

# Prevent Strategy Risk Assessment & Action Plan



**VARSITY**  
TRAINING

Professional  
Health Care Education

This policy is owned and maintained by our Senior Management Team and Director who hold responsibility for reviewing and updating this policy on an annual basis.

Name of reviewer: D Wraight

Signature:

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## 1. Introduction

1.1 Section 26 (1) of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”.

1.2 The Government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

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

The Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

1.4 The government’s 2011 Prevent Strategy objectives are as follows:

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

1.5 The United Kingdom currently faces a range of terrorist threats. All terrorist groups that pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack in the near future. The current Government threat level from international terrorism in the UK is ‘substantial’ which means that a terrorist attack is likely.

## 2. Key Definitions

2.1 For the purposes of this strategy the following definitions have been adopted.

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

Extremism is vocal or active opposition to British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Non-violent extremism is extremism, as defined above, which is not accompanied by violence.

Having due regard means that the authorities should place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions.

Interventions these are projects intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, encouraging civic engagement, developing support networks (family and peer structures) or providing mainstream services (education, employment, health, finance or housing).

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

### 3. Key Documents and Contacts

3.1 This strategy should be read in conjunction with the following documentation;

Internal Documentation	External Documentation
Safeguarding Policy	HM Government Contest – The United Kingdom’s Strategy for Countering Terrorism (June 2018)
Equality & Diversity Policy	The Counter Terrorism and Security Act 2015
ESafety Policy	Prevent Duty guidance: for Further Education institutions in England and Wales

3.2 The table below details the key Prevent contacts;

Organisation	Job Title	Contact Details
Local Police	Prevent Officer	channelsw@avonandsomerset.pnn.police.uk
Local Safeguarding Board	Care Connect service	Office Hours: 01275 888801 Out of Hours: 01454 615165

### 4. Aims and Objectives of the Strategy

#### 4.1 Aims of the Strategy

The aim of the Varsity Training Prevent Strategy is to ensure that we are able to identify, monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in radicalisation and extremism (violent and non-violent) in the name of ideology or belief.

## 4.2 Objectives of the Strategy

- To develop staff and learners' awareness of the statutory Prevent duty and the risks associated with radicalisation.
- To safeguard learners by ensuring that they are able to recognise and protect themselves from radicalisation.
- To document and recognise current practice across Varsity Training which effectively manages the risk of learners being exposed to extremism and becoming radicalised.
- To ensure that learners, staff and members of any partners are aware of their roles and responsibilities in preventing violent extremism and radicalisation.
- To promote and reinforce shared values, to create space for free and open debate, and support the learner's voice.

## 5. Curriculum

Varsity Training is committed to providing a curriculum which promotes knowledge, skills and understanding in order to build the resilience of all learners, by undermining extremist ideology and supporting the student voice. This will be achieved through;

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion.
- Promoting wider skill development such as social and emotional wellbeing.
- Developing a curriculum which recognises local needs, challenges extremism and promotes British Values.
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion.
- The use of external organisations to raise awareness of the existence of extremist activities and develops learners understanding of how to keep themselves safe from Radicalisation.

## 6. Supporting Learners

To ensure that Varsity Training remains safe the following support will be in place for learners;

- An effective referral process to enable staff, learners or members of the local community to report concerns and support for at risk students through safeguarding and pastoral processes.
- Effective support services which provide clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation.
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology.
- Mechanisms to ensure that the learners voice is heard and the concerns of the learner population are acted upon.
- Clear channels of communication to listen to the voice of the local community and understand local tensions.

## 7. Responsibilities

The Directors and Safeguarding Leads have overall responsibility for ensuring that the Prevent Strategy is implemented across Varsity Training and any concerns are shared with the relevant organisations in order to minimise the risk of learners becoming involved with extremist activity.

To ensure that Varsity Training effectively manages risks and is able to deal appropriately with issues around radicalisation and extremism Varsity Training will;

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on Varsity Training.
- Understand and manage potential risks within Varsity Training and from external influences including the display of extremist materials within Varsity premises.
- Respond rapidly and appropriately to events in local, national or international news that may impact on the Varsity community.
- Ensure measures are in place to minimise the potential for acts of extremism within Varsity Training.
- Ensure plans are in place to respond appropriately to a threat or incident within Varsity Training.
- Adopt effective ICT security and responsible user policies and promote these to all staff and learners.
- Work collaboratively with key partners including the local Counter Terrorism Police to support any learners who are at risk of becoming radicalised or entering into extremist activity.

All staff at have a responsibility to:

- To provide an ethos which upholds Varsity Training mission, vision and values and promotes British Values.
- Report any concerns around extremism or radicalisation via the safeguarding Leads.
- Report and remove any literature displayed around Varsity offices that could cause offense or promote extremist views.
- Participate in annual safeguarding refresher training.
- Participate in engagement with local communities, partners and external organisations as appropriate.

## 8. The Referral Process

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions. Safeguarding team is responsible for contacting the local Police for further advice and guidance.

Any member of staff who identifies such concerns will report these to a Designated Safeguarding Lead where all information will be documented.

Incidents in relation to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the

possession of a learner. In this situation, a 999 call will be made and Varsity Directors informed as soon as practicably possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out a referral to the Social Services will be made in line with the Varsity Safeguarding procedures.

## **9. Training**



### **9.1 Staff Training**

- Training on Prevent will be delivered as part of the safeguarding refresher training programme which all staff are required to complete.
- All new members of staff will receive Home Office accredited “Working to Raise Awareness of Prevent (WRAP)” training as part of their induction programme.
- A Prevent section providing information, advice and guidance for staff will be sent to all staff via e-mail.
- The Department for Education’s Keeping Children Safe in Education (September 2020) document is available to all staff and will be circulated via e-mail when any changes are made. Staff will be expected to confirm that they have read and understood this document.

### **9.2 Student Training**

- All learners studying at Varsity training will complete training on Prevent and this topic will be revisited throughout the academic year.
- Work a round promoting positive behaviours and attitudes including British Values will be embedded within tutorial scheme of work.
- A range of activities will be organised for learners around Prevent to raise awareness and ensure learners are aware of how to keep themselves safe from Radicalisation.

## PREVENT RISK ASSESSMENT AND ACTION PLAN 2024

PREVENT VULNERABILITY/POSSIBLE RISK	SUMMARY OF ACTIONS TAKEN TO DATE/ALREADY IN PLACE TO MITIGATE RISK	NEW ACTIONS/FURTHER DEVELOPMENTS	LEAD	DEADLINE	CURRENT RAG RATING	RESIDUAL RISK RATING	PROGRESS
<p><b>Teaching, Learning, Assessment &amp; Supporting Students</b></p> <p>Student Training</p> <p>Is the Prevent agenda and British Values embedded into the curriculum?</p> <p>Is there sufficient pastoral care and support for all learners, according to the needs of Varsity Training?</p> <p>Is Varsity aware of any learners that may be at risk of radicalisation or radicalising others?</p> <p>Are learners</p>	<p>The DFE online Prevent package (SBS) is completed as part of the tutorial programme.</p> <p>Prevent workbook completed by new and existing students</p> <p>Prevent &amp; British Values tutorials are delivered as part of the programme. These are Reviewed annually by the tutorial team and updated to reflect key developments in practice and intelligence.</p> <p>There is a safeguarding team in place at Varsity to support staff and learners with a range of safeguarding issues including Prevent related matters.</p> <p>Varsity employs a team of 6 Tutors to support All learners. All staff are 'prevent' trained in accordance to the DFE prevent updates. Online safety and topics around keeping yourself safe are delivered as part of the tutorial programme.</p> <p>All learners complete the Prevent and British Values training</p>	<p>To ensure that all learners complete the side-by-side module</p> <p>To write and deliver specific prevent tutorials for all cohorts To include a Prevent presentation within the Personal Development unit.</p>					<p>Side by Side from ETF learners has been set up for all learners</p> <p>Updated Prevent tutorials have been developed and delivered for all Levels</p> <p>Varsity will be looking into a prevent speaker for the new academic year.</p>

<p>aware of the Prevent Duty?</p> <p>Are learners aware of how to keep themselves safe from radicalisation?</p>	<p>Varsity has developed close working relationships with local partners to include links with the Counter Terrorism Unit and as a result of this key information is shared by the police and Varsity to ensure learners are safe.</p>						
<p><b>Referral Process &amp; Monitoring</b></p> <p>Is there an effective referral process in place to support learners who are at risk of radicalisation and are staff and learners aware of these processes?</p> <p>Is the statutory prevent duty reflected in the appropriate policies and procedures?</p>	<p>All staff are aware of the safeguarding referral process and will use this to report any concerns to the safeguarding team</p> <p>Varsity Safeguarding Policy reflects the statutory Prevent Duty and this is updated annually. The Prevent Duty is also reflected in the following policies;</p> <ul style="list-style-type: none"> <li>• Esafety Policy</li> <li>• Acceptable Use Policy</li> </ul> <p>Prevent is a standard agenda item on every monthly Safeguarding meeting and concerns around prevent are discussed with DSL's at these meetings.</p>	<p>To ensure that all new members of staff are trained to use the referral as part of new staff induction programme</p>					<p>New staff induction safeguarding training has taken place in Nov 23</p> <p>The 2024 Safeguarding Policy has been updated and approved by SLT</p> <p>Prevent refresher training was updated by all Varsity staff in Jan 2024.</p>
<p><b>Progress Tutors</b></p>	<p>is a refresher process in place for existing staff.</p>	<p>Prevent training to be</p>					<p>Academic Tutors and new teaching</p>



<b>Staff</b> Have all members of staff received appropriate Prevent training?	All staff have updated their annual training.	delivered as part of the New Staff Induction  To provide members of Varsity with Prevent update training as part of the annual safeguarding training					staff have had Prevent training Delivered.  Online prevent training has been completed by new and existing members of staff and is included within the online safeguarding refresher training programme
<b>Access &amp; Monitoring of IT &amp; Systems</b>  Does Varsity employ filtering/fire wall systems to prevent staff/student s/ visitors from accessing extremist websites and material?	A firewall is in place to protect electronic communications.  An Acceptable Use of IT Policy in place with reference to misuse of IT is referenced.	To update Varsity Esafety Policy and ensure that the section on Prevent is current and in line with KCSIE 2022 and the Prevent statutory duty			●	●	E Safety Policy updated June
<b>Partnership Working</b>  Is Varsity Training working effectively to raise concerns with local prevent organisations ?	Varsity has developed close working relationship with SWATPRO Regular meetings are in place and telephone contact is made to discuss concerns when appropriate.  Members of the safeguarding team attend annual workshops and briefings to ensure that they are up to date with local, regional and national developments.				●	●	