

Prevent Strategy

Policy Details			
Policy Owner	Head of Student Services		
CE Sponsor	Vice Principal: Student and Information Services		
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1	College Executive	05 April 2024	April 2025
1	Curriculum and Quality Committee	16 April 2024	April 2025
1	Corporation Board	24 April 2024	April 2025

Version Control	
Version Number	Changes from previous 12 months policy
1	Whole document – Order of document – reworked to provide improved flow and structure.
2	P3: Section 1 and 2: Updated sections to reflect updated Prevent Duty Guidance 2023.
3	P3: Section 4: New section added to highlight commitment to Prevent.
4	P4: Section 5: New Section – National Picture outlining national requirements in further detail.
5	P5: Section 6: New Section – Prevent Agenda – Context – summary of what this means for the college, how we are informed of risks in local context.
6	Updated current practice and areas for improvement.
7	P9: Definition of Extremism updated to reflect the 2024 definition, issued by the Government.
8	P10: Updated titles of membership of SLT to reflect new posts and titles.

Equality Impact Assessment Tool

Name of Strategy: Prevent

		Yes/No	Comments
1	Does the policy/guidance affect one group less or more favourably than another on the basis of:		
	Race or ethnicity	No	
	Disability	No	
	Gender	No	
	Religion or belief	No	
	Sexual orientation	No	
	Age	No	
	Marriage and Civil Partnership	No	
	Maternity and Pregnancy	No	
	Gender Reassignment	No	
2	Is there any evidence that some groups are affected differently?	No	
3	If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?	N/A	
4	Is the impact of the policy/guidance likely to be negative/	No	
5	If so, can the impact be avoided?	N/A	
6	What alternatives are there to achieving the policy/guidance without the impact?	N/A	
7	Can we reduce the impact by taking different action?	N/A	

Prevent Strategy

1. Prevent and Radicalisation

Radicalisation is the process by which a person comes to support terrorism and forms of extremism leading to terrorism. All colleges are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have “due regard” to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty.

The Prevent duty is seen as part of the College’s wider safeguarding obligations.

The Counter-Terrorism and Security Act 2015 also places a duty on local authorities to ensure Channel Panels are in place. The panel must include the local authority and chief officer of the local police. Panels will assess the extent to which identified individuals are vulnerable to being drawn into terrorism, following a referral from the police, and where considered appropriate and necessary consent is obtained, arrange for support to be provided to those individuals. The Act requires partners, which includes FE Colleges, to co-operate with the Channel Panel in the carrying out of its functions and with the Police in undertaking the initial assessment as to whether a referral is appropriate. The reviewed Prevent Duty guidance published in 2023 strengthens Prevent as a Safeguarding issue.

2. Aim of the Strategy

The aim of this strategy is to outline our approach to supporting the national ‘Prevent’ Agenda linked to the safeguarding of our students, apprentices, and staff. This strategy is written with reference to the Prevent Duty 2023.

For safeguarding procedures for students and apprentices who may be at risk or vulnerable to radicalisation please follow the Safeguarding Policy.

3. Objectives

- 3.1 To sustain, develop and reinforce awareness of Prevent in the College.
- 3.2 To recognise current practice which contributes to the Prevent agenda.
- 3.3 Identify areas for improvement against the Prevent Agenda.
- 3.4 To maintain a coordinated action plan to address the identified areas for improvement.

4. Commitment to Prevent

- 4.1 Colchester Institute adhere to national guidance when carrying out its Prevent and Safeguarding duties.
- 4.2 Colchester Institute will engage with the Channel Panel, Prevent Police Engagement Officer for Radicalisation and Counter Terrorism Local Profile Meetings as required.

- 4.3 At Colchester Institute concerns that a student, apprentice, or staff member may be vulnerable to radicalisation is a Safeguarding concern and the Safeguarding procedures, detailed in the Safeguarding Policy, must be followed.
- 4.4 Student safety and wellbeing is paramount.
- 4.5 The College will also promote the ethos of the Prevent agenda by a robust personal development programme which provides opportunity for students to understand how to engage with society, be active and engaged citizens, preparing them for life.
- 4.6 The College encourages free and open debate but challenges extreme views. It will encourage through its classroom practice, personal development programme and induction activities, a belief and commitment to British Values, Respect, Equality, Diversity and inclusion.
- 4.7 The College will not host or allow its premises to be used by extreme groups and will seek to prevent the distribution of extreme literature.
- 4.8 The College has a legal responsibility to forbid the promotion of partisan political views in the teaching of any subject in the College and must take steps as are reasonably practicable to secure that where political issues are brought to the attention of students, they are offered a balanced presentation of opposing views. Promotion of any organisations linked to violent extremism is contrary to the values of the Colleges and could constitute misconduct.
- 4.9 The College will provide appropriate support through its own staff and by referral to external agencies, for any student or apprentice vulnerable to radicalisation.

5. The Prevent Agenda – National Picture

- 5.1 Prevent is 1 of the 4 elements of '[CONTEST](#)', [the government's counter-terrorism strategy](#). The 4 elements are: Pursue, Protect, Prepare and Prevent. It aims to stop people becoming terrorists or supporting terrorism.
- 5.2 The Government Prevent agenda responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views.
- 5.3 It provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support.
- 5.4 It works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation.
- 5.5 It covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.
Source: <https://www.gov.uk/government/publications/prevent-duty-guidance>.

6. The Prevent Agenda – Context

The Government's document Channel: Protecting People susceptible to radicalisation (updated 2023) says "There is no single pathway to being radicalised. There are many factors which can, either alone or combined, lead someone to subscribe to extremist ideology, and thereafter be drawn into or become an advocate of terrorism. These factors often include exposure to radicalising influences, real and perceived grievances (often created or exacerbated through grievance narratives espoused by extremists), and a person's own susceptibility."

The College's understanding of risks in our local context is informed by regular engagement with the Prevent Lead for Further and Higher Education in Essex and the quarterly presentation by the East of England Counter-Terrorism Local Profile (CTLP).

The vulnerability assessment framework included in the above document details, 'psychological hooks' who might be susceptible to radicalisation. Guidance material for Prevent suggests that that students/staff who show the following characteristics might be at risk of being drawn into radicalisation:

- susceptibility to indoctrination;
- being at a transitional time in life;
- a need for identity, meaning and belonging;
- being influenced or controlled by a group;
- feelings of grievance and injustice;
- feeling under threat due to recent conflict or absent family relationships;
- mental health issues which are not being addressed;
- a desire for status; a desire for excitement and adventure;
- a need to dominate others; a desire for political or moral change.

7. Current College practice which contributes to Prevent

- 7.1 All College staff are committed to safeguarding our students and apprentices which includes a commitment to referring safeguarding and prevent/radicalisation concerns to the Safeguarding team.
- 7.2 The College Prevent Strategy and Action Plan are overseen by the Senior Leadership Team (SLT).
- 7.3 The College Safeguarding Policy incorporates the Prevent agenda in section 8 to locate it within all the protective work we do to safeguard our students, apprentices, visitors, and members of staff. Concern or vulnerability to radicalisation is a safeguarding concern.

- 7.4 The College has an established embedded Welfare and Safeguarding Team to support students.
- 7.5 Referral pathway for radicalisation concerns made by Safeguarding Officers is robust.
- 7.6 Staff understanding of what to do if they have a Safeguarding/radicalisation concern is robust.
- 7.7 A separate document is issued to employers on Safeguarding and how they can contact the College Safeguarding Team if they have any concerns about apprentices or if they need advice.
- 7.8 The College has links with our acting regional Prevent Coordinator - David Layton Scott and local Police Prevent Engagement Officers. The Head of Student Services (Prevent Lead Operational), Vice Principal: Student and Information Services (Prevent Lead Strategic) and the College Leadership and Management Group have the details for referring concerns directly to Essex Police to engage in the Channel Panel, a process which supports people at risk of being drawn into terrorism.
- 7.9 The Head of Student Service is the main contact for Colchester Institute for Local Counter Terrorism Profile Meetings and Channel Panel.
- 7.10 Awareness of the Prevent agenda exists in Sub-Contracted Provision.
- 7.11 A flow chart and contact details have been given to the College Leadership and Management Group and Governors on the internal Prevent processes and contacts.
- 7.12 Guidelines and policies have been centrally written for the use of visiting speakers within the college and have been updated for cross college events and as part of any external lettings.
- 7.13 Prevent is a mandatory personal development tutorial topic for all students on a Study Programme.
- 7.14 British Values is a mandatory personal development tutorial topic for all students on a Study Programme.
- 7.15 Apprentices undertake the Side by Side – Education Training Foundation (ETF) Online Prevent Modules. Adult Apprentices undertake ETF Prevent training.
- 7.16 Employers recruiting apprentices are asked to adhere to this strategy, whilst assessors raise awareness of Prevent with apprentices as part of their 8-12 weekly progress reviews.
- 7.17 The College has recruited a Personal Development co-ordinator who develops resources and materials, reviews the materials using student feedback and offers support to delivery staff in delivering topics.
- 7.18 The College's critical incident procedure has been agreed by Senior Management

and communicated to the managers and teams.

- 7.19 All College staff undertake Prevent training at Induction, which is refreshed every 3 years.
- 7.20 All College staff undertake Safeguarding training including the referral process and specific separate Prevent training looking at Prevent and vulnerability (signs and behaviours) which is refreshed every 3 years.
- 7.21 Safeguarding meetings with the Director of Human Resources have oversight of staff compliance for online Prevent training and Safeguarding training and escalate issues or barriers to Senior Leadership.
- 7.22 Staff training for Prevent (online) is regularly monitored and managers are able to review compliance rates through Power Bi reports.
- 7.23 Visual awareness of Prevent, British Values and Safeguarding has been implemented via posters and information cards for students and visitors, demonstrating the College's commitment to raising awareness.
- 7.24 The Quiet Reflection room has a stable location and is utilised by students and staff.
- 7.25 The Prevent work is overseen by the Senior Leadership Team where the Prevent operational lead provides the latest CTLP Quarter update and report on the action plan.
- 7.26 Bespoke posters created for the adult provision areas of study including definitions of Prevent and outlining what to do if you have a concern.
- 7.27 Bespoke induction video is shown to all adult provision which incorporates Safeguarding and Prevent.
- 7.28 An online platform for adult and part time students to complete awareness modules on British Values and Prevent have been purchased by the College and will be rolled out in September 2024
- 7.29 Reference to the process of inviting external guest speakers to the College is now included in the Vetting Checks and Single Central Register Policy in addition to the stand-alone protocol: Freedom of Expression and Guest Speaker Protocol.

8. Promotion and Awareness of the Strategy

The strategy is available to all staff on the College internal portal, when significant amendments are made in review the approved strategy is communicated to staff by email.

9. Review of the strategy

The strategy will be reviewed at least annually to reflect the progress of the supporting Prevent Action Plan and include any changes to statutory guidance and training.

10. Linked Policies and Documents

- Prevent Risk Assessment and Action Plan
- Safeguarding Policy
- Equity, Diversity and Inclusion Policy
- Student Behaviour & Disciplinary Policy
- Staff Code of Conduct
- Disciplinary Policy (Staff)
- Health and Safety Policy
- E-Safety Policy for Students

Appendix 1 - Glossary of terms from the Prevent Duty Guidance

‘Having due regard’ means that the authorities should place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions.

‘Extremism’ (2024 definition) has been defined as the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK’s system of liberal parliamentary democracy and democratic rights; or
3. intentionally create a permissive environment for others to achieve the results in (1) or (2).

‘Interventions’ are projects intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, encouraging civic engagement, developing support networks (family and peer structures) or providing mainstream services (education, employment, health, finance, or housing).

‘Non-violent extremism’ is extremism, as defined above, which is not accompanied by violence. ‘Prevention’ in the context of this document means reducing or eliminating the risk of individuals becoming involved in terrorism. *Prevent* includes but is not confined to the identification and referral of those at risk of being drawn into terrorism into appropriate interventions. These interventions aim to divert vulnerable people from radicalisation.

‘Radicalisation’ refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

‘Safeguarding’ is the process of protecting vulnerable people, whether from crime, other forms of abuse or (in the context of this document) from being drawn into terrorist-related activity.

‘Terrorism’ The current UK definition of terrorism is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

‘Terrorist-related offences’ are those (such as murder) which are not offences in terrorist legislation, but which are judged to be committed in relation to terrorism.

‘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 radicalisation.

Appendix 2 – Senior Leadership Team (SLT)

The Prevent Lead (Operational) will attend an SLT meeting termly to provide updates from CTLP Quarter, local updates received from DfE Prevent Lead, highlight any recent Prevent cases and review actions against the action plan with action owners.

Membership of SLT

- Principal and Chief Executive (Chair of SLT and CE Chair)
- Deputy Chief Executive (CE Member)
- Deputy Principal (CE Member)
- Vice Principal: Student and Information Services (CE Member)
- Assistant Principal: Further Education
- Assistant Principal: Adults, Braintree and STEM
- Director of Human Resources
- Director of Information and Learning Technologies
- Director of Estates
- Director of Apprenticeships and Business Solutions
- Director of Finance
- Dean of Higher Education.

Terms of Reference of SLT in relation to Prevent only.

- Oversight of the College's Prevent Action Plan
- Oversight of the Prevent Duty within College

Appendix 3 – Safeguarding Panel – Linked to Prevent Membership

(Others may be co-opted as appropriate)

- **Vice Principal: Student and Information Services** (CLMG, SLT and CE Member)
- **Head of Student Services** (CLMG Member)
- **Director of Estates** (or delegated officer) (CLMG and SLT Member)

Terms of Reference for the Safeguarding Panel linked to Prevent.

- Review of any Visiting Speakers / events where a risk assessment would indicate concerns.
- Review of external bookings/external hire requests

The Vice Principal: Student Services and Support will provide regular updates to the Principal and Chief Executive and Governors on Prevent.

Appendix 4 - Freedom of Expression

Universities and colleges have obligations under education law to protect and promote freedom of speech on their premises, as far as is reasonably practicable within the law, and are institutions where openly debating challenging ideas is expected. Thus, the limitations on freedom of expression that universities can lawfully impose will be less than in the context of schools.

**Source: Equality and Human Rights Commission
Freedom of Expression Legal Framework, P.22**