

## Prevent Policy

### Introduction

This policy is to support staff and students to identify those that may be at risk of radicalisation and extremism and the support that can be offered.

### Policy Statement

PREVENT is part of the Home Office and the Police counter-terrorism strategy and aims to stop people from becoming terrorists or supporting terrorism by working with individuals and communities to address issues before they become a criminal matter to stop people moving from extremism into terrorist-related activity.

All Debut's key Managerial Staff have completed PREVENT training, affording them the knowledge and actions that should be taken if any concerns were raised regarding any learners or staff. Debut's Safeguarding Officer will liaise with SEC (Lead Partner) and any of their support team as well as accessing external support or referral to other organisations.

### Responsibility and Authority

The organisation has ultimate responsibility for learner protection and will ensure that the arrangements for safeguarding learners are effective, robust and reviewed on a regular basis. As such three senior members of staff have been designated as Safeguarding & Prevent Personnel.

The designated safeguarding personnel are:

1. Carla Hales  
Director  
01268 560552  
[Carla@debutacademy.com](mailto:Carla@debutacademy.com)
2. Helena Lungley  
Safeguarding Officer  
01268 560552  
[Helena@debutacademy.com](mailto:Helena@debutacademy.com)
3. Linda Edwards  
Safeguarding Deputy Officer  
01268 560552  
[linda@debutacademy.com](mailto:linda@debutacademy.com)

### Definition of Radicalisation

The Institute of Strategic Dialogue defines radicalisation as “the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence.”

### Driving factors behind radicalisation can include:

- Lack of integration and/or polarisation
- Identity crises and/or isolation
- Political and/or democratic disenfranchisement
- Discrimination

- Foreign policy and/or international crises or disputes
- Political movements
- Ideologies and/or faiths

### **Who are we safeguarding?**

There is no stereotype for people who hold extremist views. Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

People can become vulnerable for many reasons including:

- Low self-esteem
- Guilt
- Loss
- Isolation
- Family breakdown
- Fear
- Lack of purpose
- Anger
- Peer pressure

We are by no means suggesting that one or all of these characteristics or circumstances will drive someone to terrorism. But they often lead to a sense of injustice – be that on a personal or more far reaching scale. Their vulnerabilities or susceptibilities are then exploited towards crime or terrorism by people who have their own agenda

There is no typical gender, age, religion or background that extremists will target but they use a sense of “Duty” (belonging to a specific group), “Status” (need for reputation) and “Spiritual Rewards” (test of faith) as a way of drawing them in.

This raises the question of what will those signs of radicalisation look like:

They will look a lot like troubling behaviour:

Emotional – angry, mood swings, new found arrogance

Verbal – expressing opinions that are at odds with generally shared values

Physical – appearance (tattoos), change in routine

### **What to do if you believe someone to be at risk of radicalisation**

Debut will adopt the ethos of “Notice, Check, Share” where there are concerns that an individual may be vulnerable.

**Notice** – Recognition of any changes in behaviour or appearance similar to those outlined above

**Check** – Speak with someone you trust like a tutor and see what they recommend but trust your instinct if you are still concerned

**Share** – Speak to one of the named contacts to report your concerns. Remember trust your instinct

### **What to do if you have concerns**

If you are a learner and concerned about another learner, please “**Check**” with your Assessor or Senior Staff Member in the first instance and “**Share**” with the Safeguarding Officer.

If you are a learner and are concerned about a member of staff, or a person who is not a member of Debut e.g. guest speakers, visitors etc., please “Check” with the Safeguarding Officer or Senior Staff Member and “Share” with them your concerns.

If you are a member of staff and are concerned about a learner, please “Check” and “Share” with the Safeguarding Officer.

If you are a member of staff and are concerned about another member of staff please “Check” with your Line Manager and “Share” with the Director of Tuition.

If you are a member of staff and are concerned about a person who is not a member of Debut, e.g. guest speaker, please “Check” and “Share” with the Safeguarding Officer

### **Responsibility for contacting PREVENT**

Any of the following people are responsible for making decisions to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a learner:

- Safeguarding Officer
- Centre Manager
- Director of Tuition

Any of the following people are responsible for making the decision to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a member of staff:

- Safeguarding Officer
- Centre Manager
- Director of Tuition

Any of the following people are responsible for making the decision to contact the Counter-Terrorism Team at Essex Police if serious concerns are raised about a person who is not a member of the College e.g. guest speaker:

- Safeguarding Officer
- Senior Tutor
- Centre Manager
- Director of Tuition

Contact Information for Essex Police Counter-Terrorism Team

As outlined in Keeping Children Safe in Education (April 2014), anyone has the right to refer to Social Care regarding any concerns for an individual. Debut gives this right with regards to extremism and anyone can report a concern to:

## **Essex Police via 101**

Where this does occur please inform Debut’s Safeguarding Officer with regards to a learner or member of the public who visits the Center and the Director of Tuition if it is a member of staff.

Please refer to Debut's linked policies below for additional information regarding Prevent & Prevent Standards:

- Apprentice Expectation Policy
- Anti-Bullying, Anti-harassment & victimisation policy
- Counselling Policy
- Communications Policy
- Confidentiality & Disclosure Policy
- Data Protection Policy
- Employer (Work Based) Support & Expectation Policy
- Equal Opportunities & Inclusion Policy
- Freedom of Information Policy
- Guidance Policy
- Health & Safety Policy
- Health & Wellbeing Policy
- IAG (Information, Advice & Guidance Policy)
- Induction Procedure – Staff Policy
- Induction Procedure – Learners Policy
- Learner Support & Super group Policy
- Learner Safeguarding & Safeguarding Vulnerable Adults Policy
- Learner Positive Behaviour Management Policy
- Meetings Policy
- Mentoring – Learner Policy
- Mentoring – Staff Policy
- Observation of Teaching, Learning & Assessment Policy
- Quality Assurance Policy
- Questionnaire & Feedback Policy
- Review & Appraisal – Learner Policy
- Review & Appraisal – Staff Policy
- Staff CPD/Personal Development Training Policy
- Staff Confidentiality Policy
- Teaching & Learning Policy
- Whistle Blowing Policy

### **Policy Revision**

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