



Prevent Policy

Reviewer: Kit Perona-Wright

Approver: Anna Cutts

Reviewed: June 2025

Next Review: June 2026

'Cheltenham College' refers to Cheltenham College Senior School *and* Cheltenham College Preparatory School (including Cheltenham College Pre-Prep and Nursery School)

'College' refers to Cheltenham College Senior School

'Cheltenham Prep' refers to Cheltenham College Preparatory School

'Nursery and Pre-Prep' refers to Cheltenham College Nursery School and Pre-Prep

The Counter-Terrorism and Security Act (July 2015) requires the proprietors of schools to "due regard, in the exercise of their functions, to prevent people from being drawn into terrorism." This is known as the 'Prevent duty'.

This policy has therefore been developed in accordance with the principles established by:

Counter Terrorism and Security Act (2015)

Children Acts 1989, 2004;

The Education Act 2002,

And in line with government publications:

Prevent duty guidance September 2023

Working Together to Safeguard Children *December 2023*

Keeping Children Safe in Education *September 2023*

Channel Guidance *September 2020*

This policy should be read in conjunction with Cheltenham College's Child Protection and Safeguarding policy and the 'Prevent duty' should be seen as part of our existing safeguarding framework.

Prevent Leads

In College: Michelle Lucas-Halliwell as DSL; Paul Hayes and Ether Leach as Deputy DSLs

Checking visitors to school – Mary Plint, Deputy Head Learning and Well-Being, Adam Dunning for Chapel addresses

At Cheltenham Prep: Noll Jenkins as DSL; Kit Perona-Wright and Rebecca Hughes-Noon as Deputy DSLs

1. Risk Assessment

Cheltenham College takes seriously the risk of pupils being radicalised into terrorism or extremist behaviours. Nevertheless we are fortunate that Gloucestershire is in Tier 3 of potential risks (The 25 priority areas are Tier 1). Gloucester is in Tier 2. Pupils are exposed through the curriculum and the co-curriculum to a range of views, and taught to be rational and question what they are told.

A Prevent risk assessment is attached to this policy as Appendix 1

2. Work in Partnership

Any concerns that are raised by staff will be referred through Local Authority Channel Referral and Intervention processes.

Cheltenham College will work in partnership with the relevant authorities to seek advice, support and guidance on multi-agency expertise to support pupils at risk of harm. We will also work with local Prevent co-ordinators, police and local authorities and share information as necessary. We will refer to the police anyone for whom there is good cause to believe is engaged in illegal terrorist-related activity.

3. Staff Training

Cheltenham College will ensure that the DSL in both schools has suitable training from GSCP, where available, to be able to offer support and guidance to staff on protecting children from the risk of radicalisation.

Cheltenham College will also ensure that staff have appropriate training, following DfE guidance on Channel General Awareness: <https://www.elearning.prevent.homeoffice.gov.uk/>

Staff will be encouraged to be vigilant in spotting signs of extremist views and behaviours, and that they always report anything to the DSL (or Deputies) which may suggest a pupil, other staff member or visitor is expressing opinions which may cause concern. Staff should follow usual procedures as for any other safeguarding concern as laid out in the Cheltenham College Child Protection and Safeguarding policy.

Prevent training will follow the normal pattern of Safeguarding training, and be included in staff induction as well as refresher training for staff every 3 years.

We will maintain records on Prevent training, and on any concerns that should arise about pupils being involved in extremist activities will also be logged and checked.

4. Information Technology

Cheltenham College recognises the need to educate pupils on appropriate use of IT, and ensure it as difficult as possible to access inappropriate internet sites by using firewalls, security settings and internet filters. Safeguarding staff will be sent an alert informing them to any searches or internet sites which have been accessed using particular words taken from Home Office advice:

https://assets.publishing.service.gov.uk/media/5a7f64ac40f0b6230268f3a8/How_social_media_is_used_to_encourage_travel_to_Syria_and_Iraq.pdf

Cheltenham College undertakes to educate pupils through lessons, chapel talks and assemblies on the concepts of radicalisation and extreme ideology and the dangers there within. Cheltenham College promotes Fundamental British Values.

5. Visitors to the school

- All visitors to the school will be carefully vetted and staff will take immediate action if any individual or group is perceived to be attempting to influence members of the school community.
- Colleagues will be asked to conduct an open check on any organisation that wishes to have relationships with the school.
- Staff have the Visitors Guidance Policy available with guidance on booking a visiting speaker, checking a visitor's speech and how to respond should they have concerns about the content of a talk to pupils.

Appendix 1:

Prevent Duty Risk Assessment/Action Plan

<u>No.</u>	Prevent Vulnerability/Risk Area	Action taken/already in place to mitigate/address risk
1	<u>LEADERSHIP</u> Do the following people have a good understanding of their own and institutional responsibilities in relation to the "Prevent Duty"? ☐ Board of Governors ☐ SLT ☐ Staff ☐ Safeguarding team	Council briefed by ML-H within Child Protection training. Nominated Safeguarding lead from Council to also take on Prevent and receive training. SLT members review Prevent policy, and risk assessment Staff training completed on a regular cycle
2	<u>Partnership</u> 1. Is there active engagement from the institution's Governors, SLT, managers and leaders? 2. Does the institution have an identified single point of contact (SPOC) in relation to Prevent? 3. Does the institution engage with the BIS Regional Prevent Coordinator, Local Authority Police Prevent Leads and engage with local Prevent Boards/Steering Groups at Strategic and Operational level?	1. Council & SLT undertake training as required 2. The Prevent Lead for Cheltenham College is the Safeguarding Lead. They are responsible for oversight of the Prevent Policy & update to SLT. 3. We have good relationships with local police agencies. Member of DSL team serves on the education sub-group of GSCP
3	<u>Staff Training</u> Do all staff have sufficient knowledge and confidence to:	All staff to receive training every 3 years, and then be given 2 weeks to complete the online module: https://www.elearning.prevent.homeoffice.gov.uk/

	1. exemplify British Values in their management, teaching and through general behaviours in the institution 2. understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism 3. have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response	
4	<u>Welfare, Pastoral and Chaplaincy support</u> 1. Are there adequate arrangements and resources in place provide pastoral care and support as required by the institution? 2. Does the institution have chaplaincy provision or is this support signposted locally or brought in? 3. Are there adequate monitoring arrangements to ensure that this support is effective and supports the institution's welfare and equality policies? 4. Does the chaplaincy support reflect the student demographic and need?	Chaplain delivered chapel talk on anti-extremism positions in chapel Chaplains understand the need to embrace other faiths Prevent discussed at PMG meetings, with Senior Chaplain present. The vast majority of pupils are Christian, agnostic or atheist. There are a minority of pupils with other faiths who do not attend chapel.
5	<u>Speakers and Events</u> 1. Is there an effective policy/framework for managing speaker requests? 2. Is it well communicated to staff/students	Check list for staff for visiting speakers. All requests for vising speakers go through Deputy Head (Learning and Wellbeing) (College) or Deputy Head Pastoral (Prep)

	and complied with? 3. Is there a policy/framework for managing on campus events i.e. charity events? 4. Are off campus events which are supported, endorsed, funded or organised through the institution subject to policy/framework?	
6	<u>Safety Online</u> 1. Does the institution have a policy relating to the use of IT and does it contain a specific reference and inclusion of the Prevent Duty? 2. Does the institution employ filtering/firewall systems to prevent staff/students/visitors from accessing extremist websites and material? 3. Does this also include the use of using their own devices via Wi-Fi? 4. Does the system alert to serious and/or repeated breaches or attempted breaches of the policy?	1. 1.Pupil and Staff have separate Acceptable Use Policy. 2. Smoothwall Filtering system used, and daily email sent to ensure any suspicious searches are highlighted to safeguarding staff. 3. Yes, over Wifi, but not 3G or 4G 4. Monitoring log recorded to ensure if any pupils regularly arise they can be further monitored.

7	<u>Prayer and Faith Facilities</u> - Does the institution have prayer facilities? - Are there good governance and management procedures in place in respect of activities and space in these facilities?	- Chapel and the Crypt - Chaplain is responsible to Head. College is a Christian school, and the Chaplain is well briefed on how to judge the appropriateness of visiting speakers.
8	<u>Campus Security</u> - Are there effective arrangements in place to manage access to the campus by visitors and non-students/staff? - Is there a policy regarding the wearing of ID on campus? Is it enforced? - Are dangerous substances kept and stored on site? - Is there a policy in place to manage the storage, transport, handling and audit of such substances? - Is there a policy covering the distribution (including electronic) of leaflets or other publicising material? - Does the institution intervene where off campus activities are identified or are likely to impact upon staff and/or students i.e. leafleting, protest etc?	- All visitors must report to reception, or the Estates office. - ID is required to be worn. Staff and pupils are asked to check anyone they don't recognise who should have an ID card on them. - Science department - Within the Science department - No – Senior staff would intervene if material was felt to be inappropriate. - Yes, we would, but no evidence that we have.
9	<u>Safeguarding</u> Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies?	- Yes - Further briefing from DSL - Channel contact details are in our CP and safeguarding policy - All part of Prevent training and our CP and S policy

	2. Do Safeguarding and welfare staff receive additional and ongoing training to enable the effective understanding and handling of referrals relating to radicalisation and extremism? 3. Does the institution utilise Channel as a support mechanism in cases of radicalisation and extremism? 4. Does the institution have a policy regarding referral to Channel identifying a recognised pathway and threshold for referral?	
10	<u>Communications</u> 1. Is the institution Prevent Lead and their role widely known across the institution? 2. Are staff and students made aware of the Prevent Duty, current risks and appropriate activities in this area? 3. Are there information sharing protocols in place to facilitate information sharing with Prevent partners?	1. Part of the DSL responsibilities. 2. Staff are aware, but pupil awareness needs to be better 3. CP&S. All staff are clear that safeguarding trumps data protection.
11	<u>Incident Management</u> 1. Does the institution have a critical incident management plan which is capable of dealing terrorist related issues? 2. Is a suitably trained and informed person identified to lead on the response to such an incident?	1. Yes, we have discussed critical incidents which may include terrorism. 2. As above 3. Marketing training 4. Yes, marketing and communications personal in place. 5. Staff meetings

	3. Does the Communications/Media dept understand the nature of such an incident and the response that may be required? 4. Does the institution have effective arrangements in place to identify and respond to tensions on or off campus which might impact upon staff, student and/or public safety? 5. Are effective arrangements in place to ensure that staff and students are appraised of tensions and provide advice where appropriate?	
12	<u>Staff and Volunteers</u> 1. Does awareness training extend to sub-contracted staff and volunteers? 2. Is the institution vigilant to the radicalisation of staff by sub-contracted staff and volunteers?	1. Part of CP&S which is given to all staff 2. All staff are expected to be vigilant