

Girnhill Infant School



'Where everyone is valued and futures matter'

Prevent Policy

Protecting those who are vulnerable to exploitation and radicalisation through a multi-agency approach

Introduction

Girnhill Infant School, is committed to delivering the highest standards of teaching and learning, alongside our rigorous academic policies we are committed to pastoral support which supports our ethos and strives to ensure our Academy / School is a safe and secure environment for learning and progress to take place.

The aim of *Prevent* is to stop people becoming terrorists or supporting terrorism. *Prevent* is part of the Government's counter terrorism strategy known as *CONTEST*, which aims to reduce the risk of terrorism to the United Kingdom and it's primarily organised around 4 key principles. Work-streams contribute to 4 programs, each with a specific objective.

PURSUE: to stop terrorist attacks

PREVENT: to stop people becoming terrorists and supporting terrorism

PROTECT: to strengthen our protection against a terrorist attack

PREPARE: to mitigate the impact of a terrorist attack

Girnhill Infant School has committed itself to be a key partner in *Prevent*.

Prevent has 3 national objectives:

Objective 1: respond to the ideological challenge of terrorism and the threat we face from those who promote it.

Objective 2: deter people from being drawn into terrorism

Objective 3: work with sectors and institutions where there are risks of radicalisation which need to be addressed.

Girnhill Infant Schools contribution to *Prevent* focuses primarily on objectives 2 and 3.

***Prevent* aims** to protect those who are vulnerable to exploitation from those who seek to get people to support or commit acts of violence. Teachers and Support Staff at Girnhill Infant School are well placed to recognise individuals, whether students or staff, both adults and children, who may be vulnerable and therefore more susceptible to radicalisation by extremists or terrorists. It is fundamental to our 'duty of care' and falls within our safeguarding responsibilities and as such, every member of staff has a role to play in protecting and supporting vulnerable individuals who is or may be in need of additional services by reason of disability, age or illness; and is or may be unable to take care of unable to protect him or herself against significant harm or exploitation.

There is no expectation that Girnhill Infant School will take on a surveillance or enforcement role as a result of *Prevent*. Rather, it must work with partner organisations to contribute to the Prevention of terrorism by safeguarding and protecting vulnerable individuals and making safety a shared endeavour.

This policy builds on existing safeguarding policies and procedures which are already in place within Girnhill Infant School

This policy is intended to provide guidance for all staff at Girnhill Infant School on the national *Prevent* agenda and local implementation.

Scope of Policy

The *Prevent* Policy covers the radicalisation of children, young people, adults and staff.

It sets out information about *Prevent* and the local obligations and actions.

The policy covers all staff within Girnhill Infant School and others who are acting on behalf of Girnhill Infant School

This policy describes how Girnhill Infant School will implement the *Prevent* agenda. The *Prevent* agenda will ensure that:

- Girnhill Infant School staff know how to safeguard and support vulnerable individuals whether children, young people, adults, patients or staff who they feel may be at risk of being radicalised by violent extremists.
- Appropriate systems are in place within Girnhill Infant School for staff to raise concerns if they think this form of exploitation is taking place.
- At Girnhill Infant School we promote and operate safe environments where violent extremists are unable to operate.

Definitions

Terrorism: The use of violence for political ends, including any use of violence for the purpose of putting the public or any section of the public in fear.

Radicalisation: The process by which people come to support terrorism and violent extremism, and in some cases, then joins terrorist groups.

Violent Extremism: The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Foment, justifies or glorifies terrorist violence in furtherance of particular beliefs
- Seek to provoke others to terrorist acts
- Foment other serious, criminal activity, or seek to provoke others to serious criminal acts.
- Foster hatred, which might lead to inter community violence in the UK.

WRAP (Workshops to Raise Awareness of Prevent). This is the national training program for lead staff in schools.

Accountability

Headteacher

The Headteacher is responsible for identifying a Lead for Prevent (Learning Mentor) and ensuring Girnhill Infant School meets its contractual and safeguarding obligations.

The Prevent Lead -

The Prevent Lead, supported by the DSL, is the operational lead for Prevent and is responsible for:

- Ensuring that organisational policies support core organisational values and support staff in raising genuine concerns.
- Ensure staff know how to safely escalate any concerns relating to a student or colleagues wellbeing and / or safety of the public.
- Build and strengthen local partnerships and interagency working to prevent vulnerable individuals from becoming victims or causes of harm.
- Ensuring that Girnhill Infant School is represented at local Prevent Strategic Forums.
- Liaison with appropriate external partner agencies to ensure successful implementation of the Prevent strategy.

Organisational Development

Organisational Development supports the delivery of training and monitoring of training:

- Provide support for the monitoring of Prevent training
- Support the delivery of Prevent training and maintain employee training records

Safeguarding Team

- To support the implementation of the Prevent policy
- Identify individual safeguarding professionals and other staff to undertake the 'Train the Trainer' accredited course to enable them to deliver WRAP (Workshops to Raise Awareness of Prevent).
- To support the Prevent training program
- To advise and support staff who report concerns
- Ensure Prevent is referenced in the appropriate safeguarding policy
- Raise awareness of Prevent amongst all staff through safeguarding training in general
- Providing support and advice on Prevent concerns raised by staff
- Liaison with appropriate external partner agencies and attendance at multi-agency groups to ensure successful implementation of the Prevent strategy.

Senior Leadership team

- Support the implementation of the Prevent policy with their areas of responsibility
- Release identified staff to attend WRAP training

All Staff and Governors

- Report all Prevent related concerns to the DSL.
- Ensure they have a general awareness of Prevent through reading the policy.

- Undertake training once each academic year or as deemed necessary. Staff also have a half-termly update at relevant staff group meetings (teacher, support, Lunchtime assistants.)

Raising Concerns

A concern that an individual may be vulnerable to radicalisation does not mean that you think a person is a terrorist, it means that you are concerned they are prone to being exploited by others, and so therefore have a safeguarding concern.

Staff should escalate their concerns to the DSL following the procedures on 'Raising Prevent Concerns', Appendix B.

A Record of Concern form (red) should be completed by the staff member of the concerns and the escalation/ reporting. The Safeguarding Team will keep a record on CPOMS of all contacts in respect of Prevent and the outcome. All concerns which are reported are recorded on a CPOMS detailing the referral and follow up information as appropriate.

If anyone has immediate concerns that an individual is presenting an immediate terrorist risk to themselves, others or property, they should contact:

- National Counter Terrorism Hotline - Telephone: 0800 789321
- The Police - Telephone: 999
- West Yorkshire Police Prevent Engagement Officer:
DC Gary Blezard Telephone **Number: 07525 918 232.**
Email: gary.blezard@westyorkshire.pnn.police.uk
- Rachel Payling - Wakefield Council Prevent Lead 07825 281 312

Information sharing

Information Sharing: Guidance for practitioners and managers (2008) supports frontline practitioners working in children or adult services, who have to make decisions about sharing personal information on a case-by-case basis.

Multiagency Partners

PREVENT have a multiagency approach. The Prevent Lead and DSL will represent the school within relevant partnership forums and multi-agency groups.

Implementation and Dissemination

All staff who interact with students, parents and the public are required to attend safeguarding and PREVENT training.

Alongside this, they should access information to ensure they are aware of Prevent, the principle and process to follow to raise a concern about a student, parent, member of staff or member of the public. Copies of all Prevent materials can be found on the Staff Safeguarding board in the staff room.

Those members of identified staff who have regular contact with a broad range of students and parents are required to undergo WRAP training which is a one-off training session.

General Awareness

All school staff should be aware of Prevent through reading the policy and any briefings. It is also referenced on safeguarding training.

Monitoring Compliance with the Procedural Document

Compliance with the Prevent Policy will be monitored via the SLT and during Safeguarding audits from the Trust.

Data on training delivered to staff will be supplied by the headteacher who will update staff training records.

Equality Impact Assessment

An Equality Impact Assessment (EIA) has been conducted on this procedural document as School has a legal Girnhill Infant School requirement not to discriminate in the delivery of their services or in employment on grounds of, race, disability, gender and age; this is identified in the Race relations (Amendment) Act 2000, Disability Discrimination Act 2005, Equality Act 2006, Employment Equality (Age) regulations 2006 and Equality Act 2010.

The purpose of the EIA is to minimise and if possible, remove any disproportionate impact on employees on the grounds of race, sex, disability, age, sexual orientation or religious belief. No detriment was identified.

A copy of the Equality Impact Assessment is available on request from the Department Organisational Development.

References

Building Partnerships, Staying Safe - The health sector contribution to HM Government's Prevent Strategy: Guidance for healthcare workers, HM Government, November 2011

Channel: Protecting vulnerable people from being drawn into terrorism. A guide for local partnerships, HM Government, 2012.

Disability Discrimination Act, HM Government, 2005

Employment Equality (Age) Regulations, HM Government, 2006

Equality Act Equality Act, HM Government, 2010

Equality Impact Assessment Policy, MYHT, 2011

Guidance for Health Writers, Department of Health, 2011

Information Governance Policy, MYHT, 2014

Information Sharing: Guidance for practitioners and managers, HM Government, 2008 Mental Capacity Act: Code of Practice, HM Government, 2013

Prevent Strategy Equality Impact Assessment, HM Government, June 2011

Safeguarding Adults Policy, MYHT, 2014

Safeguarding Race relations (Amendment) Act, HM Government, 2000

Appendix A Contacts

L.A. Prevent Coordinator

Rachel Payling -Tel. 07825 281312, 01924 305352

Email: rachelpayling@wakefield.gov.uk

Post: Rachael Payling, Wakefield Local Authority Prevent Coordinator, Wakefield One, Wakefield, WF1 2EB

Gary Blezard Police Prevent Officer 07789 753634

CSE Police Team

DA.CSE@westyorkshire.pnn.police.uk

01924 878125

Appendix B

Raising PREVENT concerns

1. If you are concerned about a student/parent or a member of the public engaged school or a colleague who is at risk of radicalisation.
2. Member of staff must complete a RED Cause for Concern Form as SOP.
3. Discuss with Prevent Lead who will in turn liaise with the Lead Safeguarding Officer,
4. Refer to SOCIAL CARE DIRECT through usual safeguarding SOP.
5. Copy the referral email to **Prevent Contacts** - referral form see templates on WDSCB website.
Rachel Payling L.A. Prevent Coordinator 01924 305352
Gary Blezard Police Prevent Officer 07789 753634
6. PEO will refer to the Local Silver Prevent Group for investigation.

Appendix C EQUALITY and Diversity -

Does Girnhill Infant School Prevent Policy take into account equality and diversity?

How do the aims of your policy relate to equality?

What is the purpose of the policy?

To support the Government's counter terrorism strategy known as CONTEST within Girnhill Infant School, which aims to reduce the risk to the United Kingdom.

In what context will it operate?

Within the Local Community.

Who is it intended to benefit?

All students and employees working within Girnhill Infant School

What results are intended?

Prevent aims to protect those who are vulnerable to exploitation from those who seek to get people to support or commit acts of violence.

Why is it needed?

To support the Government's counter terrorism strategy.

This policy was reviewed in September and ratified by governors on 2nd October 2019.

