

LEICESTER COLLEGE PREVENT STRATEGY

This strategy and accompanying action plan informs the College's Safeguarding Policy and should be read in conjunction with Child and Vulnerable Adult Protection Policy.

Context

The aim of this strategy is to:

- Develop an awareness of Prevent in the College
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement
- Develop a coordinated action plan

National Picture

The governments counter terrorism strategy CONTEST has four elements Pursue, Protect, Prepare and Prevent. Prevent aims to stop people becoming terrorists or supporting terrorism. The focus is predominantly on Daesh related activity but also adopts the approaches used with other groups including the far right.

Education, like other key sectors, has a responsibility to promote values of openness, tolerance and facilitating free debate which is central to being a British citizen. With the current government alert at **substantial** the College needs to be aware of risks and raise awareness within its community.

1. Local Partnerships

The College has some well-established partnerships in place but further development to strengthen these partnerships is required to ensure the safeguarding of our College community.

1.1 Leicester is a priority area for the government Prevent strategy. The city and county local authorities have a multi-agency Prevent Steering Group (PSG) operating at strategic levels on which the Post-16 sector is represented. The Post-16 representative on this working group is a member of the FE Safeguarding Committee (as is Leicester College) and reports back to this group.

1.2 The College has a close and supportive working relationship with the East Midlands Regional Prevent Coordinator HE/FE who shares up-to-date local information where appropriate.

1.3 The College has a working partnership with the Leicestershire Constabulary

Bespoke Prevent training sessions have been attended by the Safeguarding team. In addition, all staff attend safeguarding and Prevent training as part of their induction. All staff refresh their Prevent training every three years using either on-line or face to face training. The College has close contact with Community beat officers for the areas in which it is located.

1.4 The College has a formal partnership with the St Phillips Multi-Faith Centre in Leicester, which includes membership of the Multi-Faith Chaplaincy. The College

accredits the 'Confidently Addressing radicalisation and Extremism (CARE)' programme which is taught by the St Phillips Centre.

1.5 The College has good links with partner schools. This work is important to help understand potential tensions within our youth communities and support transition arrangements for some of the most vulnerable students.

1.6 The College has a referral system developed alongside other Post 16 providers in liaison with the local Prevent steering group.

2. College

The following aspects of the Colleges' work link closely to the Prevent agenda.

- Missions & Values
 - Ambition
 - Inclusion
 - Collaboration
 - Excellence
- Charity Fundraising
- Student Forums
- Student Voice
- Personal Professional Development Programme for students (LEAP)
- Safer recruitment – including governors.
- Equality and Diversity - the development of British Values

2.1 Prevent sits within safeguarding at the College. The policy and procedures are well established and generally understood by staff. The Child and Adult protection Team meets termly and any concerns raised under the Prevent agenda are discussed within this group. This group reports in to the College Safeguarding Committee that meets termly and is chaired by the Deputy Principal. Where appropriate students who are identified as 'at risk' of being involved in extremism are referred to Channel (a process which supports people at risk of being drawn into terrorism).

2.2 Whilst Prevent sits within the College safeguarding policy and procedures other aspects of College life contribute to the agenda:

- Equality & Diversity
- Anti-Bullying
- Fundraising
- Tutorial & PPD (LEAP programme)
- Keeping Children Safe in Education
- The multi-faith chaplaincy

2.3 The College has a manager responsible for Equality & Diversity and also an equalities representative on the Student Union Executive. They are aware of the actions of the safeguarding team in relation to Prevent

2.4 The senior leadership of the college are fully aware and supportive of the College's response to the Prevent agenda and receive monthly updates on both safeguarding and Prevent. Policies and action plans are seen and approved by the senior leadership team and senior managers have received training by the East Midlands Regional Prevent Coordinator HE/FE. Governors have been briefed about Prevent and have undertaken on-line training.

3. Staff

3.1 New statutory guidance “Keeping Children Safe in Education” was introduced in September 2019. Following this, developments have taken place around safer recruitment practice to ensure that all safeguarding procedures are in place.

3.2 It is every staff member’s responsibility to respond appropriately to students whose behaviours are challenging and inappropriate. It is recognised that some staff require support and encouragement to develop and use the skills required to challenge appropriately.

3.3 Further work is undertaken in the College to develop the Learning Coaches so that they have the knowledge, skills and confidence to lead debates about controversial issues.

4. Curriculum

4.1 The College systematically reviews its performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities who may or may not be more likely to subject to radicalisation.

4.2 Specific modules on Prevent have been developed as part of the LEAP programme for all full-time students aged 16-18.

5. Student Engagement

5.1 Developing “active citizenship” is evident through the following.

- Charity fund raising
- Volunteering
- Ambassador roles
- Student voice
- Student Union and Student Council
- Participation in events organised by the Student Engagement and Enrichment Team
- Annual training for the Student Executive.

5.2 Student voice is key to the College. The system reaches a wide range of students through a variety of different formats such as student forums and surveys.

5.3 The College have a number of confidential methods of raising concerns. Confidential mobile numbers to report safeguarding concerns and secure safeguarding and counselling email accounts are available.

5.4 The College currently runs a series of campaigns for students throughout the year focusing on the diversity of the College and city. These campaigns provide the opportunities to foster respect and good relations between different groups and to carry out community cohesion work that underpins Prevent work.

Area	Risk	Objective	Action	Who	When	Completion	RAG
Local Partnerships	Policy & practice in the College may not be developed in line with national guidance.	Develop relationship with Police	Establish a key contact for the police	Director of Student Services & Marketing	In place	Link with Police established.	
	As above.	Develop relationship with East Midlands Regional Prevent Coordinator HE/FE	Maintain contact with Sam Slack (East Midlands Regional Prevent Coordinator HE/FE)	Director of Student Services & Marketing	Ongoing	Regular contact maintained via FE Safeguarding meetings and bespoke Prevent meetings and training events.	
	The College may be unaware of local developments that affect the safety of students and the Prevent agenda.	Share information across organisations	The FE Sector is represented at the Prevent Steering Group by a single representative (member of the FE Safeguarding & Prevent Group) an arrangement which was sanctioned by the college Principals group. Issues of significance are fed back & discussed with all FE Prevent Leads as required & at the Leicestershire FE Safeguarding Group which PSG representative attends.	Designated Senior Manager	Ongoing	Meeting notes reflect. Local information is shared on a 'need to know' basis by East Mids Prevent Co-ordinator.	

Area	Risk	Objective	Action	Who	When	Completion	RAG
			<p>DSM is FE rep on Leicester City LSCB providing the College with a leading role on what is happening locally, regionally and nationally.</p> <p>The Prevent Strategy is informed by the Counter Terrorism Local Profile (CTLP).</p>	Director of Student Services & Marketing	Annually	Updated strategy.	
	Relevant information about Prevent issues may not be shared across the College.	Share information within the College	<p>Prevent as a standing agenda item for Safeguarding Committee meetings.</p> <p>Senior Leadership Team (SLT) and Governors to receive regular updates. Termly email to all staff.</p>	Designated Senior Manager	Ongoing	<p>Meeting notes reflect.</p> <p>Monthly updates on safeguarding and Prevent are given to SLT by the Director of Student Services & Marketing.</p> <p>Governors receive an annual report on safeguarding and Prevent</p> <p>Annual email to staff on safeguarding & Prevent instigated February 2017.</p>	

Area	Risk	Objective	Action	Who	When	Completion	RAG
Staff	Staff may not be aware of Prevent and how to keep students safe from radicalisation & extremism.	Raise awareness with staff	<p>Deliver a programme of bespoke training for key groups.</p> <p>Develop an on-line package to replace ETF package.</p> <p>With a range of face to face and on-line programmes now on offer the College will determine the relevant audience for each level/type of training.</p> <p>Material available on SharePoint and Moodle.</p>	Safeguarding team, Staff Development, On-line portal.	On-going.	<p>Staff trained using ETF on-line module from September 2015 onwards. Uptake of training is monitored by Staff Development unit and the safeguarding Committee. New on-line module developed in conjunction with Marshall ACM and will be delivered from August 2020.</p> <p>Material on SharePoint and Moodle is available and updated regularly.</p>	
	Staff may not be aware of how to report a Prevent related concern.	Staff know how to report concerns around extremist behaviours	Highlight Prevent as key safeguarding concern during Induction for new staff and via on-line training. Update Child and Vulnerable Adult's policy to	Safeguarding Team; Director of Student Services & Marketing	In place	Ongoing as appointed. Policy updated.	

Area	Risk	Objective	Action	Who	When	Completion	RAG
			include reference to prevent.				
	Staff may not know how to spot behaviours that indicate a student is being radicalised.	Staff know signs for behaviours which may raise a concern that needs reporting	Ensure this is covered in all training. Amend the Child protection and Vulnerable Adult Protection Policy to incorporate indicators of extremism.	Safeguarding Team	Ongoing CP/VA policy amended Feb. 2015. Included in Marshall ACM module from August 2020.	Completed.	
	Students may not be able to discuss issues to do with radicalisation that concern them.	Build knowledge of staff to lead discussion	Develop Learning Coaches within the College to have the skill set to lead open, honest and challenging conversations with students in a safe manner	Input from Head of Student Engagement and Equalities.	On-going	Annually	
	The College may recruit staff who promote/support radical or extremist views.	Safer Recruitment	Robust checks made for all appointments including Corporation. HR and other key staff trained in Safer Recruitment. Recruitment and	Corporation Human Resources	Ongoing for all appointments	On-going	

Area	Risk	Objective	Action	Who	When	Completion	RAG
			Selection Policy updated.				
	Referrals to Channel or the police may be made inappropriately.	Support and safeguard students whose behaviour is raising concern	Ensure Safeguarding Team aware of procedures	Director of Student Services & Marketing	Annually	Completed. Referrals made are evidence.	
Students	Students may be unaware of the Prevent agenda and how to keep themselves safe from radicalisation.	Raise awareness with students	Student Executive to be Prevent trained. Information on relevant topics posted on College social media accounts.	Student Executive liaison officer	End of first term of office	Autumn term each year for training and on-going for social media.	
	Students may be unaware of the Prevent agenda and how to keep themselves safe from radicalisation.	Raise awareness of extremism and radicalisation with students	Develop and deliver specific modules as part of the PPD (LEAP) programme for full-time students; produce information to be given to work-based students.	Enterprise & Employability Co-ordinator Director of Student Services &	On-going December 2016	Modules developed and delivered. LEAP programme adapted to incorporate these modules as core component for all FT students. Update - ETF modules incorporated into Moodle and will be launched after October half-term 2017. Leaflet/bookmarks produced	

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			Develop resources for apprentices and PT students and utilise.	Marketing and Enterprise & Employability Co-ordinator.		September 2017. ETF modules available via Moodle and Smart Assessor.	
	As above.		Hold cross-college events for students to raise awareness of the Prevent agenda.	Enterprise & Employability Co-ordinator and Head of Student Engagement and Equalities	On going/annual	'Zak' incorporated into LEAP programme. 'Staying Safe' event held in summer term 2016 and 2017. The focus was on Prevent and was aimed at ESOL students. British Values Season held annually. Knife crime and criminal exploitation raised to students via annual events.	
	Students may inadvertently allow the promotion of radicalisation/extremism.	Ensure all campaigns/events prioritise student safety	Check <ul style="list-style-type: none"> • literature used • mission of charity for fundraising 	Student Enrichment Team	Ongoing	Existing practice	

Area	Risk	Objective	Action	Who	When	Completion	RAG
			<ul style="list-style-type: none"> • links with external organisations • visiting speakers • use of multi-faith rooms 				
	Students may be radicalised via the internet or social media. This is a particular concern during the enforced working from home due to Covid-19.	Minimise risk to safety of students through use internet	<p>Ensure robust filters and checks on IT systems. Update E-Communications policy.</p> <p>Develop and launch an e-safety module for use with students.</p>	<p>Director of IT E-learning team.</p>	<p>On-going</p>	<p>Proscribed sites blocked.</p> <p>JISC contacted for 'key words' searches.</p> <p>Exception report looked at monthly on anyone trying to access these sites/keywords.</p> <p>Information shared with safeguarding Committee.</p> <p>E-safety module in place and delivered to FT students.</p> <p>ETF modules to delivered to students.</p>	<p>Child Protection policy updated to</p>
			Share information with staff & students	Marketing in conjunction with	March 2020		

Area	Risk	Objective	Action	Who	When	Completion	RAG
			to raise awareness of potential grooming during lock-down due to Covid-19	safeguarding team		take account of increased risk. Information shared with staff via email and students via social media and email.	Yellow
	As above.	Minimise risk to students through educating in the safe use of social media	Student Union social media presence 'monitored'	Student Engagement Team	Ongoing	In place	Red
	Students may not be able to discuss issues to do with radicalisation that concern them.	Provide opportunities for open discussion	Student Voice forums Learning Coaches to deliver Prevent modules as part of LEAP programme and provide opportunity for discussion.	Student Engagement Team Learning Coaches.	Ongoing Annually	Meeting notes reflect LEAP programme	Yellow
External users of College facilities	The College may be used as a platform to promote extremist or radical views.	Ensure that the College is not used as a venue for promoting extremism by external organisations.	Develop and implement a robust External Speakers policy that clearly details 'acceptable use' of College venues.	Director of Student Services & Marketing & Director of Governance & Policy	June 2019	Freedom of Expression Policy in place that incorporates Free speech and room booking.	Yellow

Area	Risk	Objective	Action	Who	When	Completion	RAG
	The College may be used as a platform to promote extremist or radical views.	As above.	Monitor material posted around the College.	Director of Student Services & Marketing	June 2017	Termly walk-throughs of campuses carried out. Information sent to Directors for cascading about extremist material as relevant.	
Local influences	'Returnees' from war zones in the Middle East may increase potential for extremist influences locally and increase tensions with local right wing organisations	Monitor the situation within the College and locally from information provided by CTLP	<p>Ensure that staff training is up-to-date so that are aware of indicators of radicalisation.</p> <p>Student Engagement Team to be vigilant for any increase in right wing influences in the College.</p> <p>Designated member of staff for LAC to monitor situation with unaccompanied children who attend College.</p>	<p>Director of Student Services & Marketing and Staff development.</p> <p>Head of Student Engagement and Equalities</p> <p>LAC Designate</p>	On going	On-going.	
	Students may leave College to embark on travel to Syria and the Middle East.	Reduce risk of this happening by monitoring 'at risk' students.	Monitor students who are flagged to the safeguarding team as at risk of radicalisation to pick	Safeguarding team	On-going	On-going	

Area	Risk	Objective	Action	Who	When	Completion	RAG
			up any indication that this may be a possibility. Alert police if concerns.				
	Illegal fundraising for extremist activity may be carried out on College premises.	Develop procedure to prevent this happening.	Incorporated into External Speaker policy. All fundraising to be approved by a College member of staff.	Director of Student Services & Marketing	Completed.	Completed.	
	The College may be vulnerable to 'lone actor' attacks.	Minimise risk to staff, students and visitors.	Train College managers on 'Run, Hide, Tell' and raise awareness of this approach to dealing with an attack to all staff via guidelines.	Director of Estates and Campus Services	March/April 2017 and then annually via training.	Training carried out and guidelines published and circulated.	

RISK MANAGEMENT TABLE FOR PREVENT STRATEGY

RISK – What might happen to put the activity or the plan at risk?	IMPLICATIONS – What would be the likely effect of this risk happening?	ACTIONS – Progress or action taken to mitigate/eliminate risk	PROBABILITY Score 1 – 5	IMPACT Score 1 - 5	RISK (Prob. x Impact) Score 1 - 25
1. Policy & practice in the College may not be developed in line with national guidance.	Students and staff would be given incorrect information. There would be a possibility that opportunities to intervene early in a situation could be missed.	Make contact with local Police Prevent team, Leicester prevent Co-ordinator (Will Baldet) and East Mids Prevent Lead (Sam Slack)	1	5	5
2. The College may be unaware of local developments that affect the safety of students and the Prevent agenda	Staff may not be aware of Prevent and how to keep students safe from radicalisation & extremism. Of local groups/individuals who may pose a threat.	Ensure flow of information into the College from local Prevent Steering group, individuals named above and LSCB. Staff Training	1	4	4
3. Relevant information about Prevent issues may not be shared across the College.	Staff would be unaware of recent developments their ability to keep students safe would be impaired.	Ensure senior leaders are briefed on a regular basis. Circulate information termly to all staff.	2	4	8
4. Staff may not be aware of Prevent and how to keep students safe from radicalisation & extremism.	Students' safety would be compromised.	Termly updates as above. All staff to complete on-line Prevent training. Regular awareness raising events held across the College. Material available on SharePoint and Moodle. Posters in key places across the College.	2	5	10

RISK – What might happen to put the activity or the plan at risk?	IMPLICATIONS – What would be the likely effect of this risk happening?	ACTIONS – Progress or action taken to mitigate/eliminate risk	PROBABILITY Score 1 – 5	IMPACT Score 1 - 5	RISK (Prob. x Impact) Score 1 - 25
5. Staff may not be aware of how to report a Prevent related concern.	Students would be at risk of radicalisation as issues would not be referred appropriately.	Ensure information on how to report a concern is included in the on-line training for Prevent and safeguarding. Take actions as detailed in 4 above.	2	5	10
6. Staff may not know how to spot behaviours that indicate a student is being radicalised.	Students would be at risk of radicalisation as issues would not be referred appropriately.	Ensure how to identify appropriate changes in behaviour is included in the on-line Prevent training. Amend Child & Vulnerable Adult Protection Policy is updated to include these behavioural signs.	2	5	10
7. Students may not be able to discuss issues to do with radicalisation that concern them.	Students would be at risk of radicalisation as issues would not be referred appropriately.	Up-skill staff, especially Learning Coaches so that they feel confident in discussing issues that students raise. Provide opportunities to raise issues via Student Voice forums.	2	5	10
8. The College may recruit staff who promote/support radical or extremist views.	Students could be influenced into following extremist views and may become radicalised.	Follow safer recruitment practices.	1	3	6

RISK – What might happen to put the activity or the plan at risk?	IMPLICATIONS – What would be the likely effect of this risk happening?	ACTIONS – Progress or action taken to mitigate/eliminate risk	PROBABILITY Score 1 – 5	IMPACT Score 1 - 5	RISK (Prob. x Impact) Score 1 - 25
9. Referrals to Channel or the police may be made inappropriately.	Trust in the referral process may be damaged within the College and amongst the student body.	Discuss referral with Prevent co-ordinator if unsure of suitability for referral.	1	3	6
10. Students may be unaware of the Prevent agenda and how to keep themselves safe from radicalisation.	Students' safety would be compromised.	Ensure students have access to a range of resources and publicity material that explains the Prevent agenda and what they need to do to keep themselves safe and to report a concern.	2	5	10
11. Students may inadvertently allow the promotion of radicalisation/extremism.	Students could be influenced into following extremist views and may become radicalised.	Ensure that students are aware of the issues (10 above) and that these are considered when planning any student led activity. Monitor Multi-Faith rooms for appropriate usage and enforce this,	2	4	8
12. Students may be radicalised via the internet or social media	Students could be influenced into following extremist views and may become radicalised.	Educate students in how to use the internet and social media safely. Filter proscribed sites on College network and monitor if anyone tries to access these sites.	3	5	15

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13. The College may be used as a platform to promote extremist or radical views.	Students may be exposed to radical views. The reputation of the College could be damaged.	Ensure rooms are not 'let' to unsuitable groups or individuals.	2	3	6
14. The arrival of refugees from war zones in the Middle East may increase potential for extremist influences locally and increase tensions with local right wing organisations.	Tensions within the College could be heightened. There may be more opportunity for the promotion of radical/extremist views.	Ensure staff are aware of the indicators of radicalisation. LEET team and LAC Designate to be particularly vigilant.	2	4	8
15. Students may leave College to embark on travel to Syria and the Middle East.	Students who travel to war zone would be at risk of harm and/or death. Other students could be radicalised and encourages to travel. There may be reputational damage to the College.	Monitor those students where there has been some indication of them being at risk of radicalisation. Act on any information passed on by local Prevent team.	2	5	10
16. Illegal fundraising for extremist activity may be carried out on College premises.	Reputational damage to the College. Mistrust created in those who gave innocently to the charity.	Ensure that fundraising is only allowed on College premises after approval of College member of staff.	1	3	3

RISK – What might happen to put the activity or the plan at risk?	IMPLICATIONS – What would be the likely effect of this risk happening?	ACTIONS – Progress or action taken to mitigate/eliminate risk	PROBABILITY Score 1 – 5	IMPACT Score 1 - 5	RISK (Prob. x Impact) Score 1 - 25
17. The College may be vulnerable to 'lone actor' attacks.	Serious injury and death involving multiple individuals.	Staff trained to minimise impact of possible attack.	2	5	10

- Low** (scoring 0-5)
- Medium** (scoring 6-11)
- High** (scoring 12-25)

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