups (CT / DE)
Attended extremist protests or gatherings
Has expressed support for ISIS/IS
viewing extremist material on line
Access to extremist literature (CT / DE)
Express desire to travel to theatres of war/conflict zones -
Syria, Yemen, Parts of Iraq, Afghanistan & Pakistan, Potentially
Somalia / Libya
Associated to travellers via school/friend/family networks
Contact with others in vulnerable countries

**1 or more risk factors PLUS 1 or more CT / DE Vulnerability factors
When submitting a referral email:**

<https://www.sheffield.gov.uk/home/social-care/adult-abuse.html>

Where there is a safeguarding risk a parallel referral should also be submitted to the appropriate safeguarding body

Appendix 4. Prevent Duty Risk Assessment/Action Plan template

Prevent Duty Risk Assessment/Action Plan

<u>No.</u>	<u>Prevent Vulnerability/Risk Area</u>	<u>Risk Y/N</u>	<u>Action taken</u>	<u>Areas to address</u>	<u>Date</u>	<u>Key Staff</u>	<u>RAG</u>
1	<p>LEADERSHIP</p> <p>Do the following people, if applicable, have a good understanding of their own and institutional responsibilities in relation to the "Prevent Duty"?</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Trustees <input checked="" type="checkbox"/> Exec Team <input checked="" type="checkbox"/> Staff <input checked="" type="checkbox"/> Safeguarding team 	<p>N</p> <p>N</p> <p>N</p> <p>N</p> <p>N</p>	<p>Regular updates are given to the board through the safeguarding updates. A Prevent Steering Group is established and meetings take place each term. The action plan is monitored and kept up to date by the Single Point of Contact (SPOC).</p> <p>Training for staff has been extensive; 2 members of staff undertook the WRAP3 Home Office approved Train the Trainer Programme and all staff took part in a two-hour workshop raising awareness of Prevent.</p> <p>The Safeguarding team are trained to make a Prevent referrals and new guidance has been incorporated into the strategy and safeguarding policy on the duty to report to the ESFA.</p> <p>Further amendments were made to the Prevent Strategy to reflect new referral guidance.</p>				Green
2	<p>Partnership</p> <p>1) Is there active engagement from the institution's board, Exec Team, managers and leaders?</p> <p>2) Does the institution have an identified single point of contact (SPOC) in relation to Prevent?</p>	<p>N</p> <p>N</p>	<p>Regular meetings are held with SMT and Trust management team to ensure up to date information is cascaded effectively. Risk assessment and action plan is now in place and are live documents.</p> <p>Adam Leathwood is SPOC lead for Prevent</p>				Green

No.	<u>Prevent Vulnerability/Risk Area</u>	<u>Risk Y/N</u>	<u>Action taken</u>	<u>Areas to address</u>	<u>Date</u>	<u>Key Staff</u>	<u>RAG</u>
	3) Does the institution engage with the BIS Regional Prevent Coordinator, Local Authority Police Prevent Leads and engage with local Prevent Boards/Steering Groups at Strategic and Operational level?	N	Yes, attends regular steering group meetings at a strategic level and holds regular meetings with the local Prevent Team at operational level.				Green
3	<p><u>Staff Training</u></p> <p>Do all staff have sufficient knowledge and confidence to:</p> <p>1) exemplify British Values in their management, teaching and through general behaviours in the institution</p> <p>2) understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism</p> <p>3) have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response</p> <p>4) Ensure learners are aware of risk of being drawn into terrorism through Prevent Training.</p>	<p>N</p> <p>N</p> <p>N</p> <p>N</p>	<p>Staff have been through extensive safeguarding and Prevent training, which enables them to recognise vulnerability and to refer appropriately. Prevent and FBV is referred to in the code of conduct.</p> <p>Learners receive a Prevent induction at the start of each academic year.</p> <p>Staff are aware of the risks to learners of being drawn into terrorism through prevent training. A tutorial programme implemented from Sept 2017 ensures that all learners are receiving regular training.</p>				<p>Green</p> <p>Green</p> <p>Green</p> <p>Green</p>
4	<p><u>Welfare, Pastoral and Support</u></p> <p>1) Are there adequate arrangements and resources in place provide pastoral care and support as required by the institution?</p>	N	Ruskin Mill Trust have a team of tutors and a Counselling Service to provide pastoral, social and emotional support if required. We have a dedicated safeguarding team available for support.				Green

<u>No.</u>	<u>Prevent Vulnerability/Risk Area</u>	<u>Risk Y/N</u>	<u>Action taken</u>	<u>Areas to address</u>	<u>Date</u>	<u>Key Staff</u>	<u>RAG</u>
			We have a range of external agencies that provide small group work sessions for learners on a range of issues.				
5	<u>Speakers and Events</u> 1) Is there an effective policy/framework for managing speaker requests? 2) Is it well communicated to staff/student, apprentice or trainees and complied with?	Y Y	Vetting of External Guest Speakers Policy will need to be developed. This will be held on the college website and intranet for ease of communication and reference. As above				RED RED
6	<u>IT Policies and Procedures</u> 1) Does the institution have a policy relating to the use of IT and does it contain a specific reference and inclusion of the Prevent Duty? 2) Does the institution employ filtering/firewall systems to prevent staff/student, apprentice or trainees/visitors from accessing extremist websites and material? 3) Does this also include the use of using their own devices via Wi-Fi? 4) Does the system alert to serious and/or repeated breaches or attempted breaches of the policy?	N N N N	Ruskin Mill Trust has a policy for E-Safety which includes the prevent duty. Ruskin Mill Trust firewall system is set out to filter websites with extremist content; there is also a facility to log monitor and record records by users on the network. The firewall does include Wi-Fi coverage. Any breach of security or activity that may result in radicalisation or another safeguarding concern would be recorded on DATABRIDGE and reported to the SPOC for Prevent				Green Green Green Green
7	<u>Prayer and Faith Facilities</u> 1) Does the institution have prayer facilities? 2) Are they good governance and management procedures in place in respect of activities and space in these facilities?	N N	Faith room can be made available upon request. Procedure to be developed				RED RED
8	<u>Staff Volunteers and Subcontracting</u> 1) Do all subcontracts include an agreement to comply with the Prevent duty	Y	To be reviewed				RED

<u>No.</u>	<u>Prevent Vulnerability/Risk Area</u>	<u>Risk Y/N</u>	<u>Action taken</u>	<u>Areas to address</u>	<u>Date</u>	<u>Key Staff</u>	<u>RAG</u>
	<p>2) Have all staff from contracted organisations who come into contact with your students, apprentices or trainees undergone training for Prevent</p> <p>3) Does awareness training extend to sub-contracted staff and volunteers?</p> <p>4) Is the institution vigilant to the radicalisation of staff by contracted staff and volunteers?</p>	<p>Y</p> <p>N</p> <p>N</p>					
9	<u>Employers of apprentices and trainees</u>						Green
	<p>1) Have all employers signed an agreement to comply with the Prevent duty</p> <p>2) Is there a designated individual with safeguarding and prevent responsibilities?</p> <p>3) Has the designated individual been trained in what to do if they identify a Prevent concern?</p>	<p>N</p> <p>N</p> <p>N</p>	<p>Ruskin Mill do not have apprentices</p>				
10	<u>Site Security</u>						Green
	<p>1) Are there effective arrangements in place to manage access to the site by visitors and non-student, apprentice or trainees/staff?</p> <p>2) Is there a policy regarding the wearing of ID on site? Is it enforced?</p>	<p>N</p> <p>Y</p>	<p>Signing in system is in place; all visitors report to reception and all visitors are accompanied by a member of staff on site.</p> <p>An electronic gate was fitted to the main entrance, this is controlled by fobbed access.</p> <p>Visible id policy to be reviewed</p>				GREEN
							RED
11	<u>Safeguarding</u>						Green
	<p>1) Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies?</p> <p>2) Do Safeguarding and welfare staff receive additional and ongoing training to enable the effective</p>	<p>N</p> <p>N</p>	<p>Reference is made to Prevent in the Trust Safeguarding Policy as well as the E-Safety Policy.</p> <p>The Safeguarding Team are well established and undertake regular training to ensure best practise. The SPOC is in regular</p>				Green

<u>No.</u>	<u>Prevent Vulnerability/Risk Area</u>	<u>Risk Y/N</u>	<u>Action taken</u>	<u>Areas to address</u>	<u>Date</u>	<u>Key Staff</u>	<u>RAG</u>
	<p>understanding and handling of referrals relating to radicalisation and extremism?</p> <p>3) Does the institution utilise Channel as a support mechanism in cases of radicalisation and extremism?</p> <p>4) Each institution should carry out a risk assessment which assess where and how students or staff may be at risk of being drawn into terrorism.</p>	N	<p>contact with the Prevent Steering Group and CTU for any changes in local threat level.</p> <p>RMT would utilise Channel as support, if agreed within a multi-agency forum.</p> <p>This is complete and is reviewed as part of the Prevent steering group</p>				<p>Green</p> <p>Green</p>
12	<u>Communications</u>						
	<p>1) Is the institution Prevent Lead and their role widely known across the institution?</p> <p>2) Are there information sharing protocols in place to facilitate information sharing with Prevent partners?</p>	N	<p>Prevent sits within Safeguarding and extensive training has taken place with all staff to ensure they are clear of how to refer and who the leads are.</p> <p>The SPOC for prevent is known across the Local Authority and in Prevent, RMT hold a place on the Prevent Steering Group and have regular communication with the Prevent Co-ordinator for Tim Wright and Chris Sybenga. This forum is also used to facilitate information sharing.</p>				<p>Green</p> <p>Green</p>
13	<u>Incident Management</u>						
	<p>1) Does the institution have a critical incident management plan, which is capable of dealing terrorist related issues?</p> <p>2) Is a suitably trained and informed person identified to lead on the response to such an incident?</p> <p>3) Does the Communications/Media dep't understand the nature of such an incident and the response required?</p>	Y	<p>Lock Down and Evacuation Policy and Procedure to be developed.</p> <p>Identified as part of the policy and procedure.</p>	<p>Lock Down and Evacuation Policy and Procedure to be developed 2019</p>			<p>RED</p> <p>RED</p> <p>RED</p>

