

The Prevent Duty

The threat to the UK from international terrorism is substantial. The terrorist threats that we now face are more diverse than ever before, dispersed across a wider geographical area and often in countries without effective governance. We therefore face an unpredictable situation. Whilst it remains rare for learners to become involved in extremist activity, any learner can be exposed to extremist influences or prejudiced views, including via the internet, from an early age. Early intervention is a preferable way of tackling extremism.

ILC must have due regard to the need to prevent people from being drawn into terrorism. This is referred to as 'The Prevent Duty'. As part of ILC's commitment to safeguarding and the promotion of British values, we will ensure that all staff have the confidence to recognise the signs that a learner or colleague is at risk of radicalisation.

ILC recognises that its responsibility to the Prevent Duty is not limited to children, young people and vulnerable adults, or to those learning through Government funded programmes but that all learners and staff fall within the remit of this aspect of the Safeguarding & Prevent Policy.

Prevent Definitions

Radicalisation

The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism

This is vocal or active opposition to fundamental British values, including:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

Also included in the definition of extremism are calls for the death of members of our armed forces, whether in this country or overseas.

Preventing Extremism

ILC will:

- Raise awareness to all learners of the threat from violent extremist groups and the risks, and ILC's responsibility to minimise this in their organisation
- Help learners to understand the positive contribution they can make to empower themselves to

create communities that are more resilient to extremism, and protect the wellbeing of particular learners or groups who may be vulnerable to being drawn into violent extremist activity

- Provide advice on managing risks and responding to incidents
- Promote fundamental British values at every opportunity throughout programmes and other activities
- Challenge segregation, promoting cohesion and building learner resilience with the aim of our learners and staff contributing actively to wider society
- Operate a clear and consistent anti-bullying approach that challenges harassment and discrimination and enables learners and staff to feel safe and supported
- Provide support, advice and guidance for learners and staff who may be at risk. This may include referral to the Police and local authority as part of the Government's Prevent strategy and the process by which multi agency support is provided to individuals who are at risk of being drawn into terrorism
- Ensure that staff, learners and employers are aware of their roles and responsibilities in preventing radicalisation and extremism
- ILC will carry out an annual risk assessment in relation to the Prevent Duty with the aim of evaluating where and how learners or staff may be at risk of being drawn into terrorism. This will include reviewing policies relating to student conduct, IT systems and security, health and safety and diversity and inclusion. An action plan will be maintained and monitored to address any areas requiring improvement.
- ILC will ensure that there is a shared understanding amongst staff and learners as to the risks posed within the training environment by extremist's behaviour by raising awareness through training and information sharing
- Take steps to mitigate the risk posed to individuals vulnerable to extremism where it is identified
- Prevent referrals will be made to the local authority or police with consideration to the risk of radicalisation or extremism. All such referrals will ultimately be made by the SSO, DSO or PL.

Identifying Indicators of Radicalisation

Potential signs of radicalisation include:

- An individual's views become increasingly extreme regarding another section of society or government policy
- An individual is observed downloading, viewing or sharing extremist propaganda from the web
- An individual becoming withdrawn and focused on one ideology
- An individual becoming increasingly intolerant of more moderate views
- An individual may change their appearance, their health may suffer (including mental health) and they may become isolated from family, friends, peers or social groups.

- An individual expresses a desire/intent to take part in or support extremist activity

External Speakers and Events

In order to comply with the Prevent Duty ILC will ensure that any external speaker's views being expressed, or likely to be expressed, do not constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups.

It is the responsibility of the host to ensure that any external speaker's content, planned to be delivered either verbally, by presentation or other materials are reviewed prior to the event to check that it is suitable and that it will not promote extremist views in any way. An external speakers booking form should be completed by the host and this will be reviewed by the Designated Safeguarding Lead (DSL). Where a potential risk is identified the DSL will seek further information from the host to ensure a balance of ILC's legal duties in terms of both ensuring freedom of speech and also protecting learner and staff welfare. Where the DSL is in any doubt that the risk cannot be fully mitigated ILC will exercise caution and the event will not be allowed to proceed.

We fully recognise the importance of academic freedom and the right to preserve freedom of speech for all our employees, learners and visiting speakers however we will balance this with our obligations towards the Prevent Duty.

Guidelines to follow when receiving a disclosure

It is essential that all victims are reassured that they are being taken seriously, regardless of how long it has taken them to come forward, and that they will be supported and kept safe. Abuse that occurs online or outside of the learning environment should not be downplayed and should be treated equally seriously. A victim should never be given the impression that they are creating a problem by reporting the abuse. Nor should a victim ever be made to feel ashamed for making a report. It is important to explain that the law is in place to protect young people and vulnerable adults rather than criminalise them, and this should be explained in such a way that avoids alarming or distressing them. In order to ensure any disclosure is dealt with effectively, the 5 Rs should be considered and followed.

Recognise

The ability to recognise behaviour that may indicate abuse is of fundamental importance. Signs and symptoms of abuse of young people or vulnerable adults may include direct disclosure. All relevant staff will be trained to understand signs of possible abuse and know how, where and to whom to report concerns.

Respond

An appropriate response is vital. No report or concern about possible abuse should ever be ignored and they should ensure:

- They do not lead or probe with questions

- Remain calm and demonstrate interest and concern while investigating
- Tell the learner that you may need to disclose information to others to ensure any risk to them or others is minimised and do not agree to any off the record disclosures
- Reassure them that they have done the correct thing in reporting their concerns and that it will be dealt with in a sensitive and appropriate way, ensuring any information is suitably restricted
- Record any disclosures on the Safeguarding Report Form Report All safeguarding and Prevent concerns should be reported at the very first opportunity and within 2 hours where any delay increases the risk. Once concerns have been reported, responsibility for taking any further action resides with the SR, DDSO and DSO dealing with the report.

Record

DSL's will be trained to ensure disclosures, incidents or concerns and the subsequent investigation and assessment are accurately recorded, updated and monitored. The Information will be stored securely, confidentially and only made accessible to those who need access to support with the concern.

Refer

The decision to refer lies with the DSL dealing with the disclosure, having gathered and examined all relevant information. Under normal circumstances investigations will not be completed by SRs or any other staff. Investigations may involve questioning colleagues, learners, carers, parents, delivery staff and the complainant, as relevant and necessary. DSL's will have access to organisations and websites in order to seek guidance and help for learners and a directory of relevant support agencies is contained within this document. The DSL dealing with the disclosure will decide what action to take, involving the School Director where necessary.

Safeguarding and Prevent Procedure

In the event of an emergency, including a threat to life, always call the emergency services on 999. Receiving, reporting and responding to safeguarding and Prevent incidents by staff will follow the same procedure. Please refer to the reporting process.

Any suspicion, allegation or actual abuse of a learner by a member of ILC staff or its subcontractors must be reported immediately and directly to either the School Director or DSL. In their absence it should be reported to another senior member of staff, who will then take the lead with the investigation and subsequent actions.

Where ILC or one of its subcontractors refer a safeguarding concern related to sexual violence to Local Authority children's social care/adult social care and/or the police, or an allegation of abuse is made against any member of staff to the School Director or DSL, ILC will also inform the Education and Skills Funding Agency as soon as practicable, providing a high-level summary of the nature of the incident. Where the concern relates to a member of ILC staff, Human Resources will be included in the subsequent investigation.

Confidentiality

Although an individual may insist information is kept confidential, concerns still need to be reported. The safety of the learner, staff or other person will always take precedence to any confidentiality concerns. All information received will always be dealt with sensitively and only shared further where there is a need to prevent and protect anyone from harm.

Once the DSL has been made aware of a situation, they need to ascertain whether the learner is at risk of actual or potential harm or abuse or whether there are sufficient grounds to suspect abuse or potential radicalisation. Following this, the DSL may decide that further action is necessary and will refer it on to an external agency or that the situation can be monitored within ILC. In the event of a decision being made to escalate a Prevent concern externally, this should only be carried out by the School Director or DSL. In their absence, a senior member will be made aware of the concern and complete any agreed referral.

A Safeguarding Log will be maintained to record the summary information from all concerns raised. This will be supplemented through a Safeguarding at Risk Register that will support the ongoing monitoring of any learners who have been identified as being at a heightened risk as a result of any safeguarding concerns.

Policy Review

ILC will review this policy annually as a minimum in-line with any regulatory requirements.