



Prevent Policy and Statement for The Hub Educational Services CIC

Introduction

At The Hub, we are committed to safeguarding our students and promoting their welfare and holistic development. As part of this commitment, we have developed this Prevent Policy in accordance with the 2014 National Curriculum and the relevant statutory guidance to protect our students from the risks associated with radicalisation and extremism. This policy is aligned with the expectations set forth by Ofsted, our educational inspectorate.

Purpose

The purpose of this policy is to:

- Protect students from the risk of radicalisation and extremism.
- Promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those with different faiths and beliefs.
- Ensure that staff, students, and parents are aware of the Prevent agenda and their responsibilities within it.
- Raise awareness of the issues surrounding radicalisation and extremism amongst the school community.

Policy Scope

This policy applies to all members of the community, including students, staff, Directors, parents, and visitors.

Key Principles

1. Understanding Radicalisation and Extremism

- **Radicalisation** is the process by which an individual comes to support extremism and terrorism.
- **Extremism** is defined as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance for different faiths and beliefs.

2. Ideological Causes of Terrorism

Radicalisation can arise from various ideological perspectives. Understanding these ideologies is crucial for prevention:

- **Islamic Extremism:** This ideology often focuses on a perceived obligation to restore Islamic governance and values globally. Proponents may adopt an interpretation of jihad that justifies violence against those considered non-believers or apostates.
- **Right-Wing Extremism:** This ideology is generally characterised by extreme nationalist views and a belief in racial superiority.
- **Anti-Semitism:** This refers to hostility or prejudice against Jewish people.
- **Unclear Ideologies:** Individuals may be drawn to radicalisation through vague or undefined beliefs.

3. Indicators of Risk

Staff should be vigilant for the following indicators that a student may be at risk of radicalisation:

- Changes in behaviour, including withdrawal from friends and activities.
- Excessive feelings of isolation and a longing for belonging.
- Expressions of extreme views or support for violent extremist groups.
- Searching for and sharing extremist content online.
- Involvement with individuals known for extremist behaviour.
- Disruption in personal identity, including severe changes in faith practices or dress.
- Unusual or intense interest in a particular ideology or group.

4. Roles and Responsibilities

- **Directors:** The Directors have a responsibility to ensure that the Prevent policy is implemented effectively and that staff are trained accordingly. For queries, contact directors@thehub-cic.co.uk.
- **Designated Prevent Lead:** Vanessa Brooks Director, the Designated Prevent Lead, will oversee the implementation of the Prevent duty at The Hub. This includes reviewing and monitoring the effectiveness of the policy. Contact: vanessa@thehub-cic.co.uk
- **Staff Training:** All staff will receive training on the Prevent duty, including how to identify signs of radicalisation and the procedure for reporting concerns.
- **Recruitment:** All recruitment efforts will include a thorough vetting process. Recruitment panels will be trained to identify red flags.
- **Reporting Concerns:** Procedures are in place for all members of the school community to report concerns about radicalisation.

5. Process for Referral to Prevent

If staff, students, or parents have concerns about an individual who may be at risk of radicalisation, they should follow the process outlined below:

1. Report the concern to the Designated Prevent Lead immediately or at the earliest opportunity.
2. The Designated Prevent Lead will assess the concern and may seek further information.

If deemed necessary, the concern will be documented and may be escalated to local Prevent authorities or safeguarding teams. Contact details for local Prevent authorities: prevent.team@leicestershire.pnn.police.uk

3. The Designated Prevent Lead will maintain communication with the individuals involved and provide updates as appropriate.
4. Records of all referrals will be kept confidentially and reviewed regularly.

6. Raising Awareness

- The provision will conduct awareness programmes and workshops aimed at educating students, staff, and parents about the risks of radicalisation and extremism.
- Information sessions will be held to discuss the signs of radicalisation and how to respond to any concerns raised by students or community members.
- We will utilise assemblies, tutor time, and school events to promote discussions around these issues.

7. Curriculum Integration

- The provision will integrate discussions around fundamental British values, diversity, and the dangers of radicalisation into PSHE, RE, and citizenship education.
- Guest speakers and workshops will be utilised to provide diverse perspectives and reinforce the importance of tolerance and respect.

8. Engagement with Parents and the Community

- The Hub will actively engage with parents and the wider community to promote awareness and understanding of the Prevent duty.
- Informational resources and workshops for parents will be provided. For online resources, visit [Prevent Duty Guidance](#).

9. Record Keeping and Reporting

- Accurate records of any concerns raised regarding radicalisation will be kept securely and reviewed regularly.
- Reports will be made to the appropriate authorities, including local Prevent teams, when necessary.

10. Monitoring and Evaluation

- The effectiveness of the Prevent policy will be monitored regularly through staff training reviews, student surveys, and feedback from parents and the community.
- The governing body will review this policy annually to ensure it continues to meet national and local guidelines effectively.

Conclusion

At The Hub, we recognise our responsibility to protect our students and promote a safe and inclusive environment where all individuals feel valued. We remain committed to the principles set forth in this Prevent Policy and statement, reflecting our dedication to safeguarding our students against the threats of radicalisation and extremism.

Summary of Ofsted Expectations

According to the most recent framework for inspection by Ofsted, schools are expected to demonstrate:

- Effective implementation of the Prevent duty within school policies and practices.
- Engagement with students to promote awareness of radicalisation and extremism.
- Robust training for staff aligned with safeguarding responsibilities.
- A proactive approach to building resilience among students against extremist ideologies.
- Strong partnerships with parents and the community to foster a safe educational environment.

By adhering to these principles, The Hub aims to achieve outstanding outcomes that reflect our commitment to the safeguarding and welfare of our students.

CHANNEL is the multi-agency approach to protect people at risk from radicalisation and aims to: identify individuals at risk of being drawn into terrorism; assess the nature and extent of that risk; develop the most appropriate support plan for the individuals concerned.

Should concerns require support from other agencies, the following are ways in which terrorism and extremism can be reported:

- **Anti-terrorist hotline: 0800 789 321**
- **Crime stoppers: 0800 555 111**
- **Relevant police force: 101**
- www.gov.uk/report-suspicious-activity-to-mi5 To report any online terrorist-related material:
- www.gov.uk/report-terrorism

The Hub Prevent risk assessment

	Yes/No	Evidence
Does the Provision have a policy?	Yes	
Does the Provision work with outside agencies on radicalisation and extremism e.g. Channel?	Yes	Close links to the Youth Offending Service and Local Authorities.
Have staff received appropriate training?	Yes	Staff complete Prevent training each year, both online and face to face awareness training / updates.
Has the Provision got a trained Prevent lead?	No	
Do staff know who to discuss concerns with? (Single point of contact - SPOC)	Yes	DSL / DDSL Safeguarding policy
Is suitable filtering of the internet in place?	Yes	
Do children know who to talk to about their concerns?	Yes	PSHE lessons / posters at both bases.
Are there opportunities for children to learn about radicalisation and extremism?	Yes	Through PSHE awards.
Have any cases been reported?	No	
Are individual students risk assessed?	No	
What factors make the Provision community potentially vulnerable		

This policy will be reviewed annually or as needed to remain compliant with changes in legislation and guidance from relevant authorities. For further information contact:

Vanessa@thehub-cic.co.uk