

STA Good Practice for the Prevent Duty

Police, statutory partners and communities are working together to PREVENT people from being drawn into terrorism.

1 Leadership and management

- a) The adoption and practice of the Prevent Duty is led from the top. This is potentially a controversial issue, so there is support from STA Directors
- b) As and when the police contact us with concerns, these will go to the Directors 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
 - a. All staff, Directors and volunteers will undertake Prevent training. This includes any future sub-contracted and/or agency staff
 - b. STA is aware that Prevent covers staff and volunteers as well as learners, so the HR policies cover the Prevent duty. Codes of conduct cover professional behaviour, not bringing STA into disrepute and complying with reasonable requests
 - c. 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

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

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

6 Clear agreed referral channels

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

The Prevent Duty for teaching staff

This brief guide is to help you as staff understand the responsibilities around the Prevent Duty and who to contact to get help if you are worried or unsure about anything.

Complying with the Prevent Duty includes promoting and exemplifying British values: i.e.



Individual Liberty
Freedom of speech

Mutual Respect & Tolerance

For:

- All backgrounds and cultures
- All ages
- All genders and sexualities
- All religions and beliefs

The Rule of Law

No-one is above the law
Laws protect everyone
Innocent until proved guilty.

Democracy

Your opinion counts!

This includes not discriminating against the following nine groups as set out in the Equality Act 2010:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

1. All staff and volunteers must attend Safeguarding and Prevent duty training as provided by STA. All staff and volunteers must report any Safeguarding and Prevent concerns to Andy Day.

All staff and volunteers are expected to uphold the values embedded within the Equality Act 2010 at all times.

2. If you have concerns then always refer them to Andy Day.

As staff, you will work closely with learners and will be privy to personal information which others may not have access to.

You should use your professional judgement to decide when concerns should be referred to Andy Day.

Identification of concerns might include the following, although this list is not exhaustive:

- Expression of views which are discriminately against protected groups or individuals
- Third party reports of concerns about behaviour e.g. plans to travel abroad or extremist activities
- Evidence of discriminately treatment of other groups or individuals
- Evidence of bullying behaviour or harassment
- Evidence of non-compliance with the providers expectations of behaviour
- Possessing, accessing extremist materials
- Evidence of family concern about vulnerability to extremism
- Expression of extremist views including on Facebook
- Use of extremist language
- Threats of violence. If your professional experience gives you concerns about the behaviour of individuals, then discuss this with a member of the Safeguarding team.

For further information go to the Education and Training Foundation Prevent website:

<http://www.preventforfeandtraining.org.uk>

Equality Act, 2010: <http://www.legislation.gov.uk/ukpga/2010/15/section/4>

<https://www.gov.uk/government/publications/prevent-duty-guidance>