

The Link

TRAINING

**‘OUR PREVENT
DUTY’**

The Link Training Academy is committed to keep all our apprentices', learners, staff and volunteers safe from harm and are resilient to extreme narratives. We take direct action to protect, nurture and support them. All members of staff including assessors, sub-contractors and tutors are required to read this policy carefully and conform to it; failure to adhere to it is a disciplinary offence. If in doubt you must put children and vulnerable adults first. This policy should be read alongside our Safeguarding Policy.

We will promote the policy to all employers, apprentices', learners, stakeholders and visitors, leading by example with open access to our most up to date policy on our website. Engagement with the policy will be checked as part of The Link Training Academy's quality cycle and management will ensure staff awareness and training is planned, effective, timely and consistent. Relevant materials and resources will be displayed around the academy promoting the Prevent Strategy and how to spot and report any concerns.

Background

'The purpose of **Prevent** is to safeguard and support vulnerable people to stop them from becoming terrorists or supporting terrorism. In 2018, as part of the updated **CONTEST** Strategy Prevent work also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.'

Section 26 of the Counter Terrorism and Security Act 2015 places a statutory Prevent duty on specified authorities in the exercise of their functions, to have 'due regards to the need to prevent people from being drawn into terrorism'. This includes referring vulnerable individuals to Channel. Specified bodies outlined within this duty include Local Authorities, Police, Schools, Further and Higher Education, Health, Prisons and Probation.

More information on the Prevent duty for specific bodies can be found on the Prevent duty guidance.

Vulnerability and risk indicators

Prevent in West and North Yorkshire identifies and tackles all forms of extremism (violent, non-violent, Islamist and right wing) and aims to prevent radicalisation by identifying risk at the earliest possible stage by safeguarding individuals through regional Channel panels before risk establishes itself at a more severe and or harmful level.

The regional Channel Panel recognises that the radicalisation process can be complex and that there is no single factor or indicator to identify an individual at risk of radicalisation. There are no academically proven checklists that exist that will accurately identify a person who is becoming radicalised and may go on at a later time to commit acts of terrorism.

A single comment or one off statement does not necessarily mean that an individual is at risk of radicalisation and those involved in extremism can come from a range of backgrounds and experiences.

The Channel process ensures that referrals made to Prevent are appropriate before they are discussed at the Channel panel and it is hoped that the information contained within this document will provide referrers with more support around the suitability of their prevent related concern.

Freedom of Speech/Expression

Requirements of the Act and Academic Freedom

The Education (No 2) Act 1986 (the “Act”) requires every individual concerned in the government of any further education institution to take such steps as are reasonably practicable to ensure that freedom of speech and expression within the law is secured for students and employees of the institution and for visiting speakers.

The College will not suppress freedom of thought and expression, provided that such thoughts and expressions do not go beyond the articulation of points of view and do not constitute incitement to riot, insurrection, racial hatred, sexual harassment or other unlawful activities and provided that, by allowing such views to be expressed, the College would not be failing in its wider legal duties (for example to promote equality of opportunity and good relations between persons of different racial groups).

What must we all do?

NOTICE

- What have you noticed? Who was involved?
- Any extreme narratives been identified, mentioned or discussed amongst students, peers or staff?
- Does the incident relate to recent local, national or international events?
- Does the incident relate to local or national news stories?
- Has the individual been involved in similar incidents
- Why do you feel the individual is vulnerable to radicalisation?
- What makes the individual at risk?
- Was it a one off comment or statement and out of context for the individual?
- Are there any other apparent vulnerabilities or concerns that make the individual at risk of radicalisation?
- Can the concern be dealt with in house or does it need wider checking

CHECK

- Have you checked your concern with your Safeguarding Lead? If you are the Safeguarding Lead have you checked with other members of your Senior Leadership Team/ management? Do they share your Prevent related concerns?
- From your checks has any other information come to light?
- Has the individual of concern been spoken to for clarity? If not, what are the reasons for this (inappropriate, safeguarding risk). Do they offer a reasonable explanation and or account?
- If under 18, have their parents been spoken to for clarity? Have they noticed a change in behaviour? Do they offer a reasonable explanation and or account?
- Are any other agencies currently or historically working with the individual or family? Have they been consulted?
- Is the concern Prevent related? Or is it more suitable under general safeguarding? (Please refer back to the Terminology section) Have there been any historical concerns? I.e. Concerns at previous school?
- Could the concern be addressed in house? Is there a genuine radicalisation risk? Do you and or the individual need additional support?
- Do you need to clarify or discuss with a member of the Prevent team

SHARE

- Having noticed the initial concern and carrying out the appropriate checks do you feel a referral is necessary? **If so, all referrals should be made using the Kirklees Prevent Referral Form**
- On the referral form have you included all the relevant contact details and basic information for the individual of concern, including parent/ guardians details and any siblings if appropriate?
- Have you provided as much detail as possible in the nature of concern box? Have you provided a rounded picture of the individual? Have you detailed your actions as the referrer? Who have you consulted? What intervention, if any, have you put in place? Have you
- Made any other referrals or discussed the case with other agencies? Have you discussed with the Prevent team and been advised to make this referral?

DSL - Amanda Lodge-Stewart; 07901871913

If any member of staff has any concerns regarding a learner, please discuss you these with Amanda before making a referral

How we protect apprentices', learners and employees from radicalising influences.

Internet and IT Safety

The internet provides learners with access to a wide-range of content, some of which is harmful and may include extreme narratives. Extremists use the internet, including social media, to share their messages. The filtering systems used in our Academy blocks inappropriate content, including extremist content. A record of this can be investigated and checked.

Where staff, students or visitors find unblocked extremist content they must report it to the DSL who will in turn take action. We are aware that young learners have access to unfiltered internet when using their mobile phones and staff are alert to the need for vigilance when pupils are using their phones.

The Link Academy has achieved the Cyber Essentials Certificate and commits to keeping up to date with changes and legislation.

- We raise awareness with open and frank discussions in enrichment sessions.
- Ensure all learners and apprentices' have completed the ETF training modules
- Open door policies and 24 hours phone line to support employees and learners / apprentices' with concerns.

We build the resilience of our employees and apprentices' by discussing interventions, and coping strategies when dealing with difficult situations that may occur in everyday life.

Terminology

Understanding the terminology associated with Prevent will assist you in your decision making process. The following definitions are commonly used within Prevent and Channel.

Radicalisation: “the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.”

Extremism: “the vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces.”

Terrorism: “The use or threat of action designed to influence the government or an international governmental organisation or to intimidate the public, or a section of the public; made for the purposes of advancing a political, religious, racial or ideological cause; and it involves or causes:

- serious violence against a person;
- serious damage to a property;
- a threat to a person's life;
- a serious risk to the health and safety of the public; or
- Serious interference with or disruption to an electronic system.”

Staff Training

All academy staff must commit to Prevent training as part of their CPD. Training can be both planned and reactive. We will provide in-house updates on the Prevent Duty at least once a year.

Staff should complete the following training as a minimum;

- Safeguarding in FE
- Prevent for Practitioners
- Advancing Equality and Diversity

Further Support and guidance for staff can be access using the links below and speaking to the DSL or DSO.

Useful links to access:

<https://actearly.uk/>

<https://www.et-foundation.co.uk/supporting/support-practitioners/prevent-2/>

<http://www.courses.kirkleessafeguardingchildren.co.uk/>

<https://www.kirklees.gov.uk/beta/community-safety-partners/prevent.aspx>

<https://www.ltai.info/>

www.gov.uk/government/publications/prevent-duty-guidance

www.kirklees.gov.uk/beta/community-safety-partners/prevent.aspx

Useful numbers:

In the event of an emergency always ring the police on 999. 101 for non-emergency situations or incidents.

Kirklees Prevent Hub: 01924 483747: Prevent Co-ordinator: 01484 221000

Bradford Prevent Team on **01274 376215**

Leeds City Council Prevent team on **0113 241 3386**.

North Yorkshire Partnerships; Working together; Principal Safer Communities Officer (Community Safety and Prevent) Lesley Gray

lesley.gray@northyorks.gov.uk Tel: 01609 533487

Local Authority Designated Officer (LADO) 01484 221000

mobile number: 07875 297860

LADO email address: kirklees.LADO@kirklees.gcsx.gov.uk

LADO Any Comms address: "child protection" in drop down menu

Children's Social Care Assessment and Intervention Service

Multi-Agency Safeguarding Hub (MASH) Service Manager: 01484 221000

Duty Social Workers: (MASH) 01484 456 848

If you need to contact Kirklees Multi-Agency Safeguarding Hub (MASH)

in a non-emergency you can email using MASH@kirklees.gcsx.gov.uk

For secure transfer of emails from schools use Anycomms – address – "MASH" in drop down menu

Contact for practice concerns and compliments: FSCPSeniormanagement@kirklees.gov.uk

Out of Hours Emergency Duty Service: 01484 414933

Kirklees Education Safeguarding Team 01484 221000

Safeguarding Officers' email: schoolsafeguardingofficer@kirklees.gov.uk

Chris Sybenga

chris.sybenga@education.gov.uk

07384 456640

Christopher Sybenga LLB Hons

G7 Regional HE/FE Prevent Co-ordinator – North East

Counter Extremism Division & Non-School Education Division.

Department for Education

Mobile Number: 07384456640

Email: chris.sybenga@education.gov.uk

Linked In <https://www.linkedin.com/in/christopher-sybenga-080202141>

Children Missing Education: Huddersfield 01484 221919

Online Safety National helpline: www.saferinternet.org.uk/helpline

West Yorkshire Police; 101 or 999 in an emergency.

Child Safeguarding Unit Kirklees: 01924 431134

Early Help Access Team (Single Assessment part 1)

earlyhelpaccessteam@kirklees.gov. 01484 456 823

