PREVENT POLICY.

1. INTRODUCTION:

1. The current threat from terrorism and extremism in the United Kingdom can involve the exploitation of vulnerable people, including young people and vulnerable adults to involve them in terrorism or activity in support of terrorism.

2. Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions, both locally and nationally, in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

2. POLICY STATEMENT:

Kingdom College Limited understands its responsibilities under the Counter Terrorism & Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism.

3. POLICY STATUS:

This policy does not form part of the formal contract of employment, but it is a condition of employment that employees will abide by the rules and policies made by Kingdom College Limited from time to time.

4. POLICY IMPLEMENTATION:

The information contained within this document provides a clear statement of the Company's commitment to preventing its students, staff and stakeholders. It provides a Code of Practice to assure the implementation of this commitment.

5. POLICY CONCEPT:

1. KCL values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both students and lecturers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

2. KCL clears that this exploitation and radicalisation should be viewed as a safeguarding concern.

6. DEFINITIONS:

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are to be found in Appendix 1.

7. COLLEGE ETHOS AND PRACTICE:

1. There is no place for extremist views of any kind in our College, whether from internal sources – students, staff or directors - or external sources - College community, external agencies or individuals.

2. It is imperative that our students have a safe place where they can discuss and explore controversial issues safely and in an unbiased way and where our teachers/ Learning and development coach encourage and facilitate this.

3. As a training provider, we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our students. We also recognise that if we fail to challenge extremist views, we are failing to protect our students.

4. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. Therefore, at KCL we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

5. We are aware that learners can be exposed to extremist influences or prejudiced views which can emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

6. As part of wider safeguarding responsibilities, college staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of College, such as in their homes or community groups, especially where students have not actively sought these out
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Students accessing extremist material online, including through social networking sites.
- Students voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with our equalities
- policy, views based on, but not exclusive to, gender, disability, homophobia, race,
- colour or culture.
- Attempts to impose extremist views or practices on others.
- Anti-Western or Anti-British views.

8. TEACHING, LEARNING AND DEVELOPMENT APPROACHES:

1. We will all strive to eradicate the myths and assumptions that can lead to some people becoming alienated and disempowered, especially where the narrow approaches student may experience elsewhere may make it harder for them to challenge or question these radical influences. In our College this will be achieved by good teaching and developing a culture which brings awareness of social norms.

2. We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation.

3. The Kingdom college will promote the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate differences, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multi-cultural Britain and globally.

9. USE OF EXTERNAL SPEAKERS:

At KCL we encourage the use of external speakers to enrich the experiences of our leraners. However, we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners.

10. WEB FILTERING:

KCL uses third-party, firewalls and security features to actively track and block access to extremist material, and to alert the Prevent Leads and Coordinators to students or staff whose browsing behaviour may indicate they are at risk of radicalisation.

11. RISK REDUCTION:

The Designated Safeguarding Leads along with senior managers will assess the level of risk within the college and put actions in place to reduce that risk. Risk assessment may include staff, student and board members' training and knowledge of the prevent duty, IT and cyber-security, premises security, external speakers, freedom of expression, information sharing, and welfare, pastoral and chaplaincy support. The College will screen staff, visitors and volunteers to ensure that they will not deliver messages of extremism or radicalisation.

12. OUR RESPONSIBILITIES:

1. Our College, like all others, is required to identify a Prevent Single Point of Contact (SPOC or Prevent Lead) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism. The responsibilities of the Prevent Lead are described in Appendix 2.

2. The Designated Safeguarding Lead who is also the Prevent Lead (Dr Faiz Subhani)

3. All staff should be vigilant to extremist behaviour as a wider part of their safeguarding duties and report their concerns to the Designated Safeguarding lead in line with our wider safeguarding policies.

4. Therefore, all staff working in KCL (including visiting staff, Apprentices, freelances volunteers and contractors) are required to report instances where there is potential risk

of harm or neglect, or if they have concerns that a student or a member of staff may be at risk of radicalisation. They should speak with the Prevent Lead, Dr Faiz Subhani.

5. Attention is drawn to all, that the maintenance of a safe environment in KCL's physical and virtual facilities is imperative. To that end, all stakeholders need to be alert to any such potential threats and fully observe the guidelines of this policy and associated documentation in order to mitigate negative effects and detrimental consequences.

6. Every new academic year all staff are required to complete online Prevent training provided by Foundation Online and provide a copy of their certificate of completion to HR.

13. REPORTING PROCESS:

1. Sending a completed Radicalism and Extremism Concern form (That can be found in Appendix 3).

2. Post (including anonymously) marked for the attention of the Prevent Lead to:

Kingdom College Limited.
Office 14, Ealing House,
33 Hanger Lane,
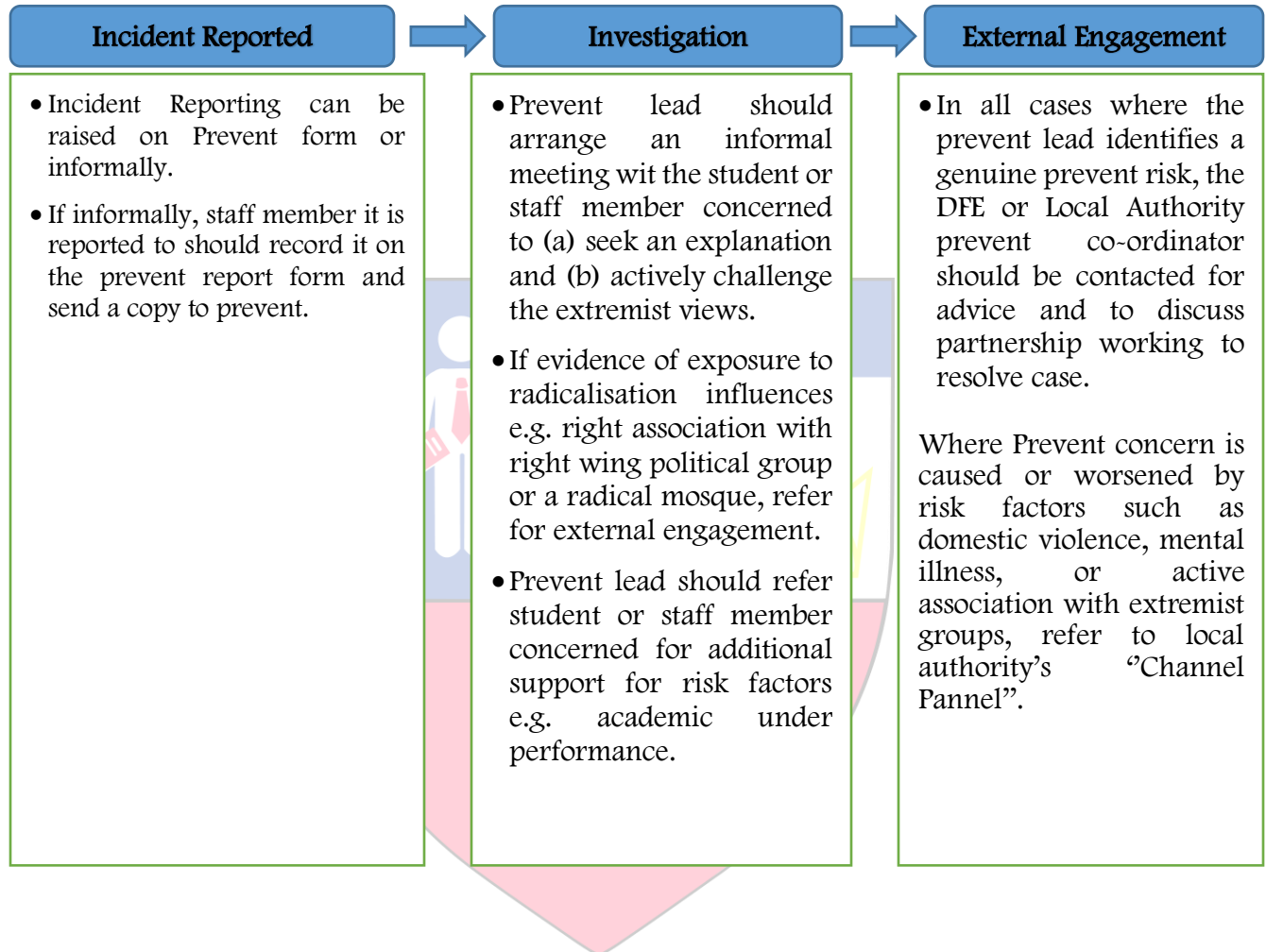London ~ United Kingdom.
W5 3HJ.

Email to:

faiz.subhani@kingdomcollege.org.uk

info@kingdomcollege.org.uk

Alternatively, staff or students may approach the Prevent Leads in person for a discreet meeting, or raise Prevent concerns in the course of disciplinary, complaints/grievance, or safeguarding procedures.

Incident Reporting Procedure

Incident Reported	Investigation	External Engagement
• Incident Reporting can be raised on Prevent form or informally. • If informally, staff member it is reported to should record it on the prevent report form and send a copy to prevent.	• Prevent lead should arrange an informal meeting wit the student or staff member concerned to (a) seek an explanation and (b) actively challenge the extremist views. • If evidence of exposure to radicalisation influences e.g. right association with right wing political group or a radical mosque, refer for external engagement. • Prevent lead should refer student or staff member concerned for additional support for risk factors e.g. academic under performance.	• In all cases where the prevent lead identifies a genuine prevent risk, the DFE or Local Authority prevent co-ordinator should be contacted for advice and to discuss partnership working to resolve case. Where Prevent concern is caused or worsened by risk factors such as domestic violence, mental illness, or active association with extremist groups, refer to local authority's "Channel Pannel".

14. CHANNEL REFERRAL:

1. Channel' is the safeguarding process which takes a multi-agency case management role in managing the risk of those who have been or are at harm of becoming radicalised. Regional Channel Coordinators are responsible for providing support and expert advice

to all police forces and local authorities across the region. The Prevent Lead will discuss cases referred to him as Prevent concerns with the Designated Safeguarding Officers, and where appropriate the Regional Channel Coordinators, and decide in each case whether it is appropriate for KCL to refer the case to Channel.

2. KCL Prevent Lead will make contact annually with their police Prevent Engagement Officer to establish the correct Prevent referral method for their region and ensure contact details are up to date.

15. POLICY VALIDITY:

This policy is valid for the academic years 2023-2024 and is due for review in July 2024.

16. POLICY OWNER AND REVIEWER:

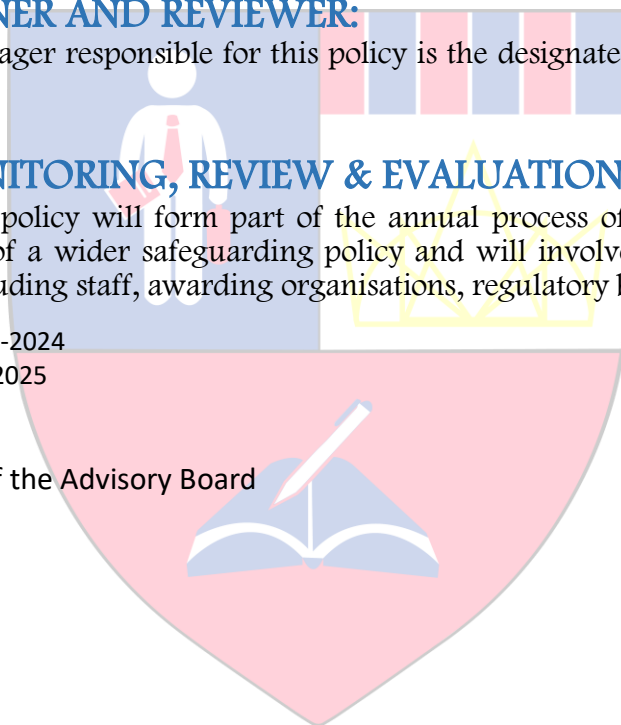The senior manager responsible for this policy is the designated safeguarding/ Prevent Lead.

17. POLICY MONITORING, REVIEW & EVALUATION:

A review of this policy will form part of the annual process of self-assessment for the implementation of a wider safeguarding policy and will involve input from a range of stakeholders including staff, awarding organisations, regulatory bodies and others.

Last Reviewed date: 01-08-2024
Next Review Date: 01-07-2025

Mark Simpkins, Chair of the Advisory Board

APPENDIX 1- INDICATORS OF VULNERABILITY TO RADICALISATION:

Radicalisation' refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

'Extremism' is defined by the Government 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, whether in this country or overseas.

Extremism is defined by the Crown Prosecution Service as: The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- Foster hatred which might lead to inter-community violence in the UK

There is no such thing as a "typical extremist": those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity. Students may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that College staff are able to recognise those vulnerabilities.
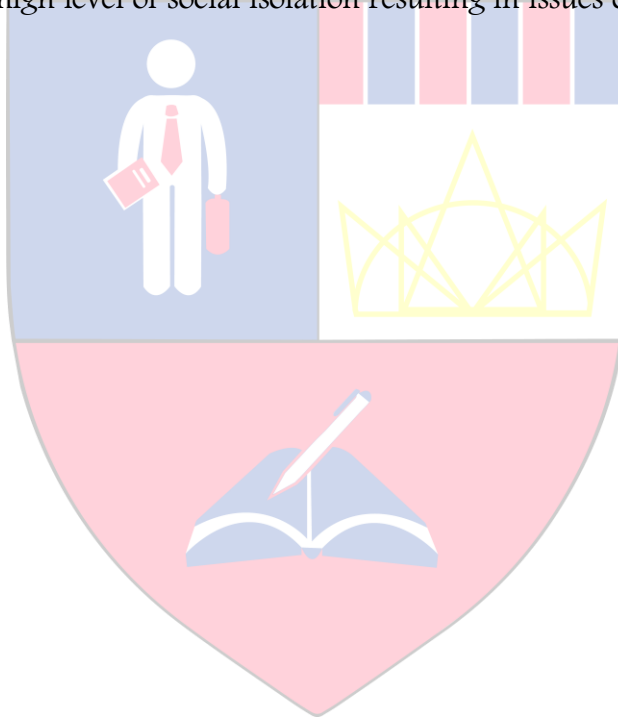
INDICATORS OF VULNERABILITY INCLUDE:

- Identity Crisis – the student is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

- Personal Crisis – the student may be experiencing family tensions, a sense of isolation and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging

- Personal Circumstances – migration, local community tensions, and events affecting the student's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.

- Unmet Aspirations – the student may have perceptions of injustice; a feeling of failure; rejection of civic life.

- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration.

- Special Educational Need – students may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

MORE CRITICAL RISK FACTORS COULD INCLUDES:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations;
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

APPENDIX 2 ~ ROLES AND RESPONSIBILITIES OF THE SINGLE POINT OF CONTACT (PREVENT LEAD):

The Prevent Lead and Regional Prevent Co-ordinator is responsible for:
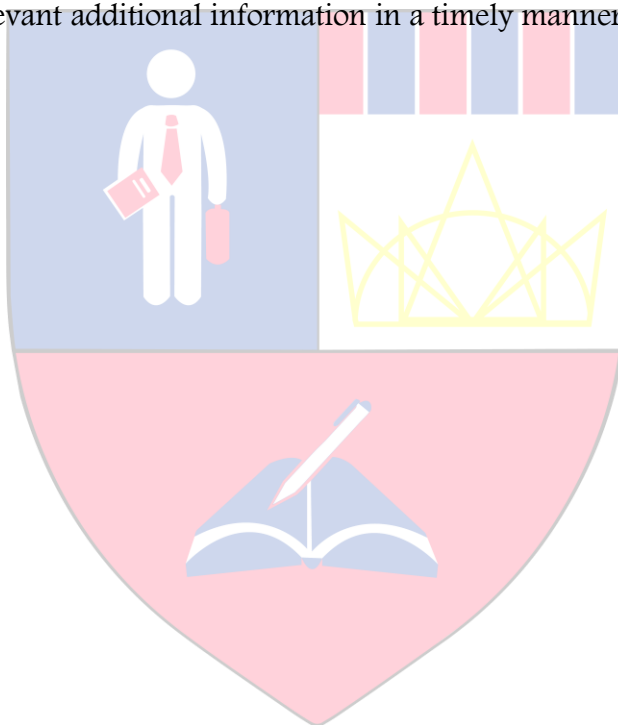
- Ensuring that staff of the College are aware of him as the Prevent Lead in relation to protecting students from radicalisation and involvement in terrorism.

- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism.

- Raising awareness about the role and responsibilities of KCL in relation to protecting students from radicalisation and involvement in terrorism.

- Raising awareness within the College about the safeguarding processes relating to protecting students from radicalisation and involvement in terrorism.

- Acting as the first point of contact within the College for case discussions relating to students who may be at risk of radicalisation or involved in terrorism.

- Sharing any relevant additional information in a timely manner.

APPENDIX 3 – PREVENT REFERRAL FORM:

KCL Prevent Referral Form

SUPPLEMENTARY GUIDANCE TO REFERRAL FORM:

PREVENT POLICY.

The Government's Counter-Terrorism strategy CONTEST is based on four areas of work: Pursue, Prevent, Protect and Prepare. Prevent aims to stop people becoming terrorists or supporting terrorism or violent extremism by responding to the ideological challenge we face from terrorism, providing practical help to prevent people from being drawn into terrorism and works with a wide range of sectors where there are risks of radicalisation. Extremism may be related to any religion, faith, political group, or environmental issues. There is no single route into extremism, nor is there a single profile that may fit an individual who is drawn into extremism.

To support people who are at risk of radicalisation or extremism an individual is referred to the Channel process. This involves several agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities. For those requiring support an appropriate package is offered based on an assessment of their vulnerability. It is entirely voluntary and therefore once a person enters the Channel process they will be made aware of the referral, you are not required to discuss the referral with the individual. If you have any concerns, then please discuss the referral with the safeguarding/ prevent lead.

It is important that the information you provide in this referral form contains as much detail as possible. Please ensure that basic information such as the name, and age of the person being referred is correct. Please try to include as many details as possible such as any planned travel, details of why you are concerned, any evidence to support your concerns and how long you have had these concerns for.

Remember: if you have concerns about the immediate welfare of any persons then please make sure that you contact the Police on 999.

Information that you provide may be shared with other partners and organisations.

KCL Prevent Referral Form
Any information received will be kept secure and confidential and will only be disclosed to those parties who have a legal and legitimate need to know. Please complete the below details and email this form to: **safeguarding@kingdomcollege.org.uk**   Please complete all details to the best of your knowledge. Leave blank if unknown.

Referral details (individual you are referring)			
Name:			
Alternative names:			
Date of birth:		Gender:	
Address:			
Nationality:		Ethnicity:	

Language:		Religion:	
Family or carer details:			
Referring agency details (Your details)			
Referral author and contact details (incl. email address)			
Date of referral:			
Referral factors			
Faith / ideology issues	e.g. concerning comments relating to faith or ideology, association with extremists		
Social mobility issues	e.g. Poverty, lack of social activity, isolation, lack of education or employment, immigration issues		
Physical or mental issues	e.g. disability, learning difficulties, mental health concerns		
Risk or harm factors	e.g. threat posed by family member (i.e. DV issues), victim of hate crime or personal attack		
Criminal activity or association	e.g. involved in criminal activity, associating with known criminals		
Summary reason for referral			
Outline main reasons for referral			
Any other relevant information			

APPENDIX 4 – KEY CONTACT:

Role	Name	EMAILS	Phone Number
Safeguarding and prevent Helpline		safeguarding@kingdomcollege.org.uk	02036496324
Safeguarding and Prevent Lead	Dr. Faiz Subhani	Faiz.subhani@kingdomcollege.org.uk	+44 7848 858005

Deputy Safeguarding and Prevent Lead.	Mumtaz Khan	mum.khan@kingdomcollege.org.uk	+44 7454 165021
Deputy Safeguarding and Prevent Lead	Jacqueline Aiyela	Jacqueline.aiyela@kingdomcollege.org.uk	+44 7749 857173