

## Prevent Policy

OMG Education (OMG) positively impacts young people's lives through education, training, and mentorship. We strive to protect their rights, reduce disadvantages, and help them face life's challenges.

Preventing violent and non-violent extremism and radicalisation

Any member of staff or student at OMG who has concerns regarding the issues identified in this policy should report those concerns immediately and no later than the end of the working day to the Designated Teacher or safeguarding lead.

- Designated Safeguarding leads – Helen Rose Strachan

### 1. Who does this policy apply to?

The Prevent Policy applies to everyone working at or attending the centre. It confers responsibilities on all staff, students and volunteers.

### 2. Policy Statement

The Prevent Policy aims to create and maintain a safe, healthy, supportive learning and working environment for our students, staff, and visitors. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students. We further recognise that if we fail to challenge extremist views, we fail to protect our students from potential harm. As such, the Prevent agenda will be addressed as a safeguarding concern.

OMG has adopted Prevent Duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to:

- i) Stifle legitimate discussions, debate or student engagement activities in the local community; or
- ii) Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

### 3. Why do we need this policy?

Prevent is one of 4 strands of the Government's counter-terrorism strategy – CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent, which aims to divert people away from being drawn into terrorist 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 Sixth Form Colleges, and seeks to:

- i) Respond to the ideological challenge of terrorism and aspects of extremism and the threat we face from those who promote these views.
- ii) Provide practical help to prevent people from being drawn into terrorism and radicalisation and ensure they are given appropriate advice and support.

#### **4. Our Prevent Policy has five key objectives:**

- i) To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the learner's voice.
- ii) To encourage diversity by supporting inter-faith and intercultural dialogue and understanding and to engage all students in playing a full and active role in wider engagement in society.
- iii) To ensure student safety and make sure the centre is free from bullying, harassment and discrimination.
- iv) To provide support for students who may be at risk of radicalisation and appropriate sources of advice and guidance.
- v) To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

In order to achieve these objectives, the strategy will concentrate on the following 3 areas:

#### **5. Leadership and Values**

We aim to create and maintain a progressive ethos that upholds core values of shared responsibility and well-being for all students, staff and visitors whilst promoting respect, equality, diversity and understanding. This will be achieved through:

- i) Promoting core values of respect, equality, diversity, and democracy.
- ii) Building staff and student understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- iii) Deepening engagement with local communities and faith groups.
- iv) Actively working with local authorities, the police and other agencies.

#### **6. Teaching and Learning**

We aim to provide a curriculum that promotes the knowledge, skills and understanding required to undermine extremist ideology and support British values by building student resilience. This will be achieved through:

- i) Embedding British Values, equality, diversity and inclusion, well-being and community cohesion throughout the curriculum.
- ii) Promoting wider skills development, such as social and emotional aspects of learning.
- iii) A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.

- iv) Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and British values.
- v) Use of external programmes or groups to support learning while ensuring that the input supports College goals and values.
- vi) Encouraging active citizenship and student contribution to the wider community.

## **7. Student Support**

We aim to ensure that staff take preventative and responsive steps, working with partner professionals, families and communities. This will be achieved through:

- i) Strong, effective, and responsive support services for all students.
- ii) Developing strong community links and being aware of what is happening in the wider community.
- iii) Implementing anti-bullying strategies and challenging discriminatory behaviour.
- iv) Recognising factors that may increase the risk to a student, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.
- v) Ensuring that students and staff know how to access support in College and/or via community partners.

## **8. Roles and responsibilities**

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

### **i) Directors**

All Directors have a legal responsibility to ensure they have undertaken Prevent Duty training. Additionally, the Board must ensure that:

- all Centre staff have undertaken training in the Prevent Duty.
- all Centre staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Designated safeguarding lead.
- all Centre staff promote British Values.
- policies and procedures to implement the Prevent Duty are in place and acted on where appropriate.
- The Centre has adequate internet safeguards to ensure that students are unable to access sites involved with extremism or radicalisation.

## ii) Prevent Lead for the College

The Assistant Principal (Pastoral) is the Prevent Lead and Designated safeguarding lead, with responsibility for ensuring that our Prevent Strategy is implemented across the College and that any concerns are shared with the relevant organisations in order to minimise the risk of our students becoming involved with terrorism.

## iii) All Staff

All staff at the centre have a responsibility to:

- create and support an ethos that upholds the centre's mission, vision and values, including British Values, to create an environment of respect, equality, diversity and inclusion.
- attend 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.
- report any concerns around extremism or radicalisation via the centre's reporting channels.
- report and remove any literature displayed around the centre that could cause offence or promote extremist views.
- support the development of staff and student understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials;
- participate in engagement with local communities, schools and external organisations as appropriate.

## 9. Managing Risks and Responding to Events

The centre will ensure that it monitors risks and is ready to deal appropriately with issues which arise. All concerns must be reported to the Designated safeguarding lead, who will investigate the matter and decide whether or not to take further action.

## 10. Who needs to understand this policy, and how will they know about it?

Prevent training for all Centre staff, students, and governors is mandatory and will be delivered by the following methods.

Who?	How?
Students	The policy is available on the Centre website. Prevent awareness included in student tutorial sessions. Information about Prevent is delivered through mandatory tutorials and resources and attendance at and participation in Prevent and British Values-related student activities, including General RE.
Directors and Senior Leadership Team	Directors undertake mandatory training and receive updates through the PREVENT training website <a href="https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html">https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html</a> . An annual briefing and report will be delivered to Directors outlining relevant changes to the

	Safeguarding/Prevent policy and agendas and detailing actions taken at the centre to ensure compliance and student safety.
All staff	Receive mandatory training and updates; 'All Staff' emails; visits to team meetings by Prevent Lead.

In addition, all new members of staff will receive Prevent training as part of their induction programme.

#### Policy Summary

Our commitment to meeting the Prevent Duty can be summarised as follows:

P – Promotion of Equality and Diversity and positive relationships between staff and students

R – Referral of any concerns via the Designated member of staff to relevant authorities

E – Embedding British Values and education for students in all courses

V – Vetting guest speakers and removal of any posters or other materials of an extremist nature

E – Environment – a safe and secure site with CCTV, sufficient security procedures and online filters

N – News monitoring for any concerns in the locality

T – Training of staff to raise awareness of the signs and risks