

Minhaj College Manchester Prevent Strategy

Introduction

At Minhaj College Manchester we are proud of our diversity and our commitment to social justice, equality of opportunity, mutual respect and tolerance.

In developing our students to be effective citizens in a democratic society, it is essential the College continues its commitment to promote open debate and free expression, whilst recognising the need to challenge prejudice, eliminate discrimination and prevent radicalisation.

It is our duty to continue to safeguard our students and staff; empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of the College's Safeguarding Policy and procedures.

The College's Prevent strategy outlines how we will meet our statutory duty.

Our strategy has five key objectives:

- To promote and reinforce our core values of inclusiveness, integrity, involvement and, in so doing, promote fundamental British values;
- To promote community cohesion; support open dialogue; support the student and staff voice and eliminate discrimination. These are in line with our Single Equality Scheme;
- To safeguard our students and staff from the risk of radicalisation and empower students and staff to protect themselves from harm;
- To support those at risk;
- To ensure that staff and students are aware of their responsibilities in preventing violent extremism.

The College will achieve these objectives through leadership, partnership, and by building learner resilience.

Leadership and Values

The College sees its Prevent duties as a natural extension of our organisational duties to protect our students from harm and equip them to lead fulfilling and safe lives. Prevent is an integral part of the College's Safeguarding Policy and Procedures.

Prevent duties require colleges to promote the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. Minhaj College Manchester values of involvement, inclusivity and integrity align well with British values. We will promote our core values through our leadership and our strategic themes.

In order to build resilience and safeguard individuals it is essential to promote a culture where it's possible to openly explore views and opinions. The College Leadership will achieve this through its policies, forums, staff development and training, its partnership working with stakeholders.

The Leadership is also committed to the relentless pursuit of a climate where prejudice is challenged and discrimination eliminated.

The Governing Body will ensure procedures and policies are in place to prevent people from being drawn into terrorism and ensure the strategy complies with the Prevent Duty.

The College Prevent Lead will co-ordinate an annual risk assessment to identify the levels of risk proportionate to the College; review College policies and procedures to ensure their currency and ensure that procedures are being carried out. The College Lead will engage with the police and local authority Prevent co-ordinators and ensure the College is connected to the Prevent referral panel in South Yorkshire, called the Channel Panel, as well as maintain regular contact with the regional FE Prevent co-ordinators.

College leaders and managers will ensure staff undertake regular training, exemplify the core values through their practice and take every opportunity to promote the core values through the curriculum or College activity.

All staff have a legal responsibility to ensure they undertake training, are aware of their responsibilities, know when it is appropriate to refer to a safeguarding lead and exemplify the core values through their practice.

Our partnership arrangements are guided by a shared understanding that Prevent is part of safeguarding; the aim is prevention and support. Individuals referred to the Prevent team will not be criminalised but helped. The Channel process¹ is voluntary and it is therefore important that students and staff feel confident with the referral.

College managers are active members of a number of regional and national groups who routinely share information and resources which support the Prevent agenda and spread good practice (e.g. 157 group; National Association of Managers of Student Services; Y&H Prevent group).

It is important that the College works in partnership with our students and staff. We will do this through collaboration with recognised trade unions and Minhaj College Manchester Student Union as well as through local forums and focus groups.

Parents and carers are also essential partners in the Prevent agenda. The College will work closely with parents to provide information and support and to gain a better understanding of how we can best help them to safeguard their children.

Our partnerships with community groups and employers are also key aspects to achieving our Prevent strategic objectives.

Staff training

The principal purpose of Prevent training is the same as for any safeguarding training i.e. to raise staff's awareness of why the issues are important; to equip staff to recognise when individuals are vulnerable (in this case to radicalisation) and to ensure they know how to act and who to refer to. The promotion of British or core values, however, adds a further dimension: training with regard to these is part of essential equality and diversity development.

The College has adopted a multi-faceted approach to training.

- ❖ All staff and governors, including staff working in sub contracted provision, will undertake essential on-line training to raise awareness of both safeguarding and equality and diversity and to ensure staff know how to refer a safeguarding concern.
 - ❖ Staff who work in regulated activity will undertake more in depth development through externally delivered training by the Trafford Safeguarding team; regional or national events; issue-led training both internally and externally delivered; targeted team development and awareness; and individual mentoring.
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- ❖ The College currently has one trained WRAP 3 facilitator; plans are in place to extend this to a pool of at least ten facilitators.
- ❖ Staff will be encouraged and supported to engage in professional debate through learning communities
- ❖ Safeguarding staff will undertake regular updating and advanced refresher training in line with the Safeguarding Policy.

Building Student Resilience and Embedding Core Values

The College aims to ensure students develop the necessary skills to question and reflect so that they can protect themselves and their peers from harm and so that they can make a valuable contribution to society. We do this in a variety of ways.

Study programmes offer a number of opportunities to provide a safe environment for students to explore ideas and identity and for the College to embed the core values. This is achieved by teachers using naturally occurring opportunities within the curriculum as well as creating opportunities through a structured tutorial programme. Tutorial staff use resources which are designed to inform and instruct students about safeguarding issues as well as providing stimulus for useful discussion and debate. Students use their e-Profile to track their progress towards developing skills such as resilience. Coaching techniques are used in the one to one tutorials so that students take responsibility for their own development and behaviour.

The College recognises the need to strengthen the support for apprentices to develop wider skills. The managers for this area are working on actions needed to ensure that all apprentices are given opportunities to participate in activities and training offered through the tutorial framework for full time students. We have already developed a number of on-line safeguarding modules, including a Prevent module, which we encourage all apprentices to undertake. There is further progress to be made with employers to convince them of the importance of their employees participating in such training.

Students learn about democracy and the importance of the right to express views, raise concerns and influence decisions through the elected Student Union and through the student representative system. The process provides opportunities to develop the students' understanding and engagement in democracy.

Alongside curriculum and tutorial support, the College runs a number of marketing campaigns which help to raise awareness and profile of themes such as safeguarding or equality and diversity.

The entirety of the above are underpinned by the Student Charter and policies which set our expectations of students and our clear commitment to safeguarding.

E safety

To date, Minhaj College Manchester has not had any Prevent related incidents concerning use of the College's IT facilities. However there have been a number of cases related to other safeguarding issues involving accessing the internet and the College recognises the need to continually review the IT risk. In order to cater for the wide variety of devices accessing the College's systems through a 'bring your own devices' initiative, we are updating the e-Safety policy; this will be in place for September 2015.

The College's web filtering systems have worked well. However, in light of the new Prevent guidelines, we recognise the need to do more to identify students who may be making inappropriate searches and to support students to develop the critical thinking skills needed to analyse sophisticated material. The College is working closely with students, staff and Prevent co-ordinators to progress this.