

Prevent Policy

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Introduction

Bird College is committed to providing a secure environment for students, where students feel safe and are kept safe. All adults at Bird College recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

Bird College acknowledges that "safeguarding vulnerable people from radicalisation is not different from safeguarding them from other forms of harm" (Prevent Strategy, 2015) and understands its role in helping prevent students "being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit" (Prevent Duty Guidance for Further Education, 2015).

Bird College endorses freedom of speech and the expression of one's beliefs and ideologies as a primary right. Thus, students and staff at Bird College have the right to speak freely and voice their opinions. However, freedom of speech is a qualified right and as such the right for freedom of expression may be limited as it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

Links to other policies

The Preventing Extremism and Radicalisation Policy links the following Bird College Policies:

- Safeguarding Policy
- Equality and Diversity Policy
- Anti-Bullying and Harassment Policy
- Online Safety Policy
- Whistle-Blowing Policy
- Safer Recruitment Policy
- Academic Freedom and Freedom of Speech (and Expression) Policy

The following guidelines and resources should also be read when working with this policy:

- Prevent Strategy
- Prevent Duty Guidance for Further Education Institutions in England and Wales
- Prevent Duty Guidance for Higher Education Institutions in England and Wales
- Promoting Fundamental British Values (appendix 1) as part of SMSC in Schools
- Working Together to Safeguarding Children (2018)
- Keeping Children Safe in Education (2018)
- The Children Act 1989 (2004)

Aim and objectives

The main aim of this policy is to ensure that staff are fully engaged in being vigilant for any signs of radicalisation and to provide a framework to deal with issues relating to vulnerability, radicalisation and extremist views. We are committed to safeguard our students and to keep them safe from harm. We endeavour to promptly indentify issues linked to the dangers of radicalisation and extremism and this policy clearly explains how Bird College will deal with such incidents and identifies how our ethos and curriculum underpin our choice of action.

The objectives are that:

- All governors, Executive Group, Heads of Department, Teaching Staff, and Support Staff at Bird College are required to undertake Prevent Awareness training, to ensure that they have a working understanding of the definitions of Radicalisation and Extremism, and accept why it is important to be vigilant
- All governors, Executive Group, Heads of Department, Teaching Staff, and Support Staff are familiar with the policy and will follow its procedures when issues arise
- The College understands that the safeguarding of students encompasses the protection of these against extremism views
- The British Values are embedded in both the delivery of the curriculum and the College's ethos
- Students are helped to understand the importance of democracy and freedom of speech through personal tutor meetings, academic lectures, and creative work
- Students are taught how to keep safe in college and when using the internet
- Students' wellbeing, confidence and resilience is promoted through our curriculum and student support systems
- All students will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them
- All parents/carers and students will know that the college has policies in place to keep students safe from harm and that the school regularly reviews its systems to ensure they are appropriate and effective.

Definitions and Indicators

When operating this policy, the College uses the accepted Governmental definitions:

- **Extremism:** "Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas." (Revised *Prevent* Strategy for England and Wales, 2015).
- **Radicalisation:** "Refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorists groups" (Revised *Prevent* Strategy for England and Wales, 2015)

There are a number of behaviours which may indicate a young person is at risk of being radicalised or exposed to extreme views. These include:

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to accord with the group
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause
- Possession of materials or symbols associated with an extremist cause
- Attempts to recruit others to the group/cause
- Communications with others that suggests identification with a group, cause or ideology
- Using insulting or derogatory names for another group

Increase in prejudice-related incidents committed by that person, these may include:

- physical or verbal assault
- provocative behaviour
- damage to property
- derogatory name calling
- possession of prejudice-related materials
- prejudice related ridicule or name calling
- inappropriate forms of address
- refusal to co-operate
- attempts to recruit to prejudice-related organisations
- condoning or supporting violence towards others

Ethos and Practice

It is vital that our students see our college as a safe place where they can learn, discuss ideologies, and explore controversial issues safely and in an unprejudiced way and where our teachers facilitate and encourage this. For that reason, there is no place in our college for extremist views of any kind, whether from internal or external sources.

As an Educational Institution, we are aware that extremism and extremist materials and influences can lead to poor outcomes for students. We also recognise that by failing to challenge extremist views we are therefore failing to protect our students and we are undermining our educational ethos.

Extremists aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life of young people. Education is a powerful tool against this; equipping students with the knowledge, skills and critical thinking to challenge extremist views in an informed way.

Therefore, at Bird College we aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our students' views are enriched, and they become appreciative and tolerant of diversity. The methodologies through which the curriculum will be delivered will insure that our students feel valued, and never marginalized.

Furthermore, at Bird College we are aware that young people can be exposed to extremist influences through a myriad of sources, and at times students themselves may reflect or display views that may be discriminatory and prejudiced.

Any prejudiced, discrimination or extremist views, including derogative language, displayed by students or staff will always be challenged and dealt with in line with our Code of Conduct for Staff and Discipline and Complaints procedures for students.

As part of wider safeguarding responsibilities college staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of college, such as in their homes or community groups, especially where students have not actively sought these out
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites

- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Students voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our Equality and Diversity policy and Anti-Racism Policy Statement, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views
- Unexplained Absenteeism
- Change in appearance, becoming socially isolated
- Drug and alcohol use

Ethos and Approach

We will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered. This will be achieved primarily through meetings with students and secondly through a range of teaching methodologies which will encourage students to question radical influences thus ensuring that members of staff induce in each student a positive sense of self through the development of reflective and critical thinking skills.

We will also ensure that all our staff are equipped to recognise extremist views and are confident and skilled enough to challenge them. We will be flexible enough to adapt our teaching approaches, as appropriate, and address specific issues so as to become more relevant to the current issues of extremism and radicalisation. We will facilitate the following principles:

- Foster students' positive engagement and a student-centred approach to learning
- Facilitate a space for dialogue that feels safe and students feel comfortable in voicing their feelings and views on a wide range of social, political, religious and cultural issues
- Equip students with the appropriate skills, knowledge, understanding and awareness for resilience

This approach will be embedded within the Vision and Guiding Principles of the college so that students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. Our aim is to build mutual respect and to promote the use of dialogue not violence as a form of conflict resolution.

We will also work with local partners, families and communities in our efforts to ensure our college understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our students' experiences and horizons. We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences, we will ensure that the student is offered mentoring. Additionally in such instances the college will seek external support from the Local Authority.

Curriculum

At Bird College, we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. We will teach and encourage students

to respect one another and to tolerate difference. Our aim is to keep our students safe and preparing them for life in modern multi-cultural Britain and to become aware and knowledgeable of current global issues.

The use of ICT

We recognise the risk posed to our students of online radicalisation, and we know that extremist groups can use a variety of social media to share their propaganda. We know that extremist groups often exploit persuadable and susceptible individuals and attempt to isolate them from their families/communities. To combat this, our ICT company will conduct random regular checks to ensure that content and searches used are appropriate and filters have been put in place. The Principal and Artistic Director and the Safeguarding Lead will be immediately notified of any inappropriate behaviour and suitable actions will be taken as required. All incidents will be recorded, monitored and where applicable reported to the Prevent co-ordinator and or appropriated authorities.

Use of External Agencies and Speakers

At Bird College, we encourage the use of external agencies to enrich the learning experience of our students. We will positively vet those external professionals who are invited to work with our students in order to ascertain that their messages do not contradict each other and are consistent with the college's Vision and Guiding Principles.

The college will assess the suitability of input from external individuals to ensure that:

- Any messages communicated to our students do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise students through extreme or narrow views of faith, religion, culture, or other ideologies
- Activities are matched to needs of our students
- Activities are carefully evaluated and deemed effective

Prevent Referral Procedure

It is important that Bird College is constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be professionally inquisitive where concerns arise, referring any concerns through the appropriate channels.

Early intervention is vital, and staff must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.

All members of staff working at Bird College (including visiting staff, lecturers, and creatives) are required to report instances where they believe that a young adult may be at risk of harm, linked to radicalisation, to the Designated Safeguarding Lead (Luisa Figuerola).

The DSL and the Deputy DSL will also swiftly deal with any reported concerns or referrals made by staff. In this circumstance, any concerns and referrals will be immediately reported to the Designated Safeguarding Lead who will discuss with the Principal and Artistic Director the most appropriate course

of action and will decide when a referral to external agencies is needed. The HE/FE Prevent Co-ordinator may be contacted at this point.

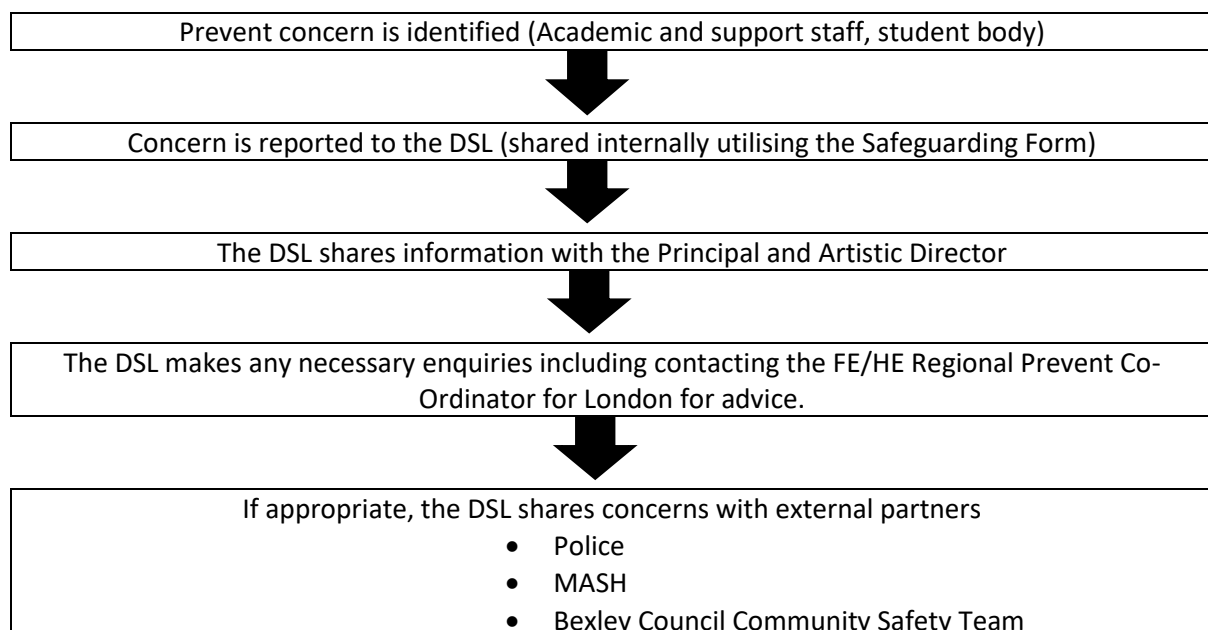
As with any child or young adult protection referral, staff must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves (contact details are included in the Safeguarding Policy).

If deemed appropriate, parents/carers will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is recorded alongside the initial Safeguarding form. The DSL will follow-up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behaviour.

Channel is a voluntary multi-agency programme intended to support individuals who are at risk of radicalisation. The Designated Safeguarding Lead may refer a concern to Channel if they consider it to be the most appropriate way to support the individual, and may seek external advice (e.g. from a Prevent co-ordinator) before doing so. Where a referral is made, the referral will normally be made to the relevant local authority Channel panel, which will determine whether support through the Channel programme is appropriate. If so, the individual referred will be informed at that stage and offered support by the local authority Channel panel.

If deemed necessary, serious incidents will be discussed and referred to the Bexley Safeguarding Partnership for Children and Young People. In the event of a referral relating to serious concerns about potential radicalisation or extremism, the college will also contact The Metropolitan Police Counter Terrorism Department.

The College governors, the Principal and Artistic Director and the Designated Safeguarding Lead will assess the level of risk within the college and put actions in place to reduce that risk. Risk assessment may include Online safety policy, visiting lectures, Bullying and Harassment policy and other issues specific to the college's profile and philosophy. The risk assessment will be reviewed as part of the safeguarding report to the Board of Directors.



Training

All members of staff at Bird College are required to undertake the Prevent Duty Training Course provided by EduCare at regular intervals. Adding to this, training courses of a more comprehensive nature are also undertaken by members of staff with safeguarding responsibilities. Training is undertaken at regular intervals, when new appointments are made, when there is a change in legislation, or as a yearly refresher.

The online courses can include the following topics:

- Prevent Duty
- The SEND code of Practice
- Safer Recruitment
- Child Protection in Education
- Safeguarding Young People

The table below provides information regarding the required frequency of training in relation to the responsibility of a member of staff:

Role	Frequency
Board of Directors	Every 3 years / Yearly refresher
Nominated Director	Every 2 years/ Yearly refresher
Chief Executive and the Principal and Artistic Director	Every 2 years / Yearly refresher
Designated Safeguarding Lead	Every 2 years/ Yearly refresher
Deputy Designated Safeguarding Lead	Every 2 years/ Yearly refresher
Staff	Every 2 years/Yearly refresher

Recruitment

The arrangements for recruiting all staff will follow national guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our college and staff team we will minimise the opportunities for extremist views to prevail.

Role of the Board of Directors

The Board of Directors of our College will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties. The Board of Directors of our college will support the Vision and Guiding Principles of our college and will support the college in tackling extremism and radicalisation.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2014' the Board of Directors will challenge the college's senior management team on the delivery of this policy and monitor its effectiveness. Directors will review this policy annually and may amend and

adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

Policy, Adoption, Monitoring and Review

The Designated Safeguarding Lead will actively evaluate the effectiveness of this policy by monitoring staff's understanding and application of the procedures within this policy as their overall duty to safeguard students. The policy will be reviewed on an annual basis.

Contact Information:

Safeguarding Lead (Luisa Figuerola): 020 3846 0322, Mobile: 07805259044

Deputy Safeguarding Lead (Hannah Nicholls): 020 3846 0337

Department of Education Helpline: 020 7340 7264

Department of Education email (non-emergencies): counter.extremism@education.gsi.go.uk

Jennie Fisher (*She / Her pronouns*)

FE/HE Regional Prevent Co-Ordinator for London

Counter-Extremism Division

20 Great Smith Street

London

SW1P 3BT

Mobile: 078 80469 588

Referral Form to MASH (Multi-Agency Safeguarding Hub) are available here:

<https://www.bexley.gov.uk/services/health-and-social-care/social-care-for-children/reporting-concerns-about-child/worried-about-child>

Bexley Council Community Safety Team

Telephone: 020 8303 7777

Email: community.safety@bexley.gov.uk

Police Prevent advice:

Telephone: 0800 011 3764

Actearly: <https://actearly.uk/contact/>

[Metropolitan Police](#)

Further Information

[Making a Referral to Prevent](#)

[Prevent Duty Guidance: for HE institutions in England and Wales](#)

[The Prevent duty: safeguarding learners vulnerable to radicalisation](#)

[Prevent Strategy](#)

[Keeping Children Safe in Education](#)

[Working Together to Safeguard Children](#)

[Meeting digital and technology standards in schools and colleges](#)

[Prevent referrals in HE: approaches and practices](#)

[The Education Hub](#)

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Document Control

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1.1	Luisa Figuerola	01.12.2015	Board of Directors	23.12.2016
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Appendix 1

British Values

Democracy

The principle of democracy is consistently being reinforced at Bird College, with democracy processes being used for important decisions within the school community, for instance, elections being held for the student representatives.

The Rule of Law

The importance of laws, whether they be those that govern the class, the college, or the country, are consistently reinforced at Bird College. Students are taught the rules and expectations of the college which are highlighted by the student code of conduct and student expectations. Students are taught the value and the reasons behind laws that govern and protect us, the responsibilities that this involves and the consequences when laws are broken.

Individual Liberty

At Bird College, students are actively encouraged to make independent choices, with the knowledge that they are in a safe, secure and supportive environment. Our staff educate and provide boundaries for students to make informed choices, through a safe environment and an empowering education. Students are encouraged to know, understand and exercise their rights and personal freedoms and are advised on how to exercise these safely, for example through e-safety work. Bird College has a robust anti-bullying culture and has in place a comprehensive Behaviour for Learning Policy.

Mutual Respect

Respect is a strong part of Bird College and is part of its ethos. Students learn that their behaviour's has an effect on their own rights and those of others. All members of the college community treat each other with respect and this is reiterated through its teaching and learning environments. Mutual respect is embraced throughout the curriculum by providing the opportunity for students to express their views in a safe environment.

Tolerance of those of different faiths and beliefs

This is achieved though equipping students with the ability to understand their place in a culturally diverse society and by giving the opportunities to experience such diversity within the college community. Students benefit from engaging with students from other continents and cultures. Additionally, students are actively encouraged to share their faith and beliefs within the college and celebrate festivities throughout the calendar year.