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PREVENT Procedure: Detecting and Preventing Radicalisation and Extremism

Background

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 prevent the radicalisation of people and to stop people moving from extremism into terrorist-related activity.

Context

Young people in the UK are potentially vulnerable to engagement with extremist ideologies or to targeting by extremist organisations. As an organisation that interacts with young people, New City College ensures that staff and students are aware of these risks and are familiar with the support networks and processes in place to protect vulnerable individuals from becoming radicalised or drawn into terrorism.

The New City College Procedure

New City College has developed internal support mechanisms and referral procedures. This procedure outlines who staff and students should contact with any concerns about fellow staff or students. The College has developed links with external agencies that provide training and support. If, once internal processes are completed, it is considered that additional external support or referral is required, this will be arranged via the Safeguarding Team or the designated member of the Senior Leadership Team (SMT), whichever is most appropriate. External support will normally involve an individual being asked to voluntarily receive tailored support from appropriate external individuals or organisations.

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 and guilt
- Loss
- Isolation
- Family breakdown
- Fear
- Lack of purpose
- Anger
- Peer pressure
- Indoctrination

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 vulnerable individuals in. This raises the question of what will those signs of radicalisation look like.

They will often look a lot like adolescent troubling behaviour: Emotional Angry, mood swings, new found arrogance, perceived sense of injustice, sense that other people are “wrong” Verbal Expressing opinions that are at odds with generally shared values, language, phrases and ways of speaking/writing not previously seen/known Physical Appearance (tattoos), change in routine, dress, new obsessions and preoccupations

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

Radicalisation is usually often the result of grooming and is a safeguarding issue. Therefore when an issue is disclosed staff should **Receive, Reassure, React, Record, Support.**

Sometimes staff will suspect radicalisation, even though there has been no disclosure. The College 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/colleague/Senior member of staff) and see what they recommend but trust your instinct if you are still concerned

Share

Speak to one of the safeguarding officers to report your concerns. Remember –trust your instinct. If you are a student and concerned about another student, please Check with your teacher/coach/tutor in the first instance and then share with the Safeguarding Team.

If you are a student and are concerned about a member of staff, or a person who is not a member of the College, e.g. guest speakers, please Check with the Safeguarding Team and Share with a Safeguarding Lead or a senior member of staff.

If you are a member of staff and are concerned about a student, please Check and Share with the Safeguarding Team or your line manager.

If you are a member of staff and are concerned about another member of staff please Check with your Line Manager and Share with SLT or Human Resources.

If you are a member of staff and are concerned about a person who is not a member of the College, e.g. a guest speaker, please Check and Share with a senior member of staff.

Responsibility for contacting PREVENT

Any of the following people are responsible for making decisions to contact the Counter Terrorism Team at the Met if serious concerns are raised about a student:

Designated Safeguarding Lead (DSL),

Any member of SMT,

Safeguarding Officer

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

- Head Human of Resources
- DSL

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. a guest speaker:

- Head of Human Resources
- DSO

NB. As outlined in Keeping Children Safe in Education (2019), anyone has the right to refer to Social Care regarding any concerns for an individual. The College confers this right with regards to extremism and anyone can report a concern to the Police by dialling 101, although it is preferable to go through a safeguarding officer or senior member of staff. Where this does occur, please inform the Safeguarding Team with regards to a student or member of the public who visits the College and the Head of Human Resources with regards to a member of staff.

Press Releases

In the event we are alerted to the fact that a student has been radicalised and actively working with an extremist/terrorist group then we will make sure that we communicate with the press and stakeholders at the earliest convenience. The College takes the position that it is best to work with the stakeholders to inform them of any instances before press releases where possible. If any Governor or staff member are approached by press or other agencies they should refer all items to Ruth Lomax (Redbridge, Tower, Hackney and Epping) or Sue Bannocks (Havering).