

## PREVENT POLICY

Protecting those who are vulnerable to exploitation and radicalisation through a multi-agency approach

Version	Date
Last reviewed	March 2017
Date of next review	March 2018

### 1. Introduction

Airedale Academy is committed to delivering the highest standards of teaching and learning; alongside our rigorous academic policies we are committed to pastoral provision which supports our ethos and strives to ensure our Academy is a safe and secure environment for learning and progress to take place.

The aim of *Prevent* is to stop people becoming terrorists or supporting terrorism.

*Prevent* is part of the Government's counter terrorism strategy known as CONTEST, which aims to reduce the risk of terrorism to the United Kingdom and is primarily organised around four key principles. Work-streams contribute to four programs, each with a specific objective:

- **PURSUE:** to stop terrorist attacks
- **PREVENT:** to stop people becoming terrorists and supporting terrorism
- **PROTECT:** to strengthen our protection against a terrorist attack
- **PREPARE:** to mitigate the impact of a terrorist attack

Airedale Academy has committed itself to be a key partner in *Prevent*.

*Prevent* has 3 national objectives:

- **Objective 1:** respond to the ideological challenge of terrorism and the threat we face from those who promote it.
- **Objective 2:** deter people from being drawn into terrorism
- **Objective 3:** work with sectors and institutions where there are risks of radicalisation which need to be addressed.

Airedale Academy contribution to *Prevent* focuses primarily on objectives 2 and 3.

*Prevent* aims to protect those who are vulnerable to exploitation from those who seek to get people to support or commit acts of violence. Teachers and support staff at Airedale Academy are well placed to recognise individuals (whether students or staff) who may be vulnerable and therefore more susceptible to radicalisation by extremists or terrorists.

*Prevent* is fundamental to our 'duty of care' and falls within our safeguarding responsibilities. As such, every member of staff has a role to play in protecting and supporting individuals who are or may be in need of additional support or who may be unable to protect themselves against significant harm or exploitation.

There is no expectation that the Academy will take on a surveillance or enforcement role as a result of *Prevent*. Rather, we will work with partner organisations to contribute to the prevention of terrorism by safeguarding and protecting vulnerable individuals and making safety a shared endeavor.

This policy builds on existing safeguarding policies and procedures which are already in place within the Academy.

## 2. Scope of Policy

The Prevent Policy covers the radicalisation of children, young people and staff. It sets out information about *Prevent* and the local obligations and actions.

The policy covers all staff within Airedale Academy and others who are acting on behalf of the Academy. This policy describes how the Academy will implement the *Prevent* agenda.

The *Prevent* agenda will ensure that:

Staff know how to safeguard and support vulnerable individuals whether children, young people or staff who they feel may be at risk of being radicalised by violent extremists.

- Appropriate systems are in place for staff to raise concerns if they think this form of exploitation is taking place.
- We promote and operate safe environments where violent extremists are unable to operate.

## 3. Definitions

*Terrorism*: The use of violence for political ends, including any use of violence for the purpose of putting the public or any section of the public in fear.

*Radicalisation*: The process by which people come to support terrorism and violent extremism, and in some cases, then joins terrorist groups.

*Violent Extremism*: The demonstration of unacceptable behavior by using any means or medium to express views which:

- Foment, justifies or glorifies terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Foment other serious, criminal activity, or seek to provoke others to serious criminal acts;
- Foster hatred which might lead to inter community violence in the UK.

## 4. Accountability

### 4.1 Principal

The Principal (Elizabeth Fairhurst) is responsible for identifying a Lead for Prevent and ensuring Airedale Academy meets its contractual and safeguarding obligations.

### 4.2 The Prevent Lead

The Prevent Lead (Cheryl Eastwood – Vice Principal), supported by the Safeguarding Officer, is the operational lead for Prevent and is responsible for:

- Ensuring that organisational policies support core organisational values and support staff in raising genuine concerns.
- Ensure staff know how to safely escalate any concerns relating to a student or colleagues wellbeing and/or safety of the public.
- Ensuring that the Academy is represented at local Prevent Strategic Forums.
- Liaison with appropriate external partner agencies to ensure successful implementation of the Prevent strategy.

### 4.3 Safeguarding Team

- To support the implementation of the Prevent policy
- To support the Prevent training program
- To advise and support staff who report concerns
- Ensure Prevent is referenced in the appropriate safeguarding policy
- Raise awareness of Prevent amongst all staff through safeguarding training in general
- Providing support and advice on Prevent concerns raised by staff
- Liaison with appropriate external partner agencies and attendance at multi-agency groups to ensure successful implementation of the Prevent strategy.

### 4.4 Middle Leadership Team (HOD and HOH)

- Support the implementation of the Prevent policy with their areas of responsibility

#### **4.5 All Staff and Governors**

- Report all Prevent related concerns to the Lead Safeguarding Officer.
- Ensure they have a general awareness of Prevent through reading the policy.
- Undertake training once each academic year or as deemed necessary.

#### **5. Raising Concerns**

A concern that an individual may be vulnerable to radicalisation does not mean that you think a person is a terrorist, it means that you are concerned they are prone to being exploited by others, and so therefore have a safeguarding concern.

Staff should escalate their concerns to the appropriate line manager and safeguarding lead.

A Record of Concern form should be completed by the staff member in the same way as any other safeguarding concern. The Safeguarding Team will keep a record of all contacts in respect of Prevent and the outcome.

If anyone has immediate concerns that an individual is presenting an immediate terrorist risk to themselves, others or property, they should contact:

- National Counter Terrorism Hotline - Telephone: 0800 789321
- The Police - Telephone: 999
- Rachel Payling - Wakefield Council Prevent Lead 07825 281 312

#### **5.1 Information sharing**

*Information Sharing: Guidance for practitioners and managers* (2008) supports frontline practitioners working in children or adult services, who have to make decisions about sharing personal information on a case-by-case basis.

#### **5.2 Multiagency Partners**

CONTEST and PREVENT have a multiagency approach. The Prevent Lead and Lead Safeguarding Officer as well as the HOH and Safeguarding Officer will represent the Academy within relevant partnership forums and multi-agency groups.

#### **6. Implementation and Dissemination**

All staff who interact with students, parents and the public are required to attend safeguarding training. Alongside this, they should access information to ensure they are aware of Prevent, the principle and process to follow to raise a concern about a student, parent, member of staff or member of the public.

#### **6.1 General Awareness**

All Airedale Academy staff should be aware of Prevent through reading the policy and any briefings/training.

#### **7. Monitoring Compliance with the Procedural Document**

Compliance with the Prevent Policy will be monitored via the SLT. Data on training delivered to staff will be recorded and staff training record kept.

#### **8. Equality Impact Assessment**

An Equality Impact Assessment (EIA) has been conducted on this procedural document as Airedale Academy has a legal requirement not to discriminate in the delivery of their services or in employment on grounds of, race, disability, gender and age; this is identified in the Race relations (Amendment) Act 2000, Disability Discrimination Act 2005, Equality Act 2006, Employment Equality (Age) regulations 2006 and Equality Act 2010.

The purpose of the EIA is to minimise and if possible remove any disproportionate impact on employees on the grounds of race, sex, disability, age, sexual orientation or religious belief. No detriment was identified.

## **9. References**

Building Partnerships, Staying Safe – The health sector contribution to HM Government's Prevent Strategy: Guidance for healthcare workers, HM Government, November 2011

Channel: Protecting vulnerable people from being drawn into terrorism. A guide for local partnerships, HM Government, 2012.

Disability Discrimination Act, HM Government, 2005

Employment Equality (Age) Regulations, HM Government, 2006

Equality Act Equality Act, HM Government, 2010

Equality Impact Assessment Policy, MYHT, 2011

Guidance for Health Writers, Department of Health, 2011

Information Governance Policy, MYHT, 2014

Information Sharing: Guidance for practitioners and managers, HM Government, 2008 Mental Capacity Act: Code of Practice, HM Government, 2013

Prevent Strategy Equality Impact Assessment, HM Government, June 2011

Safeguarding Adults Policy, MYHT, 2014

Safeguarding Race relations (Amendment) Act, HM Government, 2000

## **APPENDIX Appendix A**

### **Raising PREVENT concerns**

1. If you are concerned about a student/parent or a member of the public engaged with Airedale Academy or a colleague who is at risk of radicalisation.
2. Member of staff must complete a Cause for Concern Form.
3. Discuss with Prevent Lead.
4. Refer to SOCIAL CARE DIRECT through usual safeguarding SOP.
5. PEO will refer to the Local Silver Prevent Group for investigation.

## **Appendix B**

### **EQUALITY and Diversity**

Airedale Academy takes into account equality and diversity

#### **How do the aims of your policy relate to equality?**

##### **What is the purpose of the policy?**

To support the Government's counter terrorism strategy known as CONTEST within Airedale Academy, which aims to reduce the risk to the United Kingdom.

##### **In what context will it operate?**

Within the Local Community.

##### **Who is it intended to benefit?**

All students and employees working within the Academy.

##### **What results are intended?**

Prevent aims to protect those who are vulnerable to exploitation from those who seek to get people to support or commit acts of violence.

##### **Why is it needed?**

To support the Government's counter terrorism strategy.