



# HART SCHOOLS TRUST

## **PREVENT POLICY**

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## INTRODUCTION

- The Government's counter terrorism strategy CONTEST is composed of four elements, Pursue, Protect, Prepare and Prevent. Prevent aims to stop people supporting terrorism or becoming terrorists. Education, like other key sectors, has a responsibility to promote values of openness, tolerance and facilitating free debate, the attributes central to being a British citizen.
- All Education providers have a duty to safeguard their students; Prevent is about safeguarding our students to keep them both safe and within the law. The Prevent Duty is not about preventing students from having political and religious views and concerns, but about supporting them to use those concerns or act on them in non-extremist ways.
- More information about the latest Government Prevent Duty Guidance Departmental advice for schools and childcare providers in England is available here: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/445977/3799\\_Revised\\_Prevent\\_Duty\\_Guidance\\_England\\_Wales\\_V2-Interactive.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance_England_Wales_V2-Interactive.pdf)
- The Hart Schools Trust (HST) is committed to providing an environment that promotes and celebrates equality of opportunity and diversity for all. We aim to create a place where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential in a safe and welcoming environment.
- The aim of this strategy is to:
  - Develop an awareness of Prevent in our Academies
  - Recognise current practice which contributes to the Prevent agenda

## WHAT IS THE PREVENT DUTY?

- [Section 26 of the Counter-Terrorism and Security Act 2015](#) places a duty on certain bodies, listed in Schedule 3 to the Act, to have "due regard to the need to prevent people from being drawn into terrorism".

## WHAT IS EXTREMISM?

- The Government has defined extremism in [the Prevent Duty](#) 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." This also includes calls for the death of members of the British armed forces.

## WHAT ARE 'BRITISH VALUES'?

- British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs"; institutions are expected to encourage students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

## WHAT ARE MY RESPONSIBILITIES?

Leaders and managers have defined responsibilities under the Prevent Duty. They must ensure that:

### *Partnership*

- Their institution actively engages, within the organisation and with other partners, as appropriate, including police and local authority Prevent co-ordinators
- Where the size of an institution warrants this, management and co-ordination arrangements should be implemented to share information across the relevant curriculum areas within an institution, with a single point of contact for operational delivery of Prevent-related activity
- Their institution should have regular contact with their regional further education Prevent co-ordinators.

### *Policies*

- Their institution must have clear and visible policies and procedures for managing whistle blowing and complaints
- Policies are in place for students using IT equipment to research terrorism and counter terrorism in the course of their studies. JISC can provide support in this area
- The Prevent Duty complements the institution's responsibility under the Equality Act 2010 and covers student welfare, including equality and diversity, the safety of students and staff

### *Risk assessment and action planning*

- A risk assessment is carried out to address the physical management of the institution's estate, including policies and procedures for events held by staff, students or visitors, and relationships with external bodies and community groups who may use premises, and/or work in partnership with the institution
- Where an institution has sub-contracted the delivery of courses, they should have robust procedures in place to ensure that the sub-contractor is aware of the Prevent duty and the sub-contractor is not inadvertently funding extremist organisations
- That if a risk is identified by or to a leader or manager, they notify their co-ordinator and others as necessary and develop a Prevent action plan. This will enable the institution to comply with the duty and take action to address whatever risks have been identified..

### *Staff Training*

- Their institution demonstrates that they undertake appropriate training and development for governors or board members, leaders and staff
- Staff exemplify British values in their management, teaching and through general behaviours in institutions
- That opportunities in the further education curriculum are used to promote the British values to students.

### *Internal processes*

- At a corporate level, institutions should have robust procedures both internally and externally for sharing information about vulnerable individuals. This should include information sharing agreements where possible
- Their institution must have a clear Prevent referral process with a single point of contact which is known to all staff and students. This will usually be the same as the safeguarding process.

### *Pastoral care*

- Pastoral care is at the heart of all provision for all providers. The exemplification of British values and the preventing extremism strategy should be integrated into the pastoral care process
- That there is sufficient pastoral care and support for all students, according to the needs of the particular institution.

### *Inspection*

- Ofsted inspects publically funded further education and skills providers in England under the common inspection framework with the frequency of inspection decided according to the assessed level of risk. Safeguarding is inspected as part of leadership and management judgement.
- Where Ofsted finds a publicly-funded further education institution or independent learning provider inadequate, which will include where the institution or provider has failed to comply with this duty, intervention action will be taken.

All staff have a legal responsibility under the prevent duty to make sure that:

- They have undertaken training in the prevent duty as identified by their leaders and managers, including the Headteacher and Trust Managing Director.
- They are aware of when it is appropriate to refer concerns about students, learners or colleagues to the prevent officer. At each academy the DSP will act as the prevent officer. A full list of DSP contacts is provided in the safeguarding policy at each academy.
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice.

## **LOCAL PARTNERSHIPS**

1.1 HST has some well-established partnerships in place:

- Hertfordshire Constabulary has developed a Prevent strategy;
- Prevent is included in the performance framework for local authorities and other partners;
- The Channel team provides a mechanism for assessing and supporting people who may be targeted by violent extremists or drawn into violent extremism.

### *Educational partners*

- Prevent forms part of the agenda with our educational partner meetings at local consortium level and as part of the National Association of Managers of Student Services (NAMSS).

## PREVENT IN THE HART SCHOOLS TRUST

### Reporting and monitoring

- Prevent sits under safeguarding in each academy, led by the Headteacher and with operational input from across the department teams, led by the DSP. This strategy is held in a central online location for quick access and reference: on the staff shared area at each academy. Senior Management Teams at Academies will report on concerns raised under Prevent as part of their regular safeguarding update.

### Training

- All staff and Governors have received 'Workshop to raise awareness of Prevent' (WRAP) training from the East of England Prevent coordinator. New staff are signposted to online training as part of their induction programme and have refresher training as part of the HST mandatory training plan.

## LINKS TO OTHER POLICIES

Responding to Prevent requires reference to other relevant guidance, policies and procedures including:

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|---------------------------|----------------------------|
| ■ Safeguarding            | ■ Behaviour Policy         |
| ■ Child Protection        | ■ Attendance & Punctuality |
| ■ Student Code of Conduct | ■ Health and Safety        |

## ANTI-BULLYING POLICY REFERRING ON

- HST has a number of confidential methods of raising concerns. An online cause for concern form raises instantaneous concerns records to the DSP and primary Deputy DSP for action. All DSP enquiries are responded to within 24 hours.
- Where a concern is raised in relation to the Prevent strategy, referrals will be made to the designated senior person (DSP) for safeguarding who will consult with the Hertfordshire Police Prevent Team. Following this consultation, they will refer to Channel if appropriate (the multi-agency panel and process which supports people at risk of being drawn towards terrorism).
- When concerns are raised about an individual at risk who is believed to be vulnerable to radicalisation, a safeguarding referral should be raised. The referral should be forwarded to the Hertfordshire police 'Safeguarding Adults from Abuse Team. (SAFA) through the DSP (Designated Safeguarding Person). This can initially be raised through NHC's online safeguarding portal by completing a "Cause for concern" online form or directly using the telephone numbers provided on the Safeguarding and Prevent area of SharePoint.

## A CO-ORDINATED STRATEGY

The Trust has been working on a range of initiatives that support the Prevent agenda:

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|---|---|
| ■ Mission & Values                        | ■ Safer recruitment                                 |
| ■ PSHE programme including British values | ■ Teaching and Learning – Instilling British values |
| ■ Student Parliament Activities           | ■ Ensuring guest speakers are suitable              |

## COMMERCIAL USAGE

- All commercial bookings to hire academy facilities are screened by the Trust will not allow bookings from groups with extreme views which promote violence or intolerance.

## STAFF

- New statutory guidance “Keeping Children Safe in Education” was introduced in April 2014 and updated in September 2016. All staff within the Trust have read and signed to say they have read the document. New staff are required to read this along with other key documents as part of their induction.
- It is every member of staff’s responsibility to respond appropriately to students whose behaviours are challenging and inappropriate. New staff are signposted to online training as part of their induction programme and existing staff will have their training refreshed every three years as part of the HST mandatory training plan.
- It is recognised that some staff require support and encouragement to develop and use the skills required to challenge appropriately. Work will continue to develop staff who have the knowledge, skills and confidence to lead debates about controversial issues.
- Teaching Assistants and Student Support Coordinators for each year are attached to classes and in year groups to deal with emerging concerns of students at risk. This supports early intervention and heightened accessibility by curriculum teams. The Teaching Assistants are line managed directly by the DSP and the Pastoral system is managed by the Assistant Head for Personal Development, Behaviour & Welfare:
- A programme of awareness training needs has been put into place to clarify and reinforce practice around Prevent. This includes the embedding of British Values into teaching and learning.

## CURRICULUM

- All publically-funded schools in England are required by law to teach a broad and balanced curriculum which promotes the spiritual, moral, cultural, mental and physical development of students and prepares them for the opportunities, responsibilities of life. They must also promote community cohesion.
- Each academy within the Trust systematically reviews its performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities.
- Assemblies and form time are used to raise awareness of national campaigns and develop students wider skills.
- Guest speakers provide a central part of enrichment and input into PHSE programme. Each academy will check that guest speakers are suitable.