Prevent Policy

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Person Responsible	Deputy Executive Principal Teaching, Learning & Improvement
Approval/ review bodies	SLT/Corporate Board
Frequency of Review	36 months

* Policies will be reviewed more frequently if legal changes or good practice require

Review History:		
Date of review	Reviewed by	Reason for review
August 2016	APT&L	New policy
August 2019	APEM&S	Update
October 2022	DEPT TL&I	Review
November 2023	DEPTL&I	Update
October 2025	DEPTL&I	General annual update, including more definitions given.

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Related Policies: North Kent College Safeguarding Children & Adults at Risk Policy

1. Purpose

Preventing violent and non-violent extremism and radicalisation at North Kent College and all its campuses (herein referred to as "the College"), in line with the Government Prevent Strategy.

The purpose of this policy is to:

1.1 ensure an awareness of "Prevent" within the College;

1.2 be used in conjunction with the College's Safeguarding Policy and procedures;

1.3 provide a safe and nurturing environment for all learners;

1.4 be considered alongside the college disciplinary procedures and existing policies that address bullying, harassment, equality, diversity and inclusion, health and safety, and related issues;

1.5 provide a clear framework to structure and inform the College's response to potential radicalisation, including a supportive referral process for those who may be susceptible to the messages of extremism;

1.6 to provide a framework to embed Fundamental British Values into the curriculum and ways of working; and

1.7 recognise current practice which contributes to the Prevent agenda and identify areas for improvement.

2. Why do we need this policy?

2.1 Context

Prevent is one of four strands of the Government's counter terrorism strategy – CONTEST. The UK now faces a domestic terrorist threat which is less predictable, harder to detect and investigate; a persistent and evolving threat from Islamist terrorist groups overseas; and an operating environment where technology continues to provide both opportunity and risks. The terrorist threat is enduring and evolving.

The college recognises that our students and staff share the same risk of becoming victims or perpetrators of extremism and radicalization; we will take all reasonable steps to minimise that risk and to provide effective support to our students and staff. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

2.2 Who does this policy apply to?

The Prevent Policy applies to everyone working at or attending the College. It places responsibilities on all governors; College staff; learners; agency staff and volunteers; contractors; visitors; consultants; and those working under self-employed arrangements and hirers linked with the College.

2.3 Statement

The College has adopted the Prevent Duty in accordance with legislative requirements.

Prevent operates in a pre-criminal space, providing support and re-direction to vulnerable individuals at risk of being radicalised into terrorist activities before any crimes are committed. Radicalisation could be comparable to other forms of harm and abuse; therefore, it is considered a safeguarding issue which needs to be thought of alongside the wider safeguarding agenda.

The aim of the Prevent Policy contributes to maintaining a safe, healthy and supportive learning and working environment for the College's learners, staff and visitors alike. The College recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners. It further recognises that if it fails to challenge extremist views, it is failing to protect its learners from potential harm. As such, the Prevent agenda, will be addressed as a safeguarding concern and dealt with in accordance with guidance from the National Office of Counter-Terrorism, regional and local agencies.

Early intervention is at the heart of "Prevent" in diverting people away from being drawn into terrorist or extreme activity. Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Further Education Colleges and seeks to:

2.2.1 tackle the ideological causes of terrorism;

2.2.2 intervene early to support people susceptible to radicalisation; and

2.2.3 enable people who have already engaged in terrorism to disengage and rehabilitate.

3. Definitions

The following are commonly agreed definitions within the Prevent Duty:

3.1 an 'ideology' is a set of beliefs, principles, and objectives to which an individual or group purports to adhere and attempts to instil in others to radicalise them towards becoming terrorists or supporting terrorism. There are several concepts or 'tools' that often feature in terrorist and extremist ideologies, including: narrative, propaganda, grievances, and conspiracy theory.

3.2 'radicalisation' is the process of a person legitimising support for, or use of, terrorist violence

3.3 'safeguarding' is the process of protecting all people and especially vulnerable people, whether from crime, other forms of abuse or from being

drawn into terrorism-related activity.

3.4 ‘terrorism’ - the use or threat of serious violence against a person or serious damage to property where that action is designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public; and for the purpose of advancing a political, religious, racial or ideological cause.

3.5 vulnerability describes the condition of being in need of special care, support, or protection because of age, disability, risk of abuse or neglect.;

3.6 A ‘permissive environment’ may be characterised as being tolerant of behaviour or practices strongly disapproved of by others, such as an environment where radicalising ideologies are permitted to flourish. Radicalisers create and take advantage of permissive environments to promote or condone violence and to spread harmful ideologies that undermine our values and society. Permissive environments can exist both online and offline. Permissive online environments can contribute to online radicalisation.; and

3.7 Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance[1], 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).

This definition is intended to reflect an ordinary, commonsense meaning of the word “extremism”, whilst enabling a more precise and workable use of the term in real-life cases.
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4. Aims

4.1 Leadership and Values

To create and maintain a College ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality, inclusion and diversity and understanding.

This will be achieved through:

4.1.1 Ensuring our work aligns with that of the Regional and local Prevent Coordinators and other external agencies.

4.1.2 In our commitment to delivering British fundamental values, we work to promote core values of respect, equality, diversity, equity and inclusion, democratic society, learner voice and participation;

4.1.3 Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials and awareness campaigns etc; and

4.1.4 Actively working with the representatives from the community, external partners, and public services. Complete a Prevent Duty risk assessment and action plan that is reviewed and updated regularly according to the Counter Terrorism Local Profile (CTLP) and other emerging risks.

4.2 Teaching and Learning

To provide a curriculum that promotes Fundamental British Values, knowledge, skills and understanding, to build the resilience of learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

4.2.1 embedding Fundamental British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.

4.2.2 promoting wider skills development, such as social and emotional aspects of learning.

4.2.3 a curriculum adapted to challenge extremist narratives and promote universal rights.

4.2.4 teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis; and

4.2.5 encouraging active citizenship and learner voice.

5. Roles and Responsibilities

Whilst this is a stand-alone policy, it is integral to the College's Safeguarding Policy and should be applied as an extension to the College's current and established safeguarding procedures.

5.1 The Board of the Corporation

All Board Members have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the Board must ensure that:

5.1.1 all College staff have undertaken annual training in the Prevent Duty.

5.1.2 all College staff are aware of when it is appropriate to refer concerns about learners or colleagues to the Designated Safeguarding Lead (DSL);

5.1.3 all College staff exemplify Fundamental British Values into their teaching; and

5.1.4 policies and procedures to implement the Prevent Duty are in place

and are analysed to ensure that concerns are being dealt with in line with what the policy highlights.

5.2 Prevent Lead for the College

The Head of Teaching and Learning is the Prevent Lead, with responsibility for ensuring that our Prevent Policy is implemented across the College and that any concerns are shared with the relevant organisations, in order to minimise the risk of our learners becoming involved with violent extremism and terrorism.

The Head of Teaching & Learning will ensure that all new members of staff will receive Prevent training as part of their induction programme.

The Prevent lead will work closely with the Welfare & Safeguarding Team in respect to any matter related to Prevent.

5.3 College Safeguarding and Governance

The Governors are presented with a termly report to discuss Safeguarding and Prevent concerns raised and changes to the Duty that affect the College are discussed at these meetings.

5.4 All Staff

All staff at the College have a responsibility to:

5.4.1 create and support an ethos that upholds the College's mission, vision and values including Fundamental British Values, to create an environment of respect, equality and diversity and inclusion.

5.4.2 attend and complete Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism and to know the appropriate action to take if they have concerns;

5.4.3 report any concerns around extremism or radicalisation via the safeguarding reporting channels.

5.4.4 report and if safe to do so remove any literature displayed around the College that could cause offence or promote extremist views

5.4.5 support the development of staff and learner understanding of the issues around extremism and radicalisation; and

5.4.6 participate in engagement with external organisations as appropriate;

5.4.7 promote College values through induction, tutorials, and the curriculum by encouraging active citizenship and the learner voice.

5.4.8 Ensure that the College does not tolerate or promote a permissive environment in which behaviours or ideologies widely disapproved of – particularly those that enable radicalisation –

are allowed to flourish, whether online or offline. Radicalisers must not be given the opportunity to exploit such environments to legitimise violence or disseminate harmful ideologies that undermine societal values.

5.4.9 complete due diligence checks on external organisations and individuals that hire or use college facilities or support the college work, and any external speakers to ensure that they do not have connections to extremist groups or have been involved in behaviour that does not uphold the values of the College.

6. Managing Risks and Responding to Events

The College will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

6.1 understanding the nature of threat from violent extremism and how this may impact directly and indirectly on the College;

6.2 identifying, understanding and managing potential risks within the College from external influences;

6.3 responding appropriately to events reported via local, national or international news that may impact on learners and communities;

6.4 ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism within the College;

6.5 ensuring measures are in place to respond appropriately to a threat or incident within the College;

6.6 work with external agencies e.g. Prevent Regional FE Co-ordinator to identify local threats

6.7 to ensure students and staff know how to keep themselves safe if caught up in a terror attack ensure the government campaign Run, Hide and Tell has been delivered to all students and staff;

6.8 continuously developing effective ICT security;

6.9 providing an active and well-managed filtering system is an important part of providing a safe environment for students and staff, preventing potentially harmful and inappropriate online material; and,

6.10 follow College procedures to monitor external visitors/guest speakers at the College protocol is detailed on StaffNet.

7. Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a "typical extremist" and those involved in extremism come

from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person, or their family, may be vulnerable or involved with extremism:

Identity crisis	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal crisis	Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
Personal circumstances	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
Unmet aspirations	Perceptions of injustice; feeling of failure; rejection of civic life.
Criminality	Experiences of imprisonment; poor re-settlement/ re-integration, previous involvement with criminal groups.

6.11 Access to extremist influences:

6.11.1 reason to believe that the young person associates with those known to be involved in extremism;

6.11.2 possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence; and/or

6.11.3 use of closed network groups via electronic media for the purpose of extremist activity.

6.12 Experiences, behaviours and influences:

6.12.1 experience of peer, social, family or faith group rejection;

6.12.2 international events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour;

6.12.3 verbal or written support of terrorist attacks;

6.12.4 extended periods of travel to international locations known to be associated with extremism;

6.12.5 evidence of fraudulent identity/use of documents to support this;

6.12.6 experience of disadvantage, discrimination or social exclusion;

6.12.7 history of criminal activity; and/or

6.12.8 pending a decision on their immigration/national status

6.13 More critical risk factors include:

6.13.1 being in contact with extremist recruiters;

6.13.2 articulating support for extremist causes or leaders;

6.13.3 accessing extremist websites, especially those with a social networking element;

6.13.4 possessing extremist literature;

6.13.5 justifying the use of violence to solve societal issues;

6.13.6 joining extremist organisations; and/or

6.13.7 significant changes to appearance/behaviour.

8. Referral and Intervention Process (see Appendix 1)

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported to the Safeguarding Team.

Where a young person is thought to be in need/or at risk of significant harm and/or where investigations need to be carried out, a referral to Children's Social Care will be made, in line with the College Safeguarding Children and Adults at Risk Policy.

As part of the referral process, the designated Prevent or Safeguarding lead professional will also raise an electronic referral to the Kent Prevent Co-ordinator at channel@kent.pnn.police.uk.

9. Channel Referral Process

Concerns reported may be referred to Channel Appendix 2 shows how the process is mapped.

10. Working in Partnership

Prevent work depends on effective partnership. To demonstrate effective compliance with the Prevent Duty, the College can demonstrate evidence of productive co-operation, in particular with local Prevent co-ordinators, the police and local authorities and co-ordination through existing multi-agency forum.

11. Freedom of Speech

The College will not suppress freedom to express controversial or unpopular views, provided that the expression of those views does not go beyond the articulation of points of view and does not constitute incitement to riot, insurrection, racial hatred, religious hatred, sexual harassment or other activities which are likely to cause a breach of the peace or public disorder or otherwise to be unlawful.

Whilst upholding the principles of freedom to express potentially controversial or unpopular views, the College will not permit its premises or resources to be used to promote or support extremism.

In considering whether to allow the expression of potentially controversial or unpopular views, the College shall also take account of its wider legal duties, in particular the Equality Act 2010:

11.1 eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by law;

11.2 advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

11.3 foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The College has the right and the power to regulate and, if necessary, to impose conditions or restrictions upon events and activities taking place on its premises. Please refer to the College procedures for external speakers/visitors.

12. Data Protection

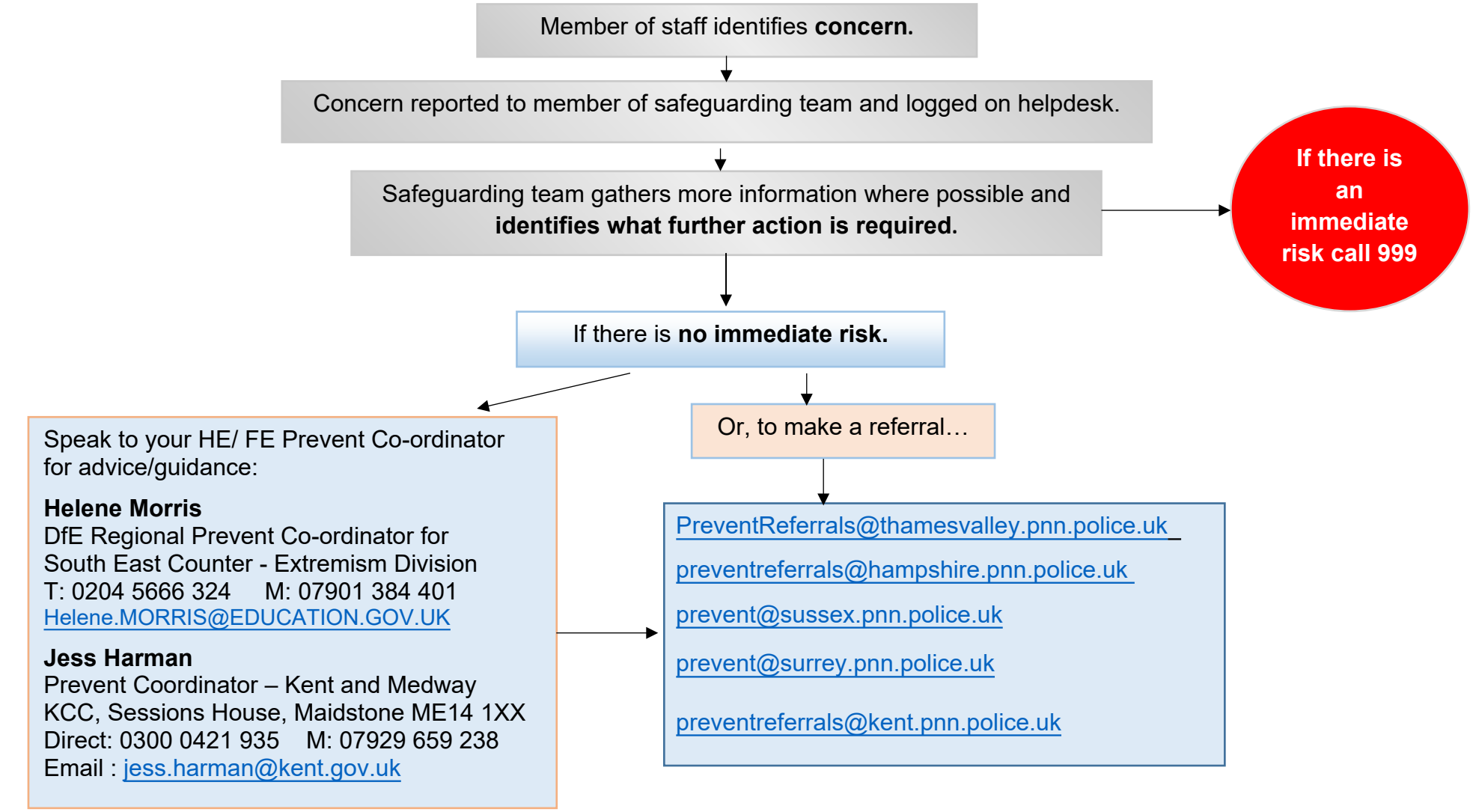
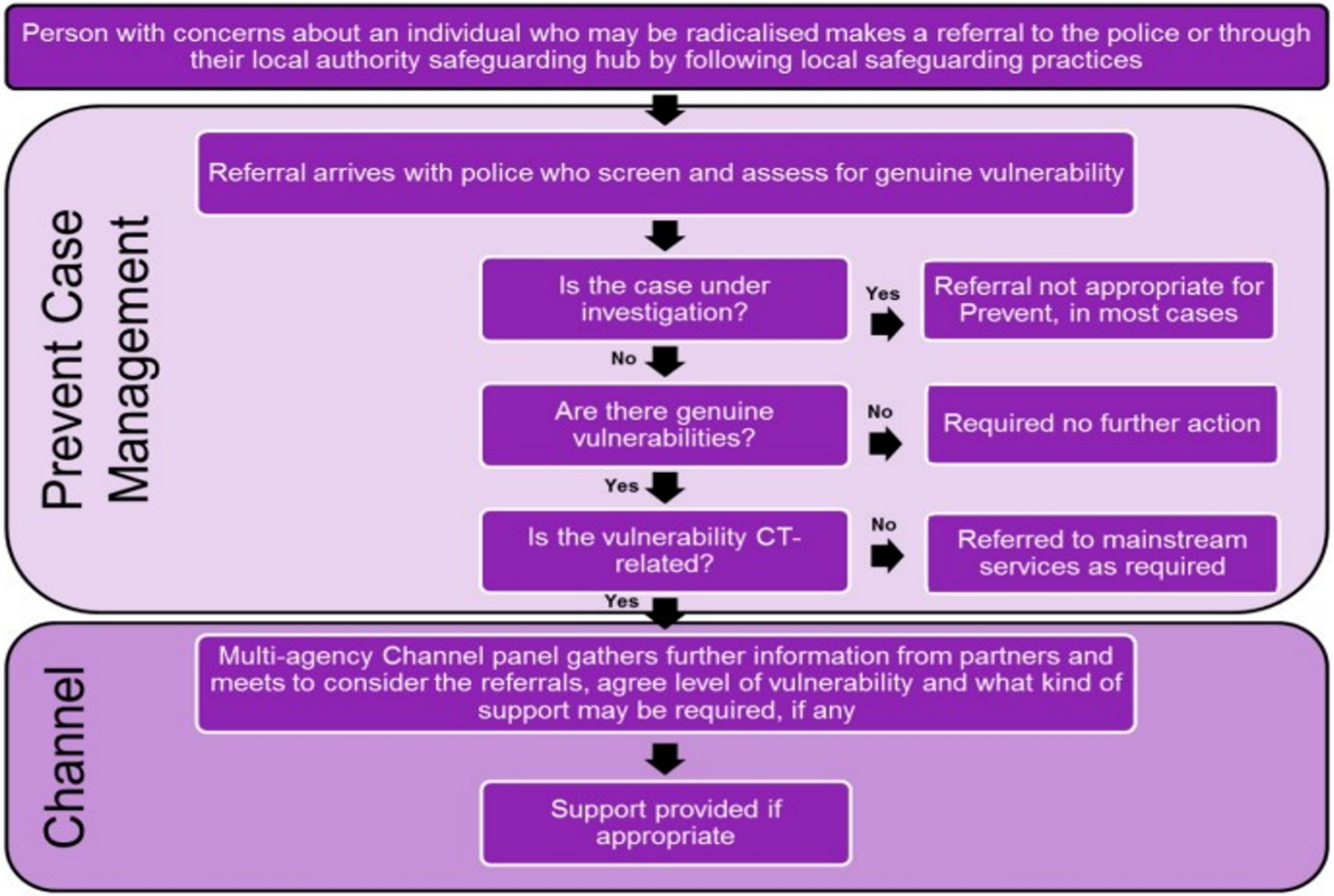
All data relating to Prevent, Child Protection and Safeguarding concerns is held in accordance with the College's Data Protection Policy. This policy conforms to the Data Protection Act 2018.

In relation to data on Prevent, Child Protection and Safeguarding concerns will be held for the specific purpose of enabling the College to put in place any support, guidance and advice which these learners may need above and beyond that offered to other learners. In some instances, the need to prevent harm or the risk of harm, in conjunction with police request, may override data protection considerations.

Appendix 1: Prevent and Channel

Process map for reporting a concern of a vulnerable individual

It is important for you as a member of staff to know where to go if you have a concern that someone may be on the route to radicalisation. Below is a flow chart which aims to show the process you must follow:



Appendix 2: Prevent and Channel Case Management Process