

Welfare Policy

The aim of the international language Centre Student Welfare Policy is to promote good practice:

- Providing students with appropriate well-being, safety and protection whilst in our care.
- Allow all staff to make informed and confident responses to specific student welfare issues.

In general and through this policy we will ensure:

- Academic programmes and activities are provided, appropriate to age, maturity and the centre's location, which will encourage linguistic, social and cultural development.
- Tolerance, understanding and positive interaction is encouraged between all students, as is a regard for each other's privacy and possessions.
- Students develop a responsibility for themselves, for others and for their environment.
- All students have the right to protection from abuse, regardless of age, disability, gender reassignment, marriage, pregnancy, race, religion & belief, sex or sexual orientation.
- We raise awareness of student protection issues.
- All staff have a responsibility to report any concerns to the Managing Director, and if issues are connected to safeguarding to the Welfare Manager.

In order to make sure this is the case we:

- Have a dedicated Welfare Manager.
- Have named staff who students can speak to if they have any problems.
- Emergency next of kin contact details are held by staff at all times with the out of hours phone – so we can always reach parents or a named contact in case of emergency.
- A thorough induction for all students where we explain UK laws and rules relevant to their age group give advice on personal, road and transport safety.

For under 18 students we also:

- Have personalised student ID cards, which contains the centre's 24-hour emergency telephone number.
- Have curfew times for host family accommodation.
- Social programme activities are always supervised by minimum 2 members of our staff.

Staff have a professional duty to take such steps that are reasonable to ensure that each student is safe from harm while involved in activities. All students have a right to protection, and the needs of disabled students and others who may be particularly vulnerable must be taken into account. We will ensure the welfare of all students involved in its activities through adherence to the Student Welfare policy it has adopted.

For all activity and events involving students at International language Centre, the Welfare Manager should lead on student welfare, raising awareness of this policy among other staff and, where appropriate, the students accompanying Group Leaders.

Prevent Contents

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1.1 Statement

International Language Centre recognizes its responsibilities under the Counter-Terrorism & Security Act 2015 to prevent people of all ages being radicalized or drawn into terrorism.

Prevent is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people from becoming terrorists or supporting terrorism.

Our centre promotes a multicultural environment where respect for, and tolerance of, other people's beliefs is required at all times.

1.2 Principles

This policy is based on the following principles:

- Democracy
- The rule of law
- Individual liberty
- Respectful tolerance of different faiths or beliefs

1.3 Aims

This policy, in conjunction with referenced documents, has the following aims:

- To explain our commitment to Prevent;
- To detail our Prevent policies and procedures;
- To promote Core British Values at all times;
- To provide a clear procedure to be implemented in the event of concerns;
- To ensure that everyone is protected from potential radicalization.

2. Definitions

It may help you to develop a deeper understanding and more clarification of the different words and phrases used when you're discussing or thinking about extremism and its related topics.

2.1 Core British Values

The four values that should be encouraged, promoted, upheld and exemplified by all are:

- Democracy
- The rule of law
- Individual liberty
- Respectful tolerance of different faiths or beliefs

2.2 Extremism

Extremism is the holding of extreme political or religious views which may deny the right to any group or individual. Extremism can refer to a range of views, e.g. racism, homophobia, right-wing ideology, as well as any religious extremism.

Extremism can be expressed in vocal or active opposition to Core British Values, and may also include calls for the death of members of the armed forces, whether in this country or overseas.

2.3 Prevention

In the context of this policy, prevention means reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent involves the identification and referral of those susceptible to violent extremism into appropriate interventions. These interventions aim to divert the susceptible from embarking down the path to radicalization.

2.4 Radicalization

Is the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

2.5 Vulnerability

Describes the condition of being capable of being injured, difficult to defend, open to moral or ideological attack. Within Prevent, the word describes factors and characteristics associated with being susceptible to radicalization.

3. Our commitment to Prevent

Our commitment to Prevent begins with our Prevent Lead, who is responsible for creating a risk assessment and action plan, which is reviewed and updated annually or following an incident or concern.

It is recognized that all members of staff, homestay providers, and students have a responsibility to uphold the principles and aims of this policy.

3.1 Training

The centre provides training and guidance to all members of staff, homestay providers, group leaders, and students; the aim of our training and guidance is to provide knowledge and confidence to all.

Staff are given:

- A Code of Conduct that specifically references Prevent duties.
- WRAP training provided by the local police and authorities.
- Online training provided by the Education and Training Foundation.
- Face-to-face training by the Prevent Lead.

Homestay Providers are given:

- A Code of Conduct that specifically references Prevent duties.
- An information sheet to accompany each booking.
- Informal face-to-face training once a year.

Group leaders are given:

- A Code of Conduct that specifically references Prevent duties.
- An information sheet in advance of arrival.

Students are given:

- A Code of Conduct that specifically references Prevent duties.
- Tutoring and counselling appropriate to their perceived need.

4. Recognising risk

It is important to understand that extremism is not isolated to any particular type of person: a European student may be radicalized as easily as an Arabic student. Equally, extremist views may be held by students, members of staff, group leaders, or homestay providers.

A person may come into contact with the centre already holding extremist views, or they may be influenced by a range of factors while in England. Those influences include, but are not limited to:

- Global events;
- Peer pressure;
- The media;
- Views expressed by family or friends;
- Extremist materials, accessed either online or in hardcopy;
- Inspirational speakers;
- Friends or relatives being harmed;
- Social networks.

People who are vulnerable are more likely to be influenced. By their very nature, international

students should always be considered vulnerable: they are away from their home environment and thereby isolated.

Vulnerability could also stem from a range of causes:

- Loss of identity or sense of belonging;
- Isolation;
- Exclusion;
- Mental health problems;
- Sense of injustice;
- Personal crisis;
- Victim of hate crime or discrimination;
- Bereavement.

5. Counteracting risk

Although risk can never be completely eliminated, there are many ways in which we can reduce the risk of people being radicalized, and help to protect and prevent people from extremism.

It is our duty to:

- Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalization and extremism that will not be tolerated.
- Uphold and exemplify Core British Values through information given to students, notices displayed around the centre, examples set to students by staff and homestay providers, and via classes and discussions that include education about British culture, traditions, and beliefs.
- Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material.
- Challenge radical or extremist views in any context, formal or informal, following stated procedures and reporting duties.
- Be ready to react when local, national or international events cause upset; being aware of the likelihood of conflicting feelings being expressed, and alert to potential acts of recrimination.
- Ensure that extremist speakers do not use the premises to distribute material or expound views.
- Get to know our students and guests, their home circumstances and friendship groups. Through knowing students well, it is easier to spot changes in behaviour.
- Be observant and vigilant in noticing any signs of radical or extremist behaviour.

- Work hard to support any students identified as vulnerable and at risk.

6. Reacting to concern

Signs that may cause concern

The following signs may suggest concerns and should be raised with the Prevent Lead immediately:

- Talking about exposure to extremist materials or views outside centre.
- Changing attitude, e.g. intolerant of differences / having a closed mind.
- Changing behaviour, e.g. becoming isolated.
- Falling standard of work, poor attendance, disengagement.
- Asking questions about topics connected to extremism.
- Offering opinions that appear to have come from extremist ideologies.
- Attempting to impose one's own views/beliefs on others.
- Using extremist vocabulary to exclude others or incite violence.
- Accessing extremist material online or via social network sites.
- Performing overt new religious practices.
- Possessing drawings or posters showing extremist ideology/views/symbols.
- Voicing concerns about anyone.

Any concerns relating to a person under the age of 18 are Safeguarding issues and should be dealt with according to the Centre's Safeguarding Policy & Procedures.

How and when to react to concerns

It is of paramount importance that any concern or incident, however small, be reported immediately. Any report will be dealt with sensitively and carefully, with confidentiality assured for the person reporting a concern.