

STA and Prevent

1. Leadership and management

- a. The adoption and practice of the Prevent Duty will come from the Directors. As this is potentially a controversial issue there is a need for support from all Directors.
- b. Should the police contact STA with concerns, these will go to the top of the organisation.
- c. Preventing Extremism is integrated into Safeguarding procedures.

2. Training

- a. Training – All adults in STA will be trained to know what to be alert to in terms of students or staff extremism
All staff, board members and volunteers will undertake Prevent training. This includes any future sub-contracted and/or agency staff
STA is aware that Prevent covers staff and volunteers as well as students so the HR policies cover the Prevent duty. Codes of conduct cover professional behaviour, not bringing STA into disrepute and complying with reasonable requests.
Volunteers are also expected to comply with Prevent and to exemplify British values such as democracy, abiding by the law, tolerance and respect.
- b. STA is conscious that, in Ofsted inspections, any member of staff could be asked about the training they have undertaken

3. Communication

- a. STA has effective communications with local Prevent coordinators. This is the local authority.
STA has an internal and external information sharing policy. These comply with data protection legislation

4. Policies are reviewed to ensure they cover the Prevent duty. This complies with the Prevent duty.

- a. The safeguarding policy integrates with the Prevent duty
The Prevent policy includes all members of STA's community whereas the Safeguarding policy covers under 19s and vulnerable adults
- b. Visiting speakers policy

Should STA invite a speaker to visit learners, there will be a mechanism for the risk assessment of external events and action will be taken, where appropriate, in relation to the promotion of such events

Encouragement of terrorism and inviting support for a prescribed terrorist organisation are both criminal offences. STA will not provide a platform for these offences to be committed.

External speakers will be vetted well in advance and there will be an application procedure, with clear risk assessment in place.

There will be advance notice of the content of the event, including an outline of the topics to be discussed.

STA will have a system for assessing and rating risks associated with any planned events, providing evidence to suggest whether an event should proceed. When deciding whether or not to host a particular speaker, STA will consider carefully whether the views being expressed, or likely to be expressed, constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups.

In these circumstances, the event will not be allowed to proceed except where STA are entirely convinced that such risk can be fully mitigated without cancellation of the event.

This includes ensuring that, where any event is being allowed to proceed, speakers with extremist views that could draw people into terrorism are challenged with opposing views as part of that same event, rather than in a separate forum. Where STA are in any doubt that the risk cannot be fully mitigated they will exercise caution and not allow the event to proceed.

- c. Estates policy
The security of STA premises is vital, as without care, outsiders could enter the premises and present a Safeguarding threat.
- d. Faith facilities and chaplaincy policy
STA will create policies and protocols that cover the use of any prayer rooms or other facilities used for prayer, when necessary. Chaplains must go through the DBS process and their role will be overseen and supported as is the case for all staff and volunteers.
- e. Lettings Policy
STA ensure that external lettings do not present an opportunity for a Safeguarding or extremist threat e.g. STA will not inadvertently let a classroom or hall to an extremist group.
- f. IT policy
Cyber-security is a key area of concern for STA. There is significant evidence that online materials and social media are used to radicalise young people. STA is working to create a clear IT and cyber-security policy.
- g. Staff, volunteer, Director, volunteer and student code of contact.
This has not needed to be changed as it covers the Duty through reference to professional or appropriate behaviour.

5. Curriculum – formal and informal

- a. Students need to develop critical thinking skills which will support them in resisting extremism
- b. There will be opportunities for students to discuss challenging topics and events in a supported environment
- c. Staff need to develop their own approaches to implementing British values to support students in resisting extremism while developing their political views.

6. Clear agreed referral channels

- a. Every person in STA, including students knows what they need to do if they are concerned about a student or member of staff.
- b. The process of referral within STA is clear
- c. The process for referring out of the institution is clear.