

# PREVENT Policy



# Co-operative Education East

## PREVENT Policy

**Approved by:** **Date:** June 2023

**Last reviewed on:** 5<sup>th</sup> October 2023 by Governors

**Next review due by:** Autumn 2025

This Preventing Radicalisation Policy is part of our commitment to keeping our pupils and the school community safe. Since the Education and Inspections Act 2006 schools have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

Schools have an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. In March 2015, new statutory duties were placed on schools by the Counter Terrorism and Security Act 2015 which means they must work to prevent children being drawn into extremism.

Safeguarding children from all risks of harm is an important part of a school's work and protecting them from extremism is one aspect of that.

### **Cooperative Education East**

At Cooperative Education East we ensure that through our vision, values, relationships and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The Governors also ensure that this ethos is reflected and implemented effectively through school policy and practice and that there is effective application of safeguarding policies in place to safeguard and promote pupils' welfare.

We have a duty to prepare our pupils for life in modern Britain and to keep them safe. Everyone at Cooperative Education East has the right to learn and work in safety. Bullying will not be tolerated, of any kind and derogatory language and behaviour towards others will be challenged.

### **Statutory Guidance**

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act 2015 - [Counter-Terrorism and Security Act - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Keeping Children Safe in Education 2023 - [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](http://publishing.service.gov.uk)
- Prevent Duty Guidance 2015 - [Prevent duty guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Working Together to Safeguard Children 2015 - [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### **Non-statutory Guidance**

Promoting fundamental British values as part of SMSC in schools: DfE Departmental advice for maintained schools 2014.

Norfolk Schools and Learning Prevent [Prevent duty - Schools \(norfolk.gov.uk\)](http://norfolk.gov.uk)

## **Related Policies**

- Online Safety Policy
- Behaviour Policy
- Safeguarding Policy
- Equality Opportunities Policy

## **Definitions**

Extremism is defined in the 2011 Prevent strategy as 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.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

British values are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

## **Roles and Responsibilities**

### **Role of the Governors**

It is the role of the Governors to ensure that the schools meet their statutory duties with regard to preventing radicalisation.

The schools have a nominated Safeguarding Governor who will liaise with the Head teacher and other staff about issues to do with protecting pupils from radicalisation.

### **Role of the Head teacher**

It is the role of the Head teacher to:

- ensure that the school and its staff respond to preventing radicalisation on a day-to-day basis
- ensure that the school's curriculum addresses the issues involved in radicalisation
- ensure that staff conduct is consistent with preventing radicalisation

### **Role of Designated Safeguarding Lead**

It is the role of the Designated Safeguarding Lead to:

- ensure that staff understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about pupils who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- make referrals to appropriate agencies with regard to concerns about radicalisation
- liaise with partners, including the local authority and the police.

## **Role of Staff**

It is the role of staff to understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. All staff across the trust take part in annual safeguard training.

## **Curriculum**

We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our pupils to be inquisitive learners who are open to new experiences and are tolerant of others. Our values support the development of the whole child as a reflective learner within a safe respectful learning environment. Teaching the trusts' core values alongside the fundamental British values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

## **Internet Safety**

The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The NYCC filtering systems used at our schools block inappropriate content, including extremist content.

Where staff, pupils or visitors find unblocked extremist content they must report it immediately to a senior member of staff.

The e-safety and internet user policy refers to preventing radicalisation and related extremist content. Pupils and staff know how to report internet content that is inappropriate or of concern.

## **Staff Training**

Staff will be given training to help them understand the issues of radicalisation, so that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of the annual safeguarding training.

## **Safer Recruitment**

We ensure that the staff we appoint to the school are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in Keeping Children Safe in Education 2021. DBS checks are carried out in accordance to, up to date guidance on persons having regular unsupervised access to children.

## **Visitors**

Visitors to the schools are made aware of our safeguarding and child protection policies on arrival at the schools and are given information about what to do if they are concerned about any aspect of child welfare. Posters identifying the safeguarding team are on display around the schools.

We undertake due diligence to ensure that visiting speakers are appropriate. Speakers will be supervised at all times and will not be allowed to speak to pupils without a member of staff being present.

Staff must not invite speakers into schools without first obtaining permission from the Head teacher and or CEO.

### **Signs of Vulnerability**

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are number of signs that together increase the risk.

Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events
- global or national event
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith
- isolation from peers
- becoming withdrawn in class
- disengagement from work
- aggressive behaviour towards peers
- rebelling against school rules
- attendance – change in pattern

### **Recognising Extremism**

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside school
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent)
- secretive behaviour
- on-line searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

Also consider families at risk

- Not buying into schools ethos
- Questioning policies
- Keeping apart from other parents

### **Referral Process**

Staff and visitors to the schools must refer all concerns about pupils who show signs of vulnerability or radicalisation to the Designated Safeguarding Lead using the usual methods for reporting other safeguarding concerns.

Norfolk Practitioners Guide to Safeguarding will be followed should a referral need to be made please see Appendix 1. The formal Norfolk Prevent Referral form will be completed by a DSL and if appropriate class teacher see Appendix 2.

## Appendix 1 Norfolk Practitioners' Quick Guide: Safeguarding Individuals Vulnerable to Radicalisation (VTR) and referral process

### VTR - Prevent Norfolk practitioners quick guide - safeguarding individuals vulnerable to radicalisation

#### Prevent

##### Norfolk Practitioners' Quick Guide: Safeguarding Individuals Vulnerable to Radicalisation (VTR) and referral process

*This document provides practitioners with guidance re concerns in relation to any child, young person or adult who may be at risk of being adversely influenced or radicalised by any extremist group or ideology.*

The purpose of the PREVENT Strategy is to stop people becoming terrorists or supporting violent extremism in all its forms.  
The strategy has three objectives, one of which is to prevent people from being drawn into extremism and ensure they are given appropriate advice and support.

#### Contents

1. Identification
2. Notice – Check – Share
3. The Referral Process
4. Channel Panel
5. Sharing Information
6. Contact Information

#### 1. Identification

Here are examples of indicators that may suggest vulnerability to violent extremism:

- **Expressed opinions** – such as support for violence and terrorism or the values of extremist organisations, airing of political or religious based grievances, unaccepting of other nationalities, religions or cultures.
- **Material** – possession of extremist literature; attempts to access extremist websites and associated password protected chat rooms; possession of material regarding weapons, explosives or military training.

Once deconfliction checks have been completed, the referral form will then be emailed to the MASH and multi-agency checks will then be completed.

For urgent radicalisation concerns contact Norfolk police on 101 or, in an emergency, 999.

##### The Counter Terrorism (CT) Case Officer

On receipt of a referral the CT Case Officer will conduct a review of the information received. This review will be based on a professional judgement using a vulnerability assessment framework to ensure the referral meets the necessary threshold.

In applying the threshold test the individual circumstances associated with the referral must be taken into account and there must be a vulnerability to radicalisation.

If this is not present the case should not be managed under Channel and should immediately exit the process. Where it is apparent that the person referred has vulnerabilities not linked to radicalisation and has needs that require support through other mechanisms they should be referred to the appropriate service providers and other safeguarding measures should be considered.

If the criteria are met the CT Case Officer makes an assessment of the risk factors. Risk assessment is a continuous process from the point of referral to the point an individual exits the process.

##### Information Gathering

The CT Case Officer will liaise with the referrer and partner agencies who are working with the individual. This initial information gathering ensures that only cases appropriate for the Channel process continue to the next stage for a Channel Panel meeting and the development of an appropriate support package.

#### 4. Channel Panel

Following confirmation that the case is appropriate to continue through the VTR process, the referral will proceed to a Channel Panel meeting which will include the involvement of a wider range of partners. The Channel Panel is multi-agency and provides support to those who may be vulnerable to being drawn into terrorism. Channel uses existing collaboration between partners to support individuals and protect them from being drawn into terrorism.

The Channel Panel meets every month and is chaired by a Local Authority lead supported by the CT Case Officer. The person who completed the referral may be asked to attend a Channel meeting to help Panel members understand more about the referred individual and their circumstances.

- **Behaviour and behavioural changes** – such as withdrawal from family and peers; hostility towards former associates and family; association with proscribed<sup>1</sup> organisations and those that hold extremist views.
- **Personal history** – Claims or evidence of involvement in organisations voicing violent extremist ideology and identifying with their cause.

For a more comprehensive list of indicators please follow this link:

- <https://www.itai.info/spotting-the-signs/>

#### 2. Notice – Check – Share

##### Notice

A practitioner from any agency working with the child, young person or adult could be the person to **notice** that there has been a change in the individual's behaviour that may suggest they are vulnerable to radicalisation.

##### Check

The next step is for the practitioner to speak to colleagues and/or partners to better understand the concerns raised by the behaviours observed to decide whether intervention and support is needed. In many cases there will be an explanation for the behaviours that either requires no further action or a referral not related to radicalisation or extremism.

##### Share

Where the practitioner still has concerns that the individual may be vulnerable to radicalisation, follow safeguarding procedures and contact Children's Advice and Duty Service or Adult Social Services. Following this the Prevent **referral form** is to be completed and sent to [preventreferrals@norfolk.pnn.police.uk](mailto:preventreferrals@norfolk.pnn.police.uk). An initial assessment of the referral will be carried out prior to any further information gathering on the individual.

#### 3. The Referral Process

A referral will not continue through the VTR process if:

- it is malicious or misguided;
- the person's engagement with the process would compromise or interfere with ongoing investigations into illegal activity;
- it is clear the person is not vulnerable to violent extremism.

<sup>1</sup> under the Terrorism Act 2000 the Home Secretary has the power to proscribe – forbid by law – an organisation believed to be concerned in terrorism.

The below link gives details of each organisation proscribed by the UK government:  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/400009/Prosoposition-20150123.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/400009/Prosoposition-20150123.pdf)

If the consensus is that support is required, partners will develop a support package based on the risk assessment, the needs of the individual and any risks posed to potential support providers. This will take the form of an action plan setting out details of the partners who will lead on the delivery of the support.

In assessing referrals, the meeting may conclude that the individual is better suited to alternative support providers, or that further assessment indicates that the individual is not being drawn into violent extremism.

One option for support through the Channel process which the Channel Panel may decide upon is the use of an 'intervention provider'. This is Home Office funded and uses providers on an approved list to work with individuals around their individual ideologies. The work of an intervention provider will complement the work of other partners involved in the support package. Examples of support provided could include mentoring, diversionary activities such as sport, signposting to mainstream services such as education, employment or housing.

##### Appraisal and Review

The Channel Panel will, on a monthly basis, review the support, risks and needs to decide whether the individual should remain on the programme. If the Panel is satisfied that the risk has been successfully reduced or managed the case exits the process.

##### Safeguarding children and Multi-Agency Public Protection Arrangements (MAPPA)

In some cases it may not be appropriate for an individual to continue through the Channel process because they are involved in a different statutory mechanism such as 'MAPPA' or child protection arrangements. Channel is not intended to replace those referral systems; in such cases ownership will rest with the relevant statutory support mechanism and the case may exit the Channel process or work alongside.

#### 5. Sharing Information

In choosing to share information, a key question for partners to help them provide a proportionate response is, does that partner hold any information that could make the individual more vulnerable to radicalisation.

The following principles should guide information sharing:

**Power to Share** – the sharing of data by public sector bodies requires the existence of a power to do so. This may be a statutory power relevant to the agency's statutory function, or an implied power based on the agency's common law function. The power may exist under specific legislation and may be different for each agency depending on their function. It is the responsibility of each agency to consider whether in this particular case the sharing of personal information is consistent with their powers and function as a public sector body.



**Governing legislation** – for all bodies sharing personal information (private, voluntary or public sector) it is necessary to satisfy the requirements of the Data Protection Act, the Human Rights Act and the Common Law Duty of Confidentiality.

**Consent** – Before any agency/group seeks consent from the person of concern this must be discussed at both the preliminary assessment and Channel Panel stages and a decision made on whether consent is to be sought and by whom. Obtaining consent can in itself prejudice the purpose of the Channel process and considerations must be taken before any agency seeks consent.

**Other Gateways** – in the absence of consent it is necessary to identify an exemption or a relevant condition for processing under the Data Protection Act. Where a body owes a duty of confidentiality and (in the case of public bodies) must consider the Human Rights Act, it is necessary to determine that the level of public interest overrides the expectation of privacy.

**Necessity, relevance and proportionality** – information should only be shared where it is necessary to achieve the intended outcome and is relevant and proportionate to it. Information should be selected for sharing on the basis that the agencies involved need to know that information in order to make informed assessment and decisions. Key to determining this will be the professional judgement of the risks to an individual or the public.

**Non-discriminatory** – agencies must be in a position to evidence that their decision to share information as part of a Prevent referral is not discriminatory.

## 6. Contact Information

For general questions relating to Prevent, contact:

- Norfolk Counter Terrorism Case Officer [prevent@norfolk.pnn.police.uk](mailto:prevent@norfolk.pnn.police.uk) or,
- Russ Cole NCC Prevent Coordinator [russell.cole2@norfolk.gov.uk](mailto:russell.cole2@norfolk.gov.uk)



## Prevent referral form

By sending this form you consent for it to arrive with both your dedicated Local Authority safeguarding team and Prevent policing team for a joint assessment. Wherever possible we aim to give you feedback on your referral, please be aware, however, that this is not always possible due to data protection and other case sensitivities.

Once you have completed this form, please email it to [preventreferrals@norfolk.pnn.police.uk](mailto:preventreferrals@norfolk.pnn.police.uk)

If you have any questions while filling in the form, please call the Prevent team on **01953 423905** or **01953 423896**

### Individual's biographical and contact details

|  |  |
|--|--|
| Forename(s):   |  |
| Surname:   |  |
| Date of Birth:   |  |
| Approximate age:   |  |
| Gender:  |  |
| Known address(es), identify which address is the individual's current residence: |  |
| Nationality or citizenship:  |  |
| Immigration or asylum status:  |  |
| Primary language:  |  |

|  |  |
|--|--|
| Contact telephone number(s):   |  |
| Email address(es):   |  |
| Any other relevant family details such as who lives with the individual: |  |

## Describe concerns

In as much detail as possible, please describe the specific concern(s) relevant to Prevent. For example:

- How or why did the individual come to your organisation's notice in this instance?
- Does it involve a specific event? What happened? Is it a combination of factors? Describe them.
- Has the individual discussed personal travel plans to a warzone or countries with similar concerns? Where? When? How?
- Does the individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact?
- Is there something about the individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information?
- Has the individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly?
- Has the individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider any extremist ideology, group or cause, as well as support for "school-shooters" or public-massacres, or murders of public figures.
- Please describe any other concerns you may have that are not mentioned here in the box below.

Type text here

## Complex needs

Is there anything in the individual's life that you think might be affecting their wellbeing or that might be making them vulnerable in any sense? Please describe, for example:

- Victim of crime, abuse or bullying.
- Work, financial or housing problems.
- Citizenship, asylum or immigration issues.
- Personal problems, emotional difficulties, relationship problems, family issues, ongoing court proceedings.
- On probation; any erratic, violent, self-destructive or risky behaviours, or alcohol or drug misuse or dependency.
- Expressed feelings of injustice or grievance involving any racial, religious or political issue, or even conspiracy theories.
- Educational issues, developmental or behavioural difficulties, mental ill health (see Safeguarding Considerations below).
- Please describe any other need or potential vulnerability you think may be present but which is not mentioned here.

Type text here

### Other information

Please provide any further information you think may be relevant for example social media details, military service number, other agencies or professionals working with the individual etc.

Type text here

### Person who first identified the concerns

|   |  |
|---|--|
| Does the identifier wish to remain anonymous? |  |
| Forename:                                     |  |
| Surname:                                      |  |
| Professional role and organisation:           |  |
| Relationship to individual:                   |  |
| Contact telephone number:                     |  |
| Email address:                                |  |

### Person making this referral if different from person named above

|                                     |  |
|-------------------------------------|--|
| Forename:                           |  |
| Surname:                            |  |
| Professional role and organisation: |  |
| Relationship to individual:         |  |
| Telephone number:                   |  |
| Email address:                      |  |

### Referrer's organisational Prevent contact if different from above

|                                     |  |
|-------------------------------------|--|
| Forename:                           |  |
| Surname:                            |  |
| Professional role and organisation: |  |
| Relationship to individual:         |  |
| Telephone number:                   |  |
| Email address:                      |  |

### Relevant dates

|  |  |
|--|--|
| Date the concern first came to light:      |  |
| When were the concerns first identified?   |  |
| Date referral made to Prevent:             |  |
| Date this form was completed and sent off: |  |

### Safeguarding considerations

Does the individual have any stated or diagnosed disabilities, disorders or mental health issues? Please describe, stating whether the concern has been diagnosed.

Type text here

Have you discussed this individual with your organisations Safeguarding or Prevent lead? What was the result of the discussion?

Type text here

Have you informed the Individual that you are making this referral? What was the response?

Type text here

Have you taken any direct action with the individual since receiving this information? What was the action and the result?

Type text here

Have you discussed your concerns around the individual with any other agencies? What was the result of the discussion?

Type text here

### **Individual's employment or education details**

|                                     |  |
|-------------------------------------|--|
| Current occupation and employer(s): |  |
|-------------------------------------|--|



|   |  |
|---|--|
| Previous occupation(s) and employer(s): |  |
| Current educational establishment(s):   |  |
| Previous educational establishment(s):  |  |

**Thank you for taking the time to make this referral. Information you provide is valuable and will always be assessed. If there is no Prevent concern but other safeguarding issues are present, this information will be sent to the relevant team or agency to provide the**