

# PREVENT

A policy for promoting tolerance and respect and challenging extremist views in Nottingham Language Academy

## **Statement of compliance**

Nottingham Language Academy understands its responsibilities under the Counter Terrorism & Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below.

## **Policy preparation and review**

This policy was prepared by Linda Walker on 19<sup>th</sup> January 2016.

The policy will be reviewed after 12 months or earlier if there are changes in relevant legislation or in response to any significant incidents or changes in circumstances.

## **Leadership**

Responsibility for ensuring PREVENT duty is met is with Linda Walker and Zita Reszler. Responsibility for the PREVENT risk assessment / action plan and policy also lies with Linda Walker and Zita Reszler. Their duties are to ensure delivery of an effective risk assessment / action plan and policy as outlined in this document.

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## **What is PREVENT?**

- Is a government strategy to stop people becoming involved in violent extremism and/or in supporting terrorism
- Affects everyone, not only under 18s; all students, staff and sub-contractors (homestays)
- Is coordinated by the Home Office, it includes
  - \* Working with local community groups to support anti-radical/terrorist attitudes
  - \* Working with educational establishments, including ELT, to reduce risk of radicalisation

- \* Identifying and safeguarding the vulnerable, who are more likely to be drawn into extremism
- \* Identifying and challenging those holding extremist views
- \* Police forces/local authorities now have Prevent staff/co-ordinators
- \* WRAP training (Workshop Raising Awareness of Prevent), free from police/local authority
- \* Channel is a multi-agency support process to try and safeguard vulnerable people, once identified, from being drawn further into extremism and criminality

The Home Office have identified ELT providers as potential 'soft targets' for those promoting radical views. **Prevent applies to any extremism, e.g. terrorism in any form, racism, homophobia, right-wing ideology.**

## Context

NLA accepts students aged 16+ throughout the year and aged 11+ during July and August, and from many different countries around the world/in Europe. In its busiest weeks it may have 250+ students, 15 staff and work with 60 homestay providers. The school has always promoted a multi-cultural environment where respect for and tolerance of others beliefs is required. The school is located in the city of Nottingham with a multi-cultural local population.

At NLA we aim to:

- Understand how an extremist narrative which can lead to harm can be challenged by staff and model to students how diverse views can be heard, analysed and challenged in a way which values freedom of speech and freedom from harm
- Understand how to prevent harm to students by individuals, groups or others who promote violent extremism
- Understand how to support individuals who are vulnerable through strategies to support, challenge and protect
- Increase the abilities of students to challenge extremist views and to insist on an ethos that promotes respect for others (part of the core British values)

- Use teaching styles and curriculum opportunities which allow differences of opinion to be aired in a tolerant and respectful manner
- Provide effective student support
- Raise staff awareness on key issues
- Form good links with police PREVENT lead

## Understanding terminology

- **Radicalisation:** act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.
  - **Extremism:** holding extreme political or religious views which may deny right to any group or individual. Can be expressed in vocal or active opposition to core British values
  - **Core British values:** including
    - (i) democracy, (ii) the rule of law, (iii) individual liberty (iv) respectful tolerance of different faiths or beliefs.
- \* NB: **extremism** can refer to a range of views, e.g. racism, homophobia, right-wing ideology, as well as any religious extremism.

## Risk Assessment

A risk assessment / action plan has been produced showing what is already being done and what still needs to be done; it will be reviewed and updated at least annually. A copy of this risk assessment may be obtained from Linda Walker and/or Zita Reszler.

## Working with local partners

Nottingham Language Academy has made and maintains contact with the local police/local authority PREVENT coordinator to understand their role and the support available. In addition to this the Academy always endeavours to develop local area PREVENT links with other organisations and to share information with all local organisations as appropriate.

## Understanding the risk of extremism

Staff, students and other adults (group leaders, homestays etc) may arrive

at school already holding extremist views or, whilst studying at the school, they may be influenced by a range of factors such as global events, peer pressure, media, family views, extremist materials via hardcopy or online, inspirational speakers, friends or relatives being harmed, social networks. People who are vulnerable are more likely to be influenced. Their vulnerability could stem from a range of causes: loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, victim of hate crime or discrimination, bereavement.

### **Ways to counteract risks**

Nottingham Language Academy will promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, that will not be tolerated. These expectations will be reflected in our handbooks, declarations to be signed and public notices on display around the school.

Further to this we will promote core British values through documents given to students, notices around the school, via stand-alone classes on British culture and traditions on arrival and via the NLA curriculum. Our approach is to educate and inform that the way things are done in the UK may not be the same as the way they are done in the student's home country. Where possible and appropriate we will develop critical awareness and thought to counter accepting extremism without question, especially of online material.

NLA staff and those working with us will challenge radical or extremist views in any context (formal or informal) via stated procedures. In most situations this would require an immediate response by referring to the international environment of the school and the fact that tolerance is expected by all staff and students. If persistent concerns remain then these concerns should be reported via the procedure outlined in this policy document.

All staff and hosts will be ready to react when world or local events may cause upset and there is an increased likelihood of conflicting feelings

being expressed. The PREVENT lead will take the initiative in these situations. The school will also have strong filters on IT equipment and clear rules on accessing extremist / terrorist websites and uses of social networks to exchange extremist / terrorist views.

NLA will ensure that extremist speakers do not use school premises to distribute material or expound views and will monitor and investigate the appropriacy of any visiting speakers or presenters. Staff and homestays get to know students, their home circumstances and friendship groups. Through knowing students well, it is easier to spot changes in behaviour. Staff and homestays will also be observant and vigilant in noticing any signs of radical or extremist behavior (see below). Welfare and all staff and homestays will work hard supporting any students identified as vulnerable.

## **Training**

The PREVENT leads will undertake face to face training with English UK. All staff will undertake on-line PREVENT training. All homestay hosts will receive their own copy of the PREVENT policy and sign a declaration stating that they have received and understood their duties in this regard.

The purpose of the training is to:

- understand context and expectations of PREVENT
- understand staff/homestay duty to implement the policy
- understand terminology and risks associated with radicalisation and extremism
- understand how to identify and support vulnerable students
- understand ways the school will counteract the risks
- recognise signs that may cause concern
- know the lead PREVENT person and procedures for communicating concerns
- know the importance of staff behaviour and professionalism in (a) being exemplars of British values and (b) not discussing inflammatory subjects with students

Online training will be conducted via: <https://www.foundationonline.org.uk>

### **Signs that may cause concern**

- Students talking about exposure to extremist materials or views outside school (in this event, information must be shared with relevant local authorities)
- Changes in behaviour, e.g. becoming isolated
- Fall in standard of work, poor attendance, disengagement
- Changes in attitude, e.g. intolerant of differences / having closed mind
- Asking questions about certain topics (e.g. connected to extremism)
- Offering opinions that appear to have come from extremist ideologies
- Attempts to impose own views / beliefs on others
- Use of extremist vocabulary to exclude others or incite violence
- Accessing extremist material online or via social network sites
- Overt new religious practices
- Drawings or posters (e.g. in accommodation) showing extremist ideology / views / symbols
- Students voicing concerns about anyone

NB: Any concerns relating to a **person under 18** are **safeguarding** issues and should be dealt with by safeguarding staff (if different from Prevent staff) and, where necessary, the LSCB contacted.

### **How and when to react to concerns**

- Staff/homestays should always challenge extremist or intolerant remarks
- Staff/ homestays should explain why such remarks are unacceptable in the UK in general and in NLA in particular, pointing out that NLA is an international organisation accepting

students from all over the world and that we expect all staff and students to follow a policy of tolerance and respect to all irrespective of their race, religion, sexuality political affiliation and so on

- **All concerns, however small, should be reported to the PREVENT leads, Linda Walker and Zita Reszler**
- Staff and homestays are assured confidentiality when reporting a concern
- Staff and homestays are assured that all reports will be dealt with sensitively and carefully