

Preventing Terrorism and Radicalisation Policy

HARROW, RICHMOND AND UXBRIDGE COLLEGES POLICY AND PROCEDURES



Policy No:	S24
Subject:	Preventing Terrorism and Radicalisation Policy
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Person responsible:	HRUC Designated Safeguarding Lead
Approved by:	Curriculum & Quality Board and Governors
For action by:	All staff
For information to:	All staff

1. Background and aims

- 1.1 The aim of the government's *Prevent* strategy is to reduce the threat to the UK from terrorism by stopping people *becoming* terrorists or *supporting* terrorism. This is part of an overall counter- terrorism strategy called CONTEST. In the Counter-Terrorism and Security Act 2015 this has simply been expressed as "*prevent people from being drawn into terrorism*". **The Prevent Duty Guidance 2023** defines the legal obligations and responsibilities of public sector bodies, including colleges, when implementing Prevent strategies.
- 1.2 The government's *Prevent* Duty Guidance has three specific strategic objectives:
 - Tackle the ideological causes of terrorism.
 - Intervene early to support people susceptible to radicalisation
 - Enable people who have already engaged in terrorism to disengage and rehabilitate.
- 1.3 *Prevent* work is intended to deal with all kinds of terrorist threats to the UK. In the UK, the primary domestic terrorist threat comes from Islamist terrorism. But terrorists associated with the extreme right-wing views also pose a continued threat to our safety and security. Prevent also tackles other ideologies and concerns that may pose a terrorist threat with themes such as antisemitism, misogyny, anti-establishment, anti-LGBT grievances and religious or ethnic superiority.

- 1.4 The Government has defined extremism in the *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”.

2. Aims

The aim of this policy is to ensure, as far as possible, that the College (HRUC) is fulfilling the duty in sections 26 and 29 of the Counter-Terrorism and Security Act 2015. The College will participate fully in work to prevent people from being drawn into terrorism and that should this occur there are procedures to deal with them.

3. Review

This policy will be reviewed annually.

4. The Legal Position

4.1 The Counter-Terrorism and Security Act 2015

- 4.2 This places a duty on colleges to have due regard to the need to prevent people from being drawn into terrorism. While this duty is not new to colleges the secretary of state has been given new powers to place specific duties on colleges. These are outlined in the [Prevent duty statutory guidance](#) (HM government) and [Specific FE Prevent duty Guidance](#). Some of the key duties are summarized below:

- a. **Partnership:** The College (HRUC) commits to active engagement from governors, senior managers, regional BIS *Prevent* Coordinators, the police and local authorities, and co-ordination through existing multi-agency forums, for example Community Safety Partnerships.
- b. **Sharing information:** The College commits to sharing personal information with authorities to ensure, for example, that a person at risk of radicalisation is given appropriate support (for example on the Channel programme). The College commits to maintain appropriate records to show compliance with its responsibilities and in accordance with the General Data Protection Regulation 2018 and the DfE publication ‘Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers’, May 2024.
- c. **Risk assessment:** The College has a risk assessment and associated action plan which assesses where and how students may be at risk of being drawn into terrorism and how the College is mitigating for this risk. The College’s risk assessment is reviewed termly by each college.
- d. **Action Plan:** Should the College identify a significant risk it will notify the relevant BIS *Prevent* Coordinator and others as necessary and develop a *Prevent* action plan to set out the actions to mitigate the risks.
- e. **Staff Training:** The College will commit to satisfactory completion of appropriate training and development by principals, governors, leaders and staff.
- f. **Welfare and pastoral care:** The College’s approach to religious diversity is outlined within the Equality, Diversity and Inclusion (EDI) Policy. This includes the structures in place for managing prayer and faith facilities, as well as mechanisms for addressing any issues arising from their use.
- g. **IT:** The College has policies relating to the use of IT on the premises which contain specific reference to the duty. The College monitors use of IT for any concerns and acts upon this monitoring where these concerns are raised.
- h. **Work Based Learners:** The DfE released new, non-statutory guidance for providers of WBL and the Prevent statutory duty in September 2018. This guidance contains 20 recommendations that the College is committed to implementing within its Work-Based Learning (WBL) provision.

4.3 **The Equality Act 2010 and Keeping Children Safe in Education**

4.4 The Prevent duty is relevant to fulfilling other responsibilities such as the duty arising from section 149 of the Equality Act 2010. The College, as a public body, recognises this duty placed upon it by the above Act to:

- a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- b. Advance equality of opportunity between people who share a protected characteristic and those who do not
- c. Foster good relations between people who share a protected characteristic & those who do not. For further information refer to the College's Equality, Diversity and Inclusion Policy.
- d. The College also has a Safeguarding and Child Protection Policy which should be referred to in conjunction with this policy.

5. **Engagement with other partners including police and local authority Prevent Coordinators**

The College is a member of the HE and FE Prevent London Region Group chaired by the prevent Coordinator for London. It is also a member of the Hillingdon/Harrow/Richmond Prevent Partnership Group and is in direct contact with the Hillingdon, Ealing, Harrow, Richmond and Brent Channel/Multi Agency Programme. All serious referrals are made to the Police, either through the local force or the Counter terrorism hotline shown overleaf.

6. **Staff responsibilities and examples of suspicious activity**

6.1 All staff are part of a multi-agency approach to protect students at risk from radicalisation. All suspicions of activity of this kind should be immediately referred to a safeguarding officer or the Head of Security.

6.2 Example indicators that an individual is engaged with an extremist group, cause or ideology include:

- Spending increasing time in the company of other suspected extremists.
- Changing their style of dress or personal appearance to accord with the group.
- Their day-to-day behaviour is becoming increasingly centered around 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 material or symbols associated with an extremist cause (e.g. the swastika for far-right groups).
- Attempts to recruit others to the group/cause/ideology; or
- Communications with others that suggest identification with a group/cause/ideology.

1. Example indicators that an individual has an intention to use violence or other illegal means include:

- Clearly identifying another group as threatening what they stand for and blaming that group for all social or political ills.
- Using insulting or derogatory names or labels for another group.
- Speaking about the imminence of harm from the other group and the importance of action now.
- Expressing attitudes that justify offending on behalf of the group, cause or ideology.
- Condoning or supporting violence or harm towards others; or
- Plotting or conspiring with others.

<http://www.homeoffice.gov.uk/publications/counter-terrorism/prevent/prevent-strategy/>

7. Management of events and speakers

- 7.1 The College is committed to denying access to those persons who promote extremist views that support or are conducive to terrorism. The relevant policies & procedures for this are outlined below:
- 7.2 The College's Student Code of Conduct and the College's Lettings policy have clear references to the acceptable behaviour and use of facilities with regard to Prevent.

8. Code of Practice on Freedom of Speech

- 8.1 Section 43 of the Education (No 2) Act 1986: requires the College to issue and keep up to date a code of practice to be followed by members, students, and employees of the College for the organisation of meetings and other events, which are to be held on College premises, and for the conduct required of members, students, and employees of the College in connection with meetings and other events.
- 8.2 Staff, visiting speakers and students of the College must conduct themselves so as to ensure that freedom of speech is within the law. The College believes that a culture of free, open and robust discussion can be achieved only if all concerned avoid needlessly offensive or provocative action and language.
- 8.3 Any external speakers must be approved by the Head of School/Service/Assistant Principal for each area. All concerns raised regarding speakers and final decisions will be the responsibility of the Designated Safeguarding Lead (DSL). In these instances, the DSL will rate the risks associated and decide on the appropriate outcome.
- 8.4 There should be sufficient information about the event including topics and any speakers and sufficient notice to allow for checks to be made and cancellation to take place if necessary, prior to the event.
- 8.5 Any staff or students that become aware of any incidents or instances where off-campus events of concern are promoted on campus should be reported immediately to the DSL. This may be through a student's tutor/SPA or Curriculum manager/Head of School.

9. Fundamental British values

- 9.1 As part of the College's commitment to delivering the Prevent agenda students will be engaged through promotional events and tutorials to understand the dangers associated with involvement in extremism and the promotion of fundamental British values. Furthermore, students will be encouraged to develop their critical thinking skills through tutorials and as part of the curriculum.
- 9.2 The Fundamental British values are:
- Democracy
 - The rule of law
 - Individual liberty
 - Mutual respect
 - Tolerance of those of different faiths and beliefs
- 9.3 Extremism should not form part of the curriculum or teaching, and students are encouraged to respect other people and no student should be discriminated against in accordance to the Equality Act 2010.
- 9.4 The College believes spiritual, moral, social and cultural (SMSC) standards will be strengthened by actively promoting fundamental British values and encouraging students to respect other people, with regard to the protected characteristics set out in the Equality Act 2010.

10. Useful Contact List

10.1 Please go through the Safeguarding Team to contact the following people:

Hillingdon Prevent Coordinator:	Fiona Gibbs	01895 277035 / Mobile 07946 714637
Harrow Prevent Coordinator:	Samia Malik	0208 420 9385
Richmond Prevent Coordinator	Ameliah Rayn	07929862210
Brent Prevent Coordinator:	Kibibi Octave	(0208 937 4225)
Ealing Prevent Manager:	Paul Smith	(0208 825 7590)
FE/HE Regional Prevent Officer for London	Jennie Fisher	jennie.fisher@education.gov.uk (07880 469 588)
Anti-Terrorist Hotline:		0800 789 32
Act Campaign:		https://act.campaign.gov.uk/