



# Prevent Policy 2016

## The Cambridge Centre for Languages meeting its Prevent obligations.

### Statement

Prevent is part of the national counter-terrorism strategy and aims to stop people being drawn into or supporting terrorism. The Cambridge Centre for Languages (CCL) 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 expressed below and in our operating context.

*Involving: Everyone*

### 1. Context

- CCL is a multicultural and international community that actively promotes international understanding and encourages an awareness of the different ways we all live, think and learn. We will make an effort to educate learners about acceptance and tolerance of a range of outlooks, that people think differently and believe different things, all of which are acceptable as long as these views and beliefs are reasonable and do not extend to hurting or demeaning those with different beliefs.
- CCL accepts students aged 10-17 throughout the summer from many different countries around the world.
- CCL also provides bespoke learning programs on demand throughout the year
- The school has always promoted a multi-cultural environment where respect for and tolerance of others beliefs is required.
- The school is located in Cambridge with a multi-cultural local population.
- We are committed to providing international understanding, excellent courses in a warm, friendly and professional environment

### 2. Strong Leadership

- Overall Responsibility for ensuring Prevent Duty is met is with the lead person for Prevent Lolly Pillay (Accommodation and Welfare Manager) with support from Laura Chen (Principal) and Ryan Smith (Academic Operations Manager).



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- Responsibility for the Prevent risk assessment/action plan (see point 3 below) and policy lies with Lolly Pillay (Accommodation and Welfare Manager/Designated Safeguarding Lead)
- Their duties are to ensure delivery of an effective risk assessment/action plan and policy as outlined here.
- *Involving: Lolly Pillay -Prevent Lead/Designated Safeguarding Lead (Accommodation and Welfare Manager)*

## 3. Risk Assessment of current situation and Action Plan for future

- Awareness of warning signs and how to react to them is important to all staff including homestay providers. Knowing how risks may arise is everyone's responsibility.
- 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.
- *Involving: Lolly Pillay - Prevent Lead/Designated Safeguarding Lead*

## 4. Working with local partners

- CCL maintains contact with the local police/local authority Prevent coordinator to understand their role and the support available, (e.g. via the Channel process)
- We make contact with local authority to ascertain other useful local agencies.
- Develop local area Prevent links with other similar organisations.
- **External Contact :**

PS 1892 Jayne Drury

Cambridgeshire Prevent Sergeant

Tel: 01480 422286 / 07894177337

Email: [prevent@cambs.pnn.police.uk](mailto:prevent@cambs.pnn.police.uk)

- *Involving: Lolly Pillay - Prevent Lead/Designated Safeguarding Lead*



## 5. 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*: 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.
- *Involving*: To be transmitted to staff, students, homestays, group leaders & any other adults

## 6. Understanding risk of extremism

- Staff, students & other adults (group leaders, homestays etc) may arrive at school already holding extremist views.
- Or, whilst part of the school, they may be influenced by a range of factors: 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
- *Involving*: To be transmitted to staff



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## 7. Ways to counteract risks

- Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism that will not be tolerated.
- Promote core British values through documents given to students, notices around school, via stand-alone classes on British culture & traditions on arrival and via curriculum. Approach is to educate that this is how things are in UK; may be different to your country.
- Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material.
- Challenge radical or extremist views in any context (formal or informal) via stated procedures. In most situations this would require an immediate response, referring to international environment of school, and tolerance expected then reporting concerns (see section 10).
- Be ready to react when world or local events cause upset and the likelihood of conflicting feelings being expressed. Prevent lead to take initiative in these situations.
- Have strong filters on IT equipment and clear rules on accessing extremist/terrorist websites/use of social networks to exchange extremist/terrorist views.
- Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers/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 to be observant and vigilant in noticing any signs of radical or extremist behaviour.
- Welfare and all staff and homestays to work hard supporting any students identified as vulnerable.
- Provide details of moderate places of worship to students if requested:
  - Holy Trinity Church – Market Street ,CB2 3NZ
  - Great St Mary’s Church –Market Square CB2 3PQ
  - Cambridge Mosque-Mill Road CB1 2DZ
  - Cambridge Islamic Centre –Devonshire Road CB1 2BH
  - Synagogue –Auckland Road CB5 8DT
  - Cambridge Buddhist Centre -38 Newmarket Road
- *Involving: Lead person to ensure (a) training for all staff, students, homestays, group leaders, subcontractors so that (b) delivery is effective*



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## 8. Training

- CCL realises the value of training staff in order that they carry out their prevent duty
- Aim to provide more knowledge and confidence to all
- All new staff will therefore receive Prevent training as part of their mandatory training programme during induction. This can include online courses.
- WRAP – (Workshop Raising Awareness of Prevent) training to be made available to all staff
- Channel General Awareness module (online) to be completed by all staff and as part of induction. This exists to deal with local residents rather than visitors to UK, however may be useful and additional awareness raising material).
- Senior staff and Management will complete training courses as necessary
- Documents & face to face training ensure staff understand this policy, i.e.
  - i) understand context and expectations of Prevent
  - ii) their duty to implement the policy
  - iii) understand terminology and risks associated with radicalisation and extremism
  - iv) how to identify and support vulnerable students
  - v) ways the school will counteract the risks,
  - vi) signs to notice that may cause concern
  - vii) know the lead Prevent person and procedures for communicating concerns
  - viii) know the importance of their own behaviour and professionalism in (a) being exemplars of British values and (b) not discussing inflammatory subjects with students (Code of Conduct).
- Training materials are adapted to ensure that homestay hosts understand the sections of the policy they need to be aware of.
- Students and group leaders must be made aware of key parts of the policy:
  - a) understanding terminology
  - b) importance of maintaining a supportive and tolerant society within school
  - c) what core British values are and why they are considered important
  - d) any changes to school rules, particularly those regarding IT
  - e) that they must report any concerns/incidents, and procedure for that.
- *Involving: Lead person to prepare materials to suit each group being trained;*
  1. *all staff*
  2. *students*
  3. *homestays*
  4. *group leaders (e)subcontractors*



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## 9. 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.
- *Involving: Lead person to ensure all other adults are aware of signs*

## 10. How and when to react to concerns

- Everyone given name of who to contact (lead person), how to contact them (email, phone etc) and contact details.
- Confidentiality assured for the person reporting a concern.
- Everyone told to report any concern or incident, however small.
- Reassurance that all will be dealt with sensitively and carefully.
- *Involving: Lead person to ensure everyone has info.*

## Policy preparation and review

Policy prepared by Ryan Smith (Academic Operations Manager) and Lolly Pillay (lead person) after consultation with staff/associated outside agencies in April 2016.

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.

*Involving: Lead person.*



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**Other related Policies:**

Prevent risk assessment and action plan

Safeguarding Policy

Recruitment Policy