

UNIVERSITY ACADEMY
HOLBEACH



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Apprenticeship Department

The Prevent Duty

Last Review Date: 29th October 2023

Next Review date: 28th October 2024

The Prevent Duty

Under section 26 of the Counter-Terrorism and Security Act 2015, University Academy Holbeach is aware that we have a legal duty to give due regard to the need to prevent people from being drawn into terrorism, known as the Prevent Duty.

Staff Training

In order to fulfil the Prevent Duty all staff receive annual face to face training by the DSL where this policy is explained including staff roles and responsibilities, followed by annual online training through SSS Learning to help them to identify children who may be vulnerable to radicalisation, and the school is committed to accessing training to ensure that all staff are up to date and aware of this duty, this refresher training is delivered in response to best practice, legislative, and industry updates. For new staff training is delivered as part of their safeguarding induction.

Promoting the Policy

10034999 G0-6 Prevent Policy

This policy is promoted to staff by providing a copy of the policy during staff/learner induction and with all staff annually during staff training. It can also be accessed 24/7 from your internal shared drive and is published on the UAH website. Prevent themes are discussed regularly with staff and with apprentices by tutors. DSL details are published on the website and around the Academy site.

Staff and apprentices are required to sign to say they have read, understood and will adhere to the policy on induction and annually thereafter.

UAH's commitment to Prevent is set out in our objectives in respect of our obligations to our learners and apprentices.

UAH are committed to protecting apprentices/learners and employees from radicalising influences and ensuring they are resilient to extreme narratives.

- We will develop learners understanding of British Values in order to promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen and support the apprentice voice. Ensuring that teaching approaches provide apprentices with a positive sense of identity through the development of critical thinking skills.
- We develop learner's attitudes and opinions to be respectful of all. In order to breakdown segregation among different apprentice communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all apprentices in playing a full and active role in wider engagement in society.
- We develop learner's skills at keeping themselves safe online and have robust IT systems to monitor and filter content. This is in addition to ensuring apprentice safety and that our organisation is free from bullying, harassment and discrimination. Ensuring a safe and equal learning environment for all, with a well-established safeguarding approach.
- We train staff to be alert to signs and how to report incidents
- We have a safeguarding team who will talk to staff, learners and parents about concerns
- We work with employers to build awareness and tackle inappropriate behaviours University Academy Holbeach incorporates and embeds the promotion of fundamental British Values into our daily ethos in order to help build pupils' resilience and enable them to challenge extremist views. In order to monitor the embedding of these principles and to maintain our commitment to our learners / apprentices in respect to the Prevent duty - British Values and the Prevent Agenda are discussed with Apprentices during the induction process where they are taught how to recognise extremist views and attitudes. This is in addition to links made in teaching sessions which embeds these core principles to meet our obligations and objectives. These core values and attitudes are discussed with learners again during the 12 week review process where they are asked if they have any concerns regarding extremism in the work place, and are questioned on British values. Any issues raised are passed on to the DSL.

Example indicators that could suggest an individual is engaged with an extremist group, cause or ideology could include as below:

- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.

10034999 G0-6 Prevent Policy

- 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 of concern
- Using insulting and/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 or 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.

Radicalisation can be a complex issue and therefore the above examples are not exclusive and each case should be considered on its merits & professional advice sought where any doubts exist.

Procedures for referrals

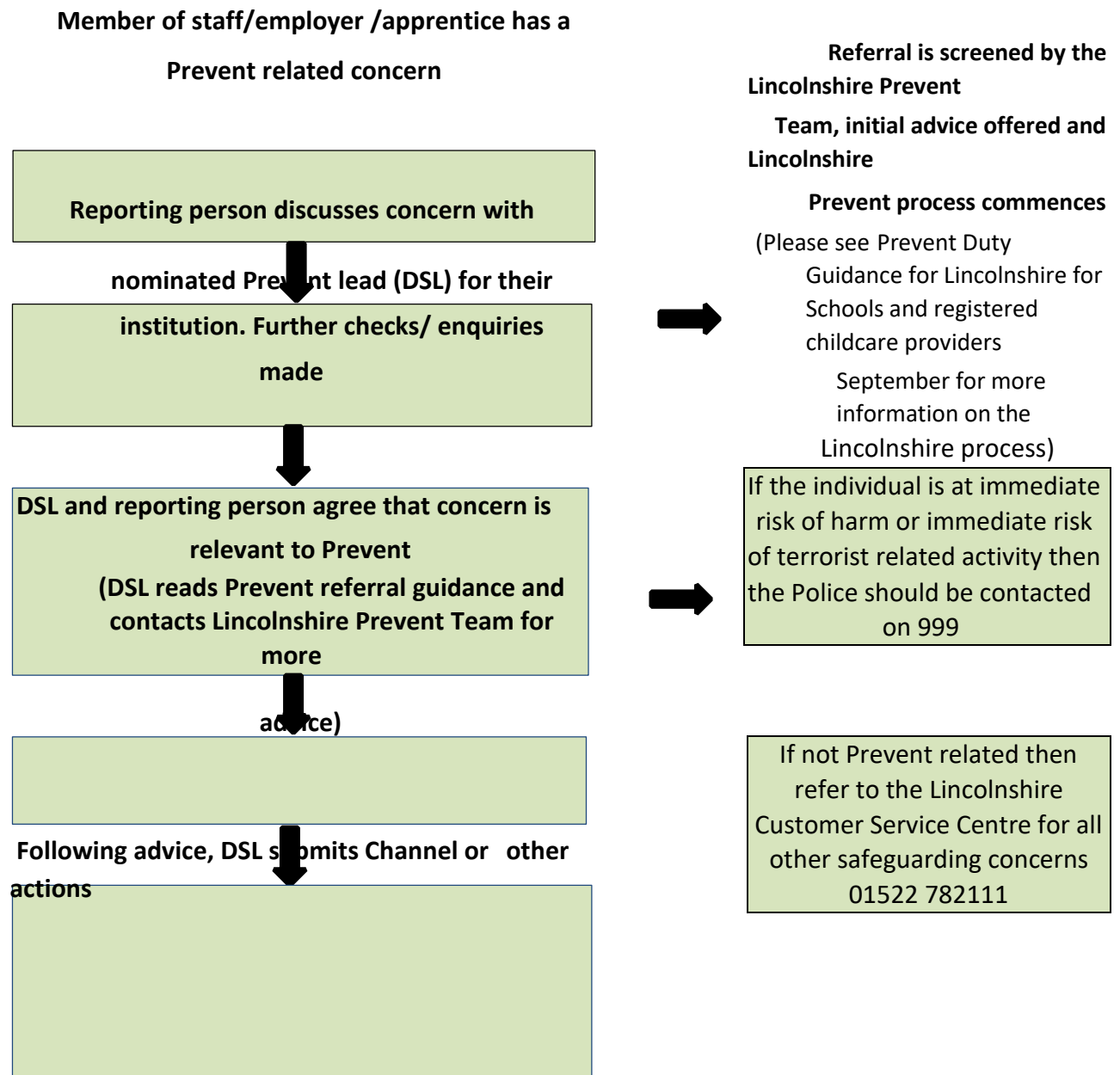
If staff/employers/apprentices identify individuals for whom this may be a concern they should apply the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL).

The Designated Safeguarding Lead will contact the Prevent Coordinator should there be concerns about any individual linked to potential radicalisation or extremism. The Prevent Coordinator will then assist the DSL regarding whether a referral is appropriate and whether this individual will need to be referred to the Channel Panel.

Radicalisation will also be considered within current Online Safety policies, procedures and curriculum in terms of having suitable filtering and monitoring in place and also raising awareness with staff, parents and children about the increased risk of online radicalisation, through the use of the internet, Social Media and Gaming.

For more information about Prevent in Lincolnshire, including referral forms and project examples please read the Prevent Duty Guidance for Lincolnshire for Schools and registered childcare providers September 2018, available within the Safeguarding folder on Perspective light and at [Lincolnshire Safeguarding Children Board](#) Contact Lincolnshire Police, Prevent Officer 01522 558304 prevent@lincs.pnn.police.uk or LCC, Prevent Officer 01522 555367 prevent@lincolnshire.gov.uk

Lincolnshire Prevent Referral pathway



Early intervention is vital and any concerns, should be referred to CHANNEL by using the Lincolnshire Police referral form or send an email to channel@lincs.pnn.police.uk CHANNEL is a key element of the Prevent strategy. It is a multi-agency safeguarding approach to protect people at risk from radicalisation and is not a criminal Justice sanction.

Channel uses existing collaboration between local authorities, statutory partners, the police and the local community to:

- identify individuals at risk of being drawn into terrorism.
- assess the nature and extent of that risk
- develop the most appropriate support plan for the individuals concerned.

10034999 G0-6 Prevent Policy

Channel is about safeguarding children and adults from being drawn into committing terroristrelated activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs.

If you suspect a criminal offence has taken place or a child is at immediate harm you must contact the police on 101or in an emergency 999

Review

This policy will be reviewed annually by Stephen Milne (Assistant Principal / DSL) and updated in line with best practice and legislative updates.

Signed:  Sheila Paige - Principal

Date: 29.10.23

Date of next review: 28.10.24