The Sheffield College
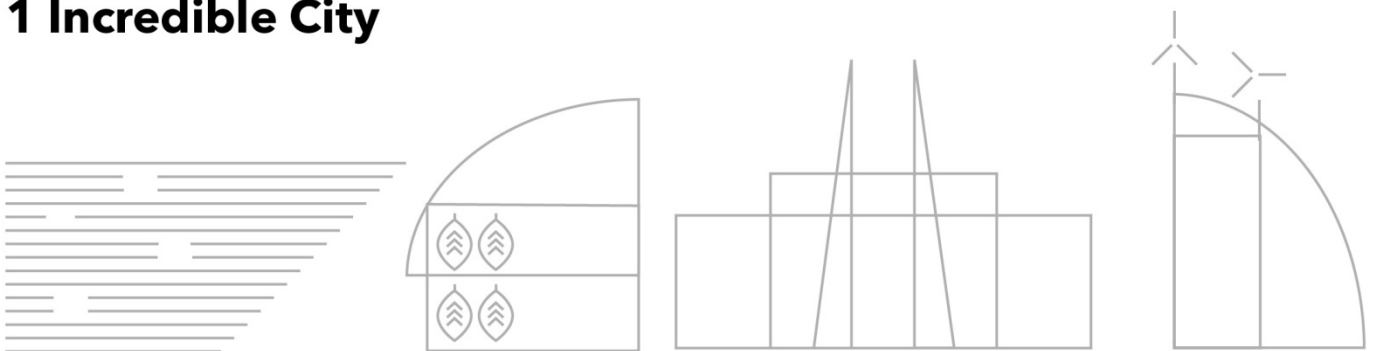
Prevent Strategy

4 Excellent Campuses
1000s of Opportunities
1 Incredible City

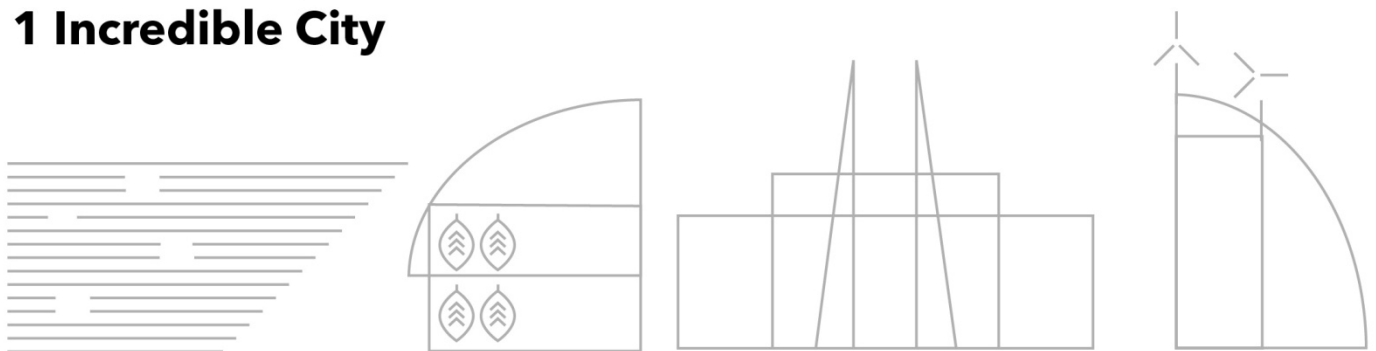# Document Information:

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The Sheffield College Prevent Strategy

Introduction

At The Sheffield College we are proud of our diversity and our commitment to social justice, equality of opportunity, mutual respect and tolerance.

In developing our students to be effective citizens in a democratic society, it is essential the College continues its commitment to promote open debate and free expression, whilst recognising the need to challenge prejudice, eliminate discrimination and prevent radicalisation.

It is our duty to continue to safeguard our students and staff; empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of the College's Safeguarding Policy and procedures.

The College's Prevent strategy outlines how we will meet our statutory duty.

Our strategy has five key objectives:

➢ To promote and reinforce our core values of inclusiveness, integrity, involvement and, in so doing, promote fundamental British values;
➢ To promote community cohesion; support open dialogue; support the student and staff voice and eliminate discrimination. These are in line with our Single Equality Scheme;
➢ To safeguard our students and staff from the risk of radicalisation and empower students and staff to protect themselves from harm;
➢ To support those at risk;
➢ To ensure that staff and students are aware of their responsibilities in preventing violent extremism.

The College will achieve these objectives through leadership, partnership, and by building learner resilience.

The national and local context

The Counter Terrorism and Security Act 2015 introduced the Prevent Duty for FE Colleges from 1st July 2015. Ofsted are including an assessment of its implications in their inspections.

The Prevent Duty requires colleges to have "due regard to the need to prevent people from being drawn into terrorism".

The national security threat was raised to severe in August 2014 and remains as severe in 2015: this means a terrorist attack is highly likely. Sheffield is seen as a priority area in terms of Prevent.

There are local characteristics which may mean that there is a greater possibility of radicalisation by particular groups. Interestingly, in Sheffield serious concern is associated with the far-right and white supremacist activity. The threat of attack, especially by lone actors, is as likely in the city as anywhere else.

Leadership and Values

The College sees its Prevent duties as a natural extension of our organisational duties to protect our students from harm and equip them to lead fulfilling and safe lives. Prevent is an integral part of the College's Safeguarding Policy and Procedures.

Prevent duties require colleges to promote the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. The Sheffield College values of involvement, inclusivity and integrity align well with British values. We will promote our core values through our leadership and our strategic themes.

In order to build resilience and safeguard individuals it is essential to promote a culture where it's possible to openly explore views and opinions. The College Leadership will achieve this through its policies, forums, staff development and training, its partnership working with stakeholders.

The Leadership is also committed to the relentless pursuit of a climate where prejudice is challenged and discrimination eliminated.

The College has a key part to play in the Sheffield city region, not only in its contribution to the economic prosperity of the region, but also to social and community cohesion in the city. We recognise the importance of our social responsibility.

The Governing Body will ensure procedures and policies are in place to prevent people from being drawn into terrorism and ensure the strategy complies with the Prevent Duty.

The College Prevent Lead will co-ordinate an annual risk assessment to identify the levels of risk proportionate to the College; review College policies and procedures to ensure their currency and ensure that procedures are being carried out. The College Lead will engage with the police and local authority Prevent co-ordinators and ensure the College is connected to the Prevent referral panel in South Yorkshire, called the Channel Panel, as well as maintain regular contact with the regional FE Prevent co-ordinators.

College leaders and managers will ensure staff undertake regular training, exemplify the core values through their practice and take every opportunity to promote the core values through the curriculum or College activity.

All staff have a legal responsibility to ensure they undertake training, are aware of their responsibilities, know when it is appropriate to refer to a safeguarding lead and exemplify the core values through their practice.

Partnerships

The Sheffield College has been involved with Prevent since 2008. Partnership liaison has evolved to a trusting close working relationship with South Yorkshire Police Prevent Officers and Sheffield Safeguarding Authority.

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Our partnership arrangements are guided by a shared understanding that Prevent is part of safeguarding; the aim is prevention and support. Individuals referred to the Prevent team will not be criminalised but helped. The Channel process[1] is voluntary and it is therefore important that students and staff feel confident with the referral.

As part of the College's partnership arrangements the College Prevent Lead represents the College on the Sheffield LA Prevent Gold and Silver Groups whose remit is to co-ordinate the City's response to the Prevent agenda. Other members include schools, HE Institutions, South Yorkshire police, Health and Housing.

College managers are active members of a number of regional and national groups who routinely share information and resources which support the Prevent agenda and spread good practice (e.g. 157 group; National Association of Managers of Student Services; Y&H Prevent group).

It is important that the College works in partnership with our students and staff. We will do this through collaboration with recognised trade unions and the Sheffield College Student Union as well as through local forums and focus groups.

Parents and carers are also essential partners in the Prevent agenda. The College will work closely with parents to provide information and support and to gain a better understanding of how we can best help them to safeguard their children.

Our partnerships with community groups and employers are also key aspects to achieving our Prevent strategic objectives. Every part of the community in Sheffield is represented in the College, so we have an important role in listening to and being advised by community groups. The College has a pivotal part to play in nurturing positive relationships between individuals from different faiths and cultures. Similarly, with employers, we are able to support them to both understand Safeguarding and Prevent and ensure that their employees (including apprentices) are aware how to protect themselves from risk.

Staff training

The principal purpose of Prevent training is the same as for any safeguarding training i.e. to raise staff's awareness of why the issues are important; to equip staff to recognise when individuals are vulnerable (in this case to radicalisation) and to ensure they know how to act and who to refer to. The promotion of British or core values, however, adds a further dimension: training with regard to these is part of essential equality and diversity development.

The College has adopted a multi-faceted approach to training.
* All staff and governors, including staff working in sub contracted provision, will undertake essential on-line training to raise awareness of both safeguarding and equality and diversity and to ensure staff know how to refer a safeguarding concern.
* Staff who work in regulated activity will undertake more in depth development through externally delivered training by the Sheffield Safeguarding team; regional or national events; issue-led training both internally and externally delivered; targeted team development and awareness; and individual mentoring.

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[1] Channel referral system.

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❖ The College currently has one trained WRAP 3 facilitator; plans are in place to extend this to a pool of at least ten facilitators.
❖ Staff will be encouraged and supported to engage in professional debate through learning communities
❖ Safeguarding staff will undertake regular updating and advanced refresher training in line with the Safeguarding Policy.

Building Student Resilience and Embedding Core Values

The College aims to ensure students develop the necessary skills to question and reflect so that they can protect themselves and their peers from harm and so that they can make a valuable contribution to society. We do this in a variety of ways.

Study programmes offer a number of opportunities to provide a safe environment for students to explore ideas and identity and for the College to embed the core values. This is achieved by teachers using naturally occurring opportunities within the curriculum as well as creating opportunities through a structured tutorial programme. Tutorial staff use resources which are designed to inform and instruct students about safeguarding issues as well as providing stimulus for useful discussion and debate. Students use their e-Profile to track their progress towards developing skills such as resilience. Coaching techniques are used in the one to one tutorials so that students take responsibility for their own development and behaviour.

The College recognises the need to strengthen the support for apprentices to develop wider skills. The managers for this area are working on actions needed to ensure that all apprentices are given opportunities to participate in activities and training offered through the tutorial framework for full time students. We have already developed a number of on-line safeguarding modules, including a Prevent module, which we encourage all apprentices to undertake. There is further progress to be made with employers to convince them of the importance of their employees participating in such training.

Students learn about democracy and the importance of the right to express views, raise concerns and influence decisions through the elected Student Union and through the student representative system.   The process provides opportunities to develop the students' understanding and engagement in democracy.

Alongside curriculum and tutorial support, the College runs a number of marketing campaigns which help to raise awareness and profile of themes such as safeguarding or equality and diversity.

The entirety of the above are underpinned by the Student Charter and policies which set our expectations of students and our clear commitment to safeguarding.

Welfare, pastoral care, chaplaincy support, prayer and faith facilities

All full time students have a personal tutor who receives in-depth training to recognise signs of vulnerability and provide first line support. The vulnerabilities which could make students susceptible

to radicalisation are the same as for most safeguarding issues and, especially with young people, it is often very difficult to tell from changes in behaviour alone. Therefore staff are encouraged to be alert to all possibilities and to keep an open mind. They are also encouraged to share concerns with other safeguarding staff.

For students who are not full time and for apprentices, staff are encouraged to refer to a safeguarding member of staff if they have concerns, as they would for any safeguarding issue.

Designated Safeguarding staff are well connected to the Prevent Officers and Sheffield Children's Safeguarding team and will seek advice or make referrals as appropriate, using the Channel guidelines referred to earlier. The College has recently strengthened the safeguarding team by employing four, additional, welfare and safeguarding staff.

The College has a strategic partnership with South Yorkshire Workplace Chaplaincy. Chaplains offer a valuable service in providing opportunities to explore the relationship between faith, belief, and values in practice. They also provide support to cope with stress, relationships and bereavement. Chaplains are fully DBS checked and meetings always take place on College premises. The Chaplaincy service plays an active role in tutorials and in the College's themed celebration events. Chaplains undergo WRAP 3 training and attend regular equality and diversity events.

The College has designated Muslim prayer rooms. None of the Friday prayers are attended by anyone external and are periods of quiet reflection. Individuals are not permitted to display publicity unless this has been checked by Student Services and/or Marketing. This applies to any College facility.

E safety

To date, the Sheffield College has not had any Prevent related incidents concerning use of the College's IT facilities. However there have been a number of cases related to other safeguarding issues involving accessing the internet and the College recognises the need to continually review the IT risk. In order to cater for the wide variety of devices accessing the College's systems through a 'bring your own devices' initiative, we are updating the e-Safety policy; this will be in place for September 2015.

The College's web filtering systems have worked well. However, in light of the new Prevent guidelines, we recognise the need to do more to identify students who may be making inappropriate searches and to support students to develop the critical thinking skills needed to analyse sophisticated material. The College is working closely with students, staff and Prevent co-ordinators to progress this.

(Further detail about our usage policies, filters and safe use of IT is contained within our e-Safety policy, IT usage policy and the College's Prevent Risk Assessment).

External speakers and events

The College encourages external speakers and events as they add enrichment to the student experience. The Prevent duty and guidance does not seek to ban speakers or impinge on the freedom of speech. It is in the College's interests to have the right processes in place to manage such activities not only to ensure that the rights under the Equality Act 2010 are protected, but also to protect the College's reputation and safeguard our students. The protocol for this is being developed using best practice examples and will be in place for September 2015.