



New College Durham

PREVENT Strategy

New College Durham is committed to safeguarding and promoting the welfare of children and young people, as well as adults at risk, and expects all staff and volunteers to share this commitment.

New College Durham PREVENT Strategy

(Equality and Diversity Assessment)

We will consider any request for this procedure to be made available in an alternative format.

We review our policies and procedures regularly to update them and to ensure that they are accessible and fair to all. All policies and procedures are subject to equality impact assessments. Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a different impact on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or human rights.

We are always keen to hear from anyone who wants to contribute to these impact assessments and we welcome suggestions for improving the accessibility or fairness of the policy.

To make suggestions or to seek further information please contact:

Christine Padgett
christine.padgett@newdur.ac.uk
Tel: 0191 375 4163

If any employee has difficulty understanding this policy or needs assistance completing any documentation associated with the policy, please contact either your trade union representative or the College's Human Resource Department.

Policy Title	PRVENT Strategy
---------------------	-----------------

Document Owner	Christine Padgett
-----------------------	-------------------

Owning Directorate	Corporate Services
---------------------------	--------------------

Owning Department	Human Resources
--------------------------	-----------------

Directorates and Departments affected by this Policy	All staff
---	-----------

Policy Effective From	1 October 2017
------------------------------	----------------

Next Review Date	1 June 2022
-------------------------	-------------

Contents	Page
1. Rationale	2
2. Aim	3
3. Principles on which the Strategy is Based	4
4. Risk Based Approach to the PREVENT Duty	4

New College Durham

PREVENT Strategy

1. Rationale

As part of its Counter-Terrorism and Security Act (Nov 2014, Feb 2015 Update), the Government has published CONTEST, a robust counter-terrorism strategy, which comprises 4 strands:

Strand	Focus
PURSUE	disrupting terrorists and their operations
PROTECT	reducing the vulnerability of the UK and UK interests overseas
PREPARE	ensuring that the UK is as ready as it can be for the consequences of a terrorist attack
PREVENT	stopping people becoming or supporting terrorists or violent extremism

This legislation represents a significant increase of defined responsibilities for Colleges in connection with the PREVENT strand of CONTEST. PREVENT relies on the co-operation of many organisations; the PREVENT Duty serves to improve standards and ensure that those organisations are able to prevent people from being drawn into terrorism.

Basic Responsibilities of Further Education Colleges

Further Education colleges are major education and training providers for the 16 – 25 year age group and play a vital role in fostering shared values and promoting cohesion. Therefore it is crucial for colleges to be involved in the PREVENT strategy. Colleges are required to focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within colleges and other settings. OfSTED now takes account of PREVENT-related risks in its inspection programme; its revised guidance (July 2014) states:

‘Inspectors should take into account whether students are suitably protected from the risks associated with radicalisation and extremism.’

New College Durham is required to develop and promote a basic understanding of how domestic and international ideology is used to radicalise young or vulnerable people. The College should ensure that staff and students are able to recognise the signs of radicalisation and understand what to do and what help is available.

Key Definition

For the purposes of this Strategy, violent extremism in the name of ideology or belief is defined as violence, incitement to violence, terrorism, incitement to terrorism, or other activities that may result in violent behaviour or terrorist activity in the name of an ideology or a set of beliefs.

2. Aim

This Strategy will enable New College Durham to demonstrate its commitment to keeping young people and adults at risk with whom it works safe. Its principal aim 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.

The Strategy should be read in conjunction with all of the associated College Policies and Procedures. The College acknowledges its duty to act appropriately and immediately to any allegations, reports or suspicions of potential radicalisation. Underpinning the aim is a series of objectives which, once achieved will demonstrate the fulfilment of the stated aim of this Strategy.

This Strategy will fulfil the stated aim by ensuring that the College will:

- a) To promote and reinforce shared values and mutual respect; to listen and support the learner voice;
- b) To promote consideration and discussion of the fundamental values of democracy, the Rule of Law, individual liberty, and mutual respect and tolerance of different faiths and beliefs;
- c) To promote and support inter-faith and inter-cultural dialogue and understanding, and to engage all students in playing a full and active role with wider engagement in society;
- d) To ensure the College remains – and is seen to be so – a safe, supportive environment, free from all forms of bullying, harassment and discrimination;
- e) To provide support for students who may be deemed to be at risk and develop appropriate sources of advice, guidance and support;
- f) To ensure that students and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

3. Principles on Which the Strategy is Based

This Strategy is in no way directed at any specific ideology, religion, religious group or religious faith, or at the proponents of any other sets of beliefs. Its principal aim 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 (or considering doing so) in violent extremism in the name of ideology or belief.

New College Durham believes that all those who come into contact with young people and/or adults at risk in their everyday work have, and must discharge, a duty to safeguard and promote their welfare. The Strategy commits the College to the promotion of cohesive and inclusive College community which will not allow any particular individual or group of individuals to be marginalised, stigmatised or excluded from College life.

4. Risk-Based Approach to the PREVENT Duty

Through its leadership, management and curriculum provision, the College is required to demonstrate an awareness and understanding of the risk of radicalisation.

Leadership

The College will establish mechanisms for understanding the risk of radicalisation, and;

- ensure staff understand the risk and build the capabilities to deal with it;
- communicate and promote the importance of the Duty; and
- ensure staff implement the duty effectively.

The College will ensure that it provides appropriate training for staff involved in the implementation of this Duty

Partnership

The College will demonstrate effective compliance with the Duty with evidence of productive co-operation, in particular with local PREVENT co-ordinators, the police and local authorities, and co-ordination through existing multi-agency forums.

This will involve active engagement from Governors, Senior Executive, managers, leaders and staff. The College will also engage and consult students on its plans for implementing the Duty.

The College will share information across curriculum areas, and will designate a single point of contact for operational delivery of PREVENT-related activity.

Capabilities

Students, curriculum delivery and support staff are required to understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it.

Staff need to know what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it. They need to understand how to obtain support for people who may be being exploited by radicalising influences.

Sharing Information

The PREVENT programme must not involve any covert activity against people or communities. However, the College may need to share personal information to ensure, for example, that a person at risk of radicalisation is given appropriate support. To ensure the rights of individuals are fully protected when considering sharing personal information, the College will take account of the following:

- personal information should only be shared where it is strictly necessary to the intended outcome and proportionate to it;
- wherever possible the consent of the person concerned should be obtained before sharing any information about him/her;
- the College will ensure that it is aware of its own responsibilities under the Data Protection Act and any confidentiality obligations that exist.

There may be some circumstances where the College identifies someone who may already be engaged in illegal terrorist-related activity. People suspected of being involved in such activity must be referred to the police.

Risk Assessment

The College carry risk assessment which assesses where and how students or staff may be at risk of being drawn into terrorism. The risk assessment will look at institutional policies, including Equality and Diversity, and the Safeguarding and health and welfare of students and staff. Furthermore, the risk assessment will address the management of its estate, including policies and procedures for events held by staff, students or visitors, and relationships with external bodies and community groups who may its premises, or work in partnership with it.

The College will have clear and visible policies and procedures for managing whistle-blowing and complaints.

Where the College sub-contracts the delivery of courses to other providers, there will be robust procedures in place to ensure that any sub-contractor is

aware of the PREVENT Duty and the sub-contractor is not inadvertently funding extremist organisations.

Action Plan

If the College identifies a risk it will notify the relevant BIS PREVENT Co-ordinator and others as necessary and develop a PREVENT Action Plan to set out the actions it will take to mitigate such risks.

Staff Training

The College will undertake appropriate training and development for Governors, Senior Executive, leaders and staff. This will enable support and curriculum staff to use opportunities to educate and challenge. It will also allow leaders and teachers to exemplify British Values in their management, teaching and through general behaviours, including through opportunities in the curriculum.

All staff will have an understanding of 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 terrorist activity. Therefore, such staff will have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response. This will include an understanding of when to make referrals to the CHANNEL programme and where to get additional advice and support.

Student Training

Along with all of its students, New College Durham Students' Union (SU) will receive training in order to contribute to the PREVENT agenda and as part of wider safeguarding and Spiritual, Moral, Social and Cultural (SMSC) training.

Welfare and Pastoral Care

The College has a clear role in the welfare of its students with extensive systems and processes for the pastoral care and support available for all students. For example, as well as Tutorial support the College offers all students access to a Personal Learning Coach.

The College also offers the facility of a Quiet room; the College's Equality and Safeguarding Steering Group is charged with managing any issues arising from the use of the facility.

IT Policies

The College has policies relating to the use of its IT equipment. As part of the Duty, all policies and procedures will contain specific reference to the Duty. There will be clear policies in place for students and staff using IT equipment to research terrorism and counter terrorism in the course of their learning.