



The Bauer Academy Prevent Policy

Maintaining this document is the responsibility of: Heidi Walker, Quality Manager, Bauer Academy

This document will next be reviewed on 01/12/21

Policy aim: this policy is to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

Policy Statement

Bauer Academy is committed to providing a supportive and inclusive learning environment in which individuals can reach their potential.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding/prevent concerns for those young people who may be vulnerable to the messages of extremism.

Bauer Academy's approach to the Prevention of Extremism and Radicalisation (Prevent) will focus on:

- Safeguarding all students and staff from exposure to circumstances that exacerbate the risk of radicalisation
- The education of all students and staff regarding the risk and nature of radicalisation
- The provision of information and resources that support awareness raising
- Promotion of the support mechanisms available should a student or staff member have concerns relevant to terrorist and extremist activity

This policy refers to any activity or risk of activity that would be categorised as promoting radicalisation or extremism.

Definition

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

Extremism is 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.

CONTEST, The United Kingdom's Strategy for Countering Terrorism was updated in June 2018 on the back of an increase risk to terror in the United Kingdom following a series of attacks escalating in 2017.

Prevent is 1 of the 4 elements of 'CONTEST', the government's counter-terrorism strategy. The 4 elements are: Prevent, Pursue, Protect, and Prepare. It aims to stop people becoming terrorists or supporting terrorism.

The current threat from terrorism and extremism in the United Kingdom is real and can involve the exploitation of vulnerable people, including children and young people.

The Prevent Strategy has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

Prevent is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

The Prevent strategy objectives are:

- Ideology - Respond to the ideological challenge of terrorism and the threat we face
- Individuals – prevent people from being drawn into terrorism and ensure that they are given the appropriate advice and support
- Institutions – work with sectors and institutions where there are risks of radicalisation which needs to be addressed.

Bauer Academy recognises the importance of helping prevent people 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. It is a condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners.

It is important to realise that the risk of radicalisation in institutions does not just come from external speakers. Radicalised students can also act as a focal point for further radicalisation through personal contact with fellow students and through their social media activity. Where radicalisation happens outside of Bauer Academy venues, the student concerned may well share his or her issues with other students. Changes in behaviour and outlook may be visible to staff.

British values

British values of democracy, rule of law, liberty and respect and tolerance of different faiths and beliefs are promoted at Bauer Academy to counter extreme ideologies.

Run Hide and Tell

To ensure students and staff know how to keep themselves safe if caught up in a terror attack the government campaign Run, Hide and Tell has been widely promoted to students and staff.

Purpose and Objectives

Bauer Academy aims to guide our students to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action.

Tutors or other staff, to whom a disclosure regarding a Prevent related concern has been made, must inform The Bauer Academy Director, a member of the Senior Management Team (SMT) or Designated safeguarding Officer to ensure that appropriate action is taken.

The SMT has a responsibility to:

- Establish or use existing mechanisms for understanding the risk of radicalisation
- Ensure staff understand the risk and build the capabilities to deal with it
- Communicate and promote the importance of the duty
- Ensure staff implement the duty effectively
- Staff complete Prevent training as a mandatory element of their induction process

Leadership and Values

Bauer Academy Senior Management and employees upholds core values of shared responsibility and wellbeing for all students, staff and visitors whilst promoting respect, equality and diversity and understanding. Bauer Academy, through its induction process for staff incorporate mandatory training on Prevent Duty and our roles and responsibilities. Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.

To continue to build apprentices and employees resilience we ensure, as part of CPD, all staff are updated on changes to our policy and process; this may be through workshops, group training or e-learning modules on Bauer Academy internal training platform Apprentix.

Through induction for employees and apprentices we

- develop an understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- Deepening engagement with local communities and faith groups.
- Develop a curriculum that promotes:
 - British Values, knowledge, skills and understanding, to build the resilience of students by undermining extremist ideology and supporting the learner voice.
 - A curriculum which is adapted to local needs, challenges extremist narratives and promotes human rights, equality and diversity;
 - Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro-social values
 - Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.

- Promoting wider skills development such as social and emotional aspects of learning.
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.
- Encouraging active citizenship and learner voice.

Quality and Monitoring

All records associated with Prevent, Child Protection and Safeguarding concerns are held centrally and saved securely according to GDPR regulations

Staff Roles and Responsibilities

All staff have an awareness of the PREVENT agenda and the various forms radicalisation takes. Through the mandatory training they are able to recognise signs/indicators or concerns and respond appropriately.

Guest Speaker Policy

Bauer Academy has in line with The PREVENT Duty a Guest Speaker policy, Guidelines and Code of Conduct, which demonstrates clear guidance for inviting any external speakers into the academy. This includes a clear process to assess risk to determine whether an event can safely go ahead.

Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual’s identity determines their vulnerability to extremism.

There is no such thing as a ‘typical extremist’ and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person or their family may be vulnerable or involved with extremism:

Identity crisis	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal crisis	Family tensions; sense of isolation; adolescence; low self- esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.

Personal circumstances	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
Unmet aspirations	Perceptions of injustice; feeling of failure; rejection of civic life.
Criminality	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

Access to extremist influences

- Reason to believe that the young person associates with those known to be involved in extremism
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity

Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour

Referral and Intervention Process

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported immediately to the Bauer Academy Director, a member of SMT or the Designated Safeguarding Officer.

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out, a referral may need to be submitted to the appropriate external agency. The Bauer Academy is in contact with the FE Regional Co-ordinators at our main delivery locations which are Manchester, Peterborough and Camden which enables us to seek guidance and support on any potential referral.

However, it should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation.

Referral process

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations. The Prevent Police Team will carry out an initial assessment and, if appropriate, set up a multi- agency meeting to agree actions for supporting the individual.

If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the individual.

Freedom of Speech

Bauer Academy will not suppress freedom to express controversial or unpopular views, provided that the expression of those views does not go beyond the articulation of points of view and does not constitute incitement to riot, insurrection, racial hatred, religious hatred, sexual harassment or other activities which are likely to cause a breach of the peace or public disorder or otherwise to be unlawful. Whilst upholding the principles of freedom to express potentially controversial or unpopular views, Bauer Academy will not permit its premises or resources to be used to promote or support extremism.

In considering whether to allow the expression of potentially controversial or unpopular views, Bauer Academy shall also take account of its wider legal duties, in Particular the Equality Act 2010:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by law
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Bauer Academy has the right and the power to regulate and, if necessary, to impose conditions or restrictions upon events and activities taking place on its premises.

Data Protection

All data relating to Prevent, Child Protection and Safeguarding concerns is held in accordance with Bauer Academy’s Data Protection Policy. This policy conforms to the Data Protection Act 2018 and GDPR.

In relation to data on Prevent, Child Protection and Safeguarding concerns will be held for the specific purpose of enabling Bauer Academy to put in place any support, guidance and advice which these learners may need above and beyond that offered to other learners. In some instances, the need to prevent harm or the risk of harm, in conjunction with police request, may override data protection considerations.

Associated Documentation

- Safeguarding Policy, E-safety policy, Prevent Risk Assessment and Guest Speaker Policy/Guidelines and Code of Conduct

Review date:	Comments:	Sign	Date Modified:
1. 06/06/2019			
2. 16.11.20			
3.			
4.			