1. Policy Objectives.

This policy supplements the College's Safeguarding Policy. This policy complies with the requirements of the statutory guidance provide by, Prevent duty guidance: for England and Wales https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-england-and-wales-accessible.

The Prevent procedures are intended to support staff and students in identifying people who may be at risk of radicalisation and promote British values.

SIRM is committed to providing students with the necessary skills and knowledge to keep themselves and others safe.

Higher education providers have a responsibility to promote values of openness and tolerance and to facilitate free debate which is characteristic of being a British citizen.

The college recognises its role in preventing people from being radicalized and being drawn into terrorism and ensuring it challenges views and ideas that create an atmosphere conducive to terrorism.

In this context, the College will exclude those promoting extremist views that support or are conducive to terrorism or risk creating an environment conducive to these views.

SIRM will ensure that;

1. all students and staff are made aware of the risks associated with the threat of terrorism and groups that may attempt to draw them into support.
2. All students are made aware of the methods that such groups may use to access them to support their objectives.
3. There are appropriate systems in place to keep staff, students and visitors safe.
4. It demonstrates effective leadership in implementing its Prevent strategy as part of its overall intent to keep student, staff and visitors and preparing adults for life in modern Britain,
5. It works in partnership with external agencies to fulfil its statutory obligations'
6. It develops, maintains and improves appropriate capabilities.

2. CONTEST and PREVENT

Prevent forms one of the four parts of the British governments contest strategy which aims to mitigate the effects of terrorism in the United Kingdom of Great Britain and Northern Ireland.

- Pursue those who intend to commit terrorist attacks;
- Protect key parts of the UKs infrastructure;
- Prepare to mitigate the impact of terrorist attacks;
- Prevent people becoming terrorists or supporting terrorism.

Prevent is the part of the Home Office and the Police counter-terrorism strategy which is in the public sphere. It aims to stop people from becoming terrorists or supporting terrorism by working with individuals and communities to address issues before they become a criminal matter, to stop people moving into extremism and then into terrorist-related activity. It aims to:

> *'…stop individuals being drawn into terrorism. This includes violent and nonviolent extremism which in turn can create an atmosphere conducive to terrorism and can popularize views which extremism may seek to exploit.'*

Prevent defines extremism as:

> *'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of our armed forces.'*

3. Statutory Duty

Section 29 of The Counter Terrorism and Security Act 2015 placed a statutory duty on specified authorities, including Higher Education providers, to have:

> *'…due regard to the need to prevent people from being drawn into terrorism'*

The objectives of Prevent are to:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

As part of the duties, the college will;

- establish a single point of contact for Prevent;
- assess risk of students being drawn into terrorism in their institution;
- develop an action plan to reduce the risk;
- train staff to recognise radicalization and extremism;
- work in partnership with other partners;
- establish referral mechanisms and refer people to channel;

- manage extremist speakers and events;
- manage access to extremist material;
- promote British values and challenge extremist ideas that promote terrorism;
- maintain records and reports to show compliance.

SIRM is compliant with the statutory duty.

4. Local Partnerships

SIRM will maintain links with the Prevent Co-ordinator for Redbridge, based in LBR Community Safety.

SIRM will use the appropriate link to Channel which is a local multi-agency point of referral and all significant risks of radicalisation will be reported to it to enable the most effective and appropriate response.

SIRM will maintain close links with our Safer Neighbourhood Police Team to ensure the best advice on keeping students, staff and visitors safe from any potential terrorist threat.

SIRM will maintain close links with the Regional Prevent Coordinator and is registered with its best practice forums..

SIRM will participate in the Counter-terrorism local profiles briefings and information will be disseminated to staff and students as appropriate.

5. Prevent and Safeguarding

Prevent is part of the safeguarding agenda as its aim is to ensure vulnerable adults do not suffer from harm through being targeted for radicalisation and potentially undertaking extremist activities that will do harm to themselves and others.

By using safeguarding principles to identify vulnerable students who may be being groomed, and supporting them early, the college will work to stop them being criminalized and protect their life chances.

Adults in the UK are potentially vulnerable to engagement with extremist ideologies or to targeting by extremist organisations. The College is aware of these risks and will ensure support networks and processes are in place to protect its students from becoming radicalised or drawn into terrorism.

The Institute of Strategic Dialogue defines radicalisation as:

"the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence."

6. Who is being safeguarded?

There is no stereotype for people who could end up holding extremist views. Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

Experience by the Home Office shows that there are people who are searching for vulnerable adults through social media, organisations and education to radicalise them in much the same 'grooming' processes used for sexual purposes.

The same Home Office experience indicates that some of the driving factors which make adults particularly vulnerable to radicalisation can include;

- Lack of integration and/or polarization;
- Isolation or identity crisis;
- Family breakdown;
- Political and/or democratic disenfranchisement;
- Discrimination;
- Political decisions, foreign policy and/or international crises or disputes;
- Political movements;
- Ideologies and/or faiths;
- Low self-esteem and feelings of loss/anger and fear;
- Peer pressure.

This is not meant to be an exhaustive list but an indication that the issues that make adults vulnerable to all kinds of harm are the same that would make an individual susceptible to being targeted for radicalisation.

There is no typical gender, age, religion or background of vulnerable students that extremists will target but they use a sense of "Duty" (belonging to a specific group), "Status" (need for reputation) and "Spiritual Rewards" (test of faith) as a way of drawing them in.

The signs of radicalisation will look like the signs that all staff need to look for as part of the focus on safeguarding. They will look a lot like troubling behaviour:

- **Emotional** angry, mood swings, newfound arrogance;
- **Verbal** expressing opinions that are at odds with generally shared values;
- **Physical** appearance (tattoos), change in routine, change in displays of wealth.

7. SIRM implementation of the Prevent requirements

The College has developed referral procedures and support mechanisms for safeguarding that form the basis of the reporting of Prevent issues. This procedure is outlined in the college Safeguarding Policy 2023-24 and identifies who staff and students should contact, with any concerns about students.

The College's Student Support maintains links with external agencies that can provide support in this area or function as a point of referral if necessary.

The college safeguarding reporting process identifies radicalisation as a separate heading which red flags any such report and enables the tracking of any data.

The engagement of these processes will result in a referral to Channel if appropriate.

British Values and the broader safeguarding, citizenship and keeping safe aspects are key elements of all SIRM programmes.

Establish a single point of contact for Prevent;

The single point of contact for Prevent will be the college DSP - senior designated lead for safeguarding and all staff with safeguarding responsibilities will have corresponding responsibilities for safeguarding.

Assess risk of students being drawn into terrorism in their institution and work in partnership with other partners;

SIRM will work with Channel, the police and other appropriate organisations to maintain a current and relevant assessment of the risk of students being radicalised and drawn into terrorism.

SIRM engages in Counter Terrorism Local Profile (CTLP) briefings to keep up to date with local threats and concerns.

Develop actions to reduce the risk;

Actions will be identified to reduce the risk and elements of the embedded British Values and the broader safeguarding, citizenship and keeping safe aspects will support the intent to support students,

Train staff to recognise radicalisation and extremism;

All staff, including senior managers and Governors, will be trained to recognise radicalisation and extremism.

All new staff will be trained as part of their induction process.

All staff engaged in the security of the college premises will be trained to recognise radicalisation and extremism.

Establish referral mechanisms and refer people to channel;

All safeguarding referral processes will include reference to radicalisation and the Web Content Filtering system will ensure student access to the internet and social media includes trigger words for radicalization and extremism, blocking those categories. The designated lead for safeguarding will ensure that appropriate referrals are made to Channel.

Manage extremist speakers and events;

Staff at the college will ensure that all external visitors and speakers comply with the safeguarding requirements and the need to promote British values and challenge extremist views. See: *External Speakers & Events and Freedom of Speech & Expression Policy*

Manage access to extremist material;

All staff will ensure students do not access extremist material and the firewall's Content Filtering will control staff and student access to the internet and social media at the college.

Promote British values and challenge extremist ideas that promote terrorism;

All staff will Promote British values and challenge extremist ideas that promote terrorism in the classroom.

Students will undergo radicalisation awareness training as part of their induction and subsequent tutorial programme.

Anti-radicalisation publicity will ensure students are aware of the issues and know how to report any concerns.

British values including democracy, rule of law, individual liberty, mutual respect and tolerance will be positively promoted on the college premises.

Maintain records and reports to show compliance;

Records will be maintained to show compliance of the statutory duty.

What to do if you believe someone to be at risk of radicalisation

The College will adopt the ethos of "Notice, Check, Share" where there are concerns that an individual may be vulnerable.

- **Notice** Recognise any changes in behaviour or appearance similar to those outlined above
- **Check** Speak to someone you trust and check your concerns but trust your own instincts
- **Share** Speak to one of the named contacts to report your concerns.

Remember trust your instinct

1. If you are a student and concerned about another student, please "Check" with a member of the course team such as the Progress Mentor and "Share" with the Student Support team.

2. If you are a student and are concerned about a member of staff, or a person who is not a member of the College e.g., guest speakers, again please "Check" with a member of the course team such as the Progress Mentor and "Share" with the Student Support team.

3. If you are a member of staff and are concerned about a student, please "Check" and "Share" with your line manager and use the Safeguarding referral process.

4. If you are a member of staff and are concerned about another member of staff, please "Check" with your Line Manager and "Share" with Human Resources

5. If you are a member of staff and are concerned about a person who is not a member of the College, e.g., guest speaker, please "Check" and "Share" with your line manager.

8. Responsibility for contacting Prevent

Any of the following people are responsible for making decisions to contact the Counter-Terrorism Team at Redbridge Police if serious concerns are raised about a student, member of staff or visitor to the college:

- Operations & Compliance Manager
- The Principal
- Quality Manager

- Director of Corporate Services

However, as outlined in 'Keeping Children Safe in Education' (September 2023), everyone has the right to refer to Social Care regarding any concerns for an individual. The College gives this right with regards to extremism, and anyone can report a concern to Redbridge Police via 101 or through the appropriate Channel referral process.

'Keeping Children Safe in Education' (September 2023), forms the basis of the college Safeguarding Policy and is part of the training programme to keep students safe.

All staff will undertake training to ensure they are up to date with the Prevent agenda.

Where this does occur, the person making the referral must inform the designated Prevent lead, who is the Operations & Compliance Manager, or any others of the above straight away.

The overall lead for Prevent matters within the College is the Operations & Compliance Manager on behalf of the Principal.