
PREVENT STRATEGY POLICY

Prevent strategy and action plan – 2018

As an academy we understand our duty to promote fundamental British values as part of broader requirements relating to the quality of education as well as promoting the spiritual, moral, social and cultural development of our students. We endeavour to provide a safe environment which promotes our students welfare and are alert to any safeguarding and child protection issues in the student's life at home or elsewhere.

We will:

- Establish or use existing mechanisms for understanding the risk of radicalisation.
- Ensure staff understand the risk and build the capabilities to deal with it.
- Communicate and promote the importance of our duty.
- Ensure staff are adequately trained and implement the duty effectively.
- Undertake a risk assessment which assesses where and how students or staff may be at risk of being drawn into terrorism.
- Maintain appropriate records to show compliance with our Prevent duty and also detail any cases where information is shared or referanls made to the police or Local Safeguarding Children Board (LSCB).
- Have clear and widely available policies including ones that relate to / include the use of prayer rooms and other faith-related facilities, use of IT, safeguarding within the academy and visitors / external speaker protocols.
- Provide pastoral care and support for students.
- Assess the risk of students being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.

We have a duty to have due regard to the need to prevent people from being drawn into terrorism (both violent and non-violent extremism). We provide our staff and students with a safe space in which they can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas. The Prevent duty is not intended to limit discussion of these issues but to ensure that there is a balanced presentation of political issues.

The academy's Prevent strategy and action plan is in line with current legislation and guidance. Further information and resources are available at <http://www.safecampuscommunities.ac.uk/>.

Sharing information

Information sharing will be assessed on a case-by-case basis. To ensure the rights of individuals are fully protected we have in place information sharing agreements and take into account the policies and procedures of the LSCB. Information will be shared with the relevant body should the need arise, this may include Channel – Protecting Vulnerable People from Being Drawn into Terrorism, the Department for Business, Innovation & Skills (BIS) and / or Children's Social Care.

When considering sharing personal information, we will take account of the following:

- **Necessity and proportionality:** personal information should only be shared where it is strictly necessary to the intended outcome and proportionate to it. Key to determining the necessity and proportionality of sharing information will be the professional judgement of the risks to an individual or the public.
- **Consent:** wherever possible the consent of the person concerned should be obtained before sharing any information about them.
- **Power to share:** the sharing of data by public sector bodies requires the existence of a power to do so, in addition to satisfying the requirements of the Data Protection Act 1998 and the Human Rights Act 1998.
- **Data Protection Act and the Common Law Duty of Confidentiality:** in engaging with non-public bodies, the specified authority should ensure that they are aware of their own responsibilities under the Data Protection Act and any confidentiality obligations that exist.

If we identify or suspect that someone may be engaged in illegal terrorist-related activity then we will refer our suspicions to the police.

Area of responsibility	Actions to be taken	Outcome	Comments
Leadership and values	<ul style="list-style-type: none"> ▪ Creation of a Statement of Values that respects learner and staff diversity, encourages freedom and openness and promotes learner voice ▪ Development of rigorous recruitment policies which include core academy values ▪ Key individuals are identified with responsibility for safeguarding and understand the risk of extremism/radicalisation ▪ Inclusion of radicalisation or extremism within the corporate risk register and the maintenance of an up to date risk assessment ▪ Equality and diversity monitored annually 	<ul style="list-style-type: none"> ▪ A safe learning environment is created across the academy, behaviours which harm the ability of different individuals and groups to work together are challenged ▪ All new staff are aware of the academy's expectations and subscribe to its values ▪ Ownership of extremism and radicalisation concerns and appropriate oversight is provided ▪ Extremism / radicalisation is considered as a risk at a leadership level within the organisation with concerns relating to hate crime / harassment, extremism and radicalisation being reported promptly to SMT ▪ Knowledge of the academy population and identification of vulnerable groups 	
Partnership	<ul style="list-style-type: none"> ▪ Creation of a single point of contact for radicalisation and extremism enquiries internally and arrangements to coordinate information sharing between different departments and curriculum areas ▪ Development of links with other schools / academies on the agenda ▪ Development of links between key academy staff / governors and external partners, including the Local Authority and police ▪ Utilise existing links with OAT and other OAT academies ▪ Working with parents and community groups to keep lines of communication open 	<ul style="list-style-type: none"> ▪ Academy communications and the sharing of concerns relating to extremism or radicalisation are coordinated effectively ▪ The academy is able to benefit from existing best practice and resources ▪ The academy shares information and is able to access statutory assistance where necessary to support vulnerable individuals 	
Safeguarding and pastoral care	<ul style="list-style-type: none"> ▪ Inclusion of radicalisation and extremism within the safeguarding policy and procedure including a reference to the Channel process ▪ Development and implementation of a rolling training plan to increase academy awareness ▪ Governing body to assess and manage concerns relating to extremism and radicalisation 	<ul style="list-style-type: none"> ▪ All are aware of the safeguarding policy and procedures and that radicalisation is included within it ▪ All understand what is meant by the terms radicalisation and extremism and are comfortable sharing concerns about radicalisation and extremism 	

	<ul style="list-style-type: none"> Enable staff members to identify vulnerable groups and signs of radicalisation 	<ul style="list-style-type: none"> A whole academy approach is taken to the support of students who may be vulnerable to violent extremist radicalisation Staff feel confident and protected in raising any concerns which may place the safety of students at risk 	
Student resilience	<ul style="list-style-type: none"> Include activities within existing lesson structure to enhance student resilience for example, internet safety sessions and activities to improve critical thinking skills Raise awareness and confidence amongst staff members about the importance of critical thinking skills Raise awareness of all colleagues and students about their personal responsibility in the online space, particularly around freedom of speech All staff receive appropriate training to educate and challenge on the principals of mutual respect and tolerance and encourage democratic participation Opportunities to promote values are identified and utilised within the curriculum and within enrichment activities Put in place effective student engagement processes and methods to ensure that student voices are heard 	<ul style="list-style-type: none"> Students have good critical engagement skills and understand how to verify information online and the reasons why they should Students feel comfortable sharing any concerns they have about behaviour or information in the online space with colleagues at the academy All are aware of their individual responsibilities in the online space, especially regarding freedom of speech All students are encouraged to respect others with particular regard to protected characteristics and are educated in the options for civic engagement Students understand what the academy values mean in practice 	
Internet safety	<ul style="list-style-type: none"> Inclusion of reference to terrorist / extremist material within the ICT code of conduct, together with protections for legitimate study of this material Deliver awareness raising training to staff about what terrorist and extremist material looks like Raise awareness of colleagues and students about updated code of conduct, reasons why and an explanation of how the policy was developed Appropriate filtering is in place to ensure that students are unable to access terrorist and extremist material online through academy servers Academy ICT staff alerted to certain searches performed by students on ICT equipment Provide information to parents on internet safety (securitys, parental controls and monitoring) 	<ul style="list-style-type: none"> Increased understanding of what terrorist / extremist material looks like and are confident to share concerns through the appropriate processes if they do encounter access to this material Student study of extremist and terrorist material for legitimate purposes is protected Students understand the risks attached to accessing terrorist and extremist material online and understand the academy's duty and process in these areas Students are safe from accessing extremist or terrorist materials whilst using academy servers 	

<p>Reputation and brand</p>	<ul style="list-style-type: none"> ▪ Adhering to policies outlining when the academy’s branding can be used and the responsibilities which come with its use ▪ Development of a protocol for monitoring the academy’s online presence ▪ Delivery of awareness raising to all staff and students advising of responsibility in the online space ▪ Monitoring press, social media and online activity that refers to the academy 	<ul style="list-style-type: none"> ▪ Any references to the academy online are picked up quickly and referred for action if they have links to terrorist / extremist material ▪ Academy staff and students are aware of their responsibility in the online space regarding the academy’s brand and reputation 	
<p>Academy Environment</p>	<ul style="list-style-type: none"> ▪ Development of academy policies / processes to create a safe and welcoming environment that sets expectations on staff and students – including procedures for safeguarding, whistleblowing, community cohesion, events, visitors and display materials ▪ Development of a policy governing the display of materials internally at the academy ▪ Development of a protocol to manage the layout, access and use of any space provided for the purposes of prayer and contemplation including an oversight committee or similar 	<ul style="list-style-type: none"> ▪ The academy does not host events or speakers supportive of, or conducive to, terrorism ▪ Staff and students are aware of the conduct expected by the academy in creating a safe space for all groups on site ▪ A safe learning space is created, avoiding the display of inappropriate materials ▪ Prayer and contemplation space is accessible to all staff members and students on an equal basis and the academy is aware of and able to manage any risks associated with the space 	