



The *Prevent* Strategy

guidance for
school and college leaders

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Foreword

All children and young people have a fundamental right to be protected from harm and to have their wellbeing promoted. Teachers and school and college leaders have always recognised that alongside colleagues in other public services, they have an important role to play in ensuring that children and young people are safe and well cared for.

Risks to safety and welfare can take a wide variety of forms, including the risk of children and young people being drawn into terrorism and ideologies that can be used to justify terrorist activity.

The Counter-Terrorism and Security Act 2015 introduced significant new responsibilities on schools, colleges and their staff in relation to these issues. In particular, the Government's Prevent strategy places a duty on schools and colleges to stop children and young people from engaging in or supporting terrorism.

The Government's *Prevent* strategy has sparked a wide range of criticism, not least for its general approach to targeting so-called Islamist extremism. The NASUWT has expressed serious reservations about the Prevent duty for schools and colleges and, in particular, the lack of emphasis in the Government's strategy on racist and far-right extremism.

The NASUWT will continue to press the Government to amend the Prevent duty to address these concerns. However, the Union is aware of its responsibility to ensure that members are aware of the requirements that the duty places on them.

This guidance seeks to ensure that members can engage with the Prevent duty in an informed and constructive way that advances equality and diversity, promotes community cohesion and tackles discrimination and prejudice in all educational settings.

Chris Keates (Ms)

NASUWT General Secretary

Introduction

1. This guidance:
 - summarises the implications for school and college leaders of the Government's counter-extremism policy, particularly the Prevent strategy; and
 - provides advice on ways in which school and college leaders can ensure that they and their establishments can meet their obligations under the Prevent duty.
2. All documents referenced in this guidance are available on the NASUWT website at **www.nasuwt.org.uk/prevent**.

Important note

Schools and colleges have legal responsibilities to ensure that their staff, including leaders, can support work to meet the Prevent duty. These responsibilities are described in this guidance.

Individual members of staff have an obligation to take whatever steps they can to keep children and young people safe. This applies even if the school or college fails to discharge any of its responsibilities effectively. For example, the obligation applies even if the school or college fails to provide effective training or establish effective arrangements for reporting concerns.

Staff may face disciplinary or other forms of sanction if they do not take action to protect children and young people at risk when it is possible and reasonable for them to do so.

This guidance makes clear the action that school and college leaders should take to meet their responsibilities in relation to the Prevent duty.

If school and college leaders have concerns about arrangements in their school or college for meeting the Prevent duty, they should contact the NASUWT for further help and advice.

Background to the Prevent duty

3. The UK's overarching counter-terrorism and anti-extremism strategy (CONTEST) is comprised of four key elements:
 - **Pursue:** detect and investigate threats to disrupt terrorist activity and prevent terrorist attacks;
 - **Prevent:** challenge extremist ideas to stop people from becoming terrorists or from supporting terrorism;
 - **Protect:** strengthen the UK's protection against a terrorist attack; and
 - **Prepare:** mitigate the impact of a terrorist attack when it cannot be prevented.
4. The Prevent element of CONTEST is most relevant to schools and colleges. CONTEST establishes three core Prevent objectives. These are to:
 - respond to the ideological challenge of terrorism and the threat to the UK from those who promote it;
 - prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
 - work with a range of sectors, including education, criminal justice, faith, charities, the internet and health, where there are risks of radicalisation which need to be addressed.
5. The Government's official security assessment is that the most significant terrorist and security threats to the UK come from international terrorism and from groups such as Al Qa'ida and the Islamic State/ISIS/ISIL/Daesh.¹ Whilst MI5 identifies Islamist terrorist organisations operating in Syria and Iraq as posing the greatest threat, it states that threats also emanate from other parts of the Middle East, North, East and West Africa, and South and South-East Asia.²

¹ www.gov.uk/government/publications/recognising-the-terrorist-threat/recognising-the-terrorist-threat#threat-levels. (Acc. 12 July 2017)

² www.mi5.gov.uk/international-terrorism. (Accessed 12 July 2017)

6. The Government also identifies Northern Ireland-related terrorism as a threat in Great Britain and in Northern Ireland.³ Further, CONTEST identifies terrorists associated with the extreme right as posing a continuing threat to safety and security.

*'The white supremacist ideology of extreme right-wing groups has also provided both the inspiration and justification of the people who have committed extreme right-wing terrorist acts.'*⁴

Defining 'extremism' and 'radicalisation'

7. 'Extremism' is defined in statutory guidance as: *'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.'*⁵ *'[C]alls for the death of members of our armed forces'* is also identified as extremism.⁶
8. The MI5 website identifies extremist activity as including direct attacks, planning direct attacks and support for terrorism by radicalising individuals to believe in the legitimacy of joining a terrorist network or carrying out a terrorist attack, fundraising for terrorist networks including by diverting money donated to legitimate charities, and helping radicalised individuals to travel abroad to join a terrorist group and potentially receive training.⁷
9. 'Radicalisation' is the process by which a person comes to support terrorism and forms of extremism.

The Prevent duty

10. Since 1 July 2015, all schools, colleges and early years childcare providers⁸ have been subject to a duty under Section 26 of the Counter-Terrorism and Security Act 2015. This is usually referred to as the Prevent duty and requires schools, colleges and other specified educational and childcare authorities to have *'due regard to the need to prevent people from being drawn into terrorism.'*⁹

³ www.gov.uk/terrorism-national-emergency/terrorism-threat-levels. (Acc. 12 July 2017)

⁴ H M Government (2015) *Revised Prevent Duty Guidance for England and Wales*, page 3. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance__England_Wales_V2-Interactive.pdf (Accessed 12 July 2017)

⁵ HM Government (2015) *Prevent Duty guidance in England and Wales*, page 2.

⁶ Ibid, page 2.

⁷ www.mi5.gov.uk/international-terrorism. (Accessed 12 July 2017)

⁸ A complete list of educational and childcare authorities specified by the Act is set out in Appendix 1 of this guidance.

⁹ HM Government (2015) *Prevent Duty guidance in England and Wales*.

11. Section 26 of the Counter-Terrorism and Security Act is supported by statutory guidance.¹⁰
12. The Prevent duty requires schools and colleges to identify children and young people who may be vulnerable to radicalisation. Schools and colleges must also be aware of the steps they should take when such children and young people have been identified as vulnerable to radicalisation.
13. All publicly funded schools (including academies and free schools) are required to teach a broad and balanced curriculum that promotes the spiritual, moral, cultural, mental and physical development of pupils. They must also promote community cohesion. Independent schools, publicly funded schools and colleges are under a duty to actively promote 'Fundamental British Values'. These expectations are incorporated into the Ofsted common inspection framework and related inspection handbooks. The statutory guidance identifies these requirements as a key way for schools and colleges to build resilience against extremism.¹¹
14. The NASUWT has produced practical guidance and advice on ways in which schools and colleges can meet the requirement to promote Fundamental British Values. The guidance, *Universal Values: Further Ideas and Activities*, can be accessed at www.nasuwt.org.uk/prevent.

Demonstrating 'due regard' to the need to prevent people from being drawn into terrorism

15. The statutory guidance on Prevent identifies four main areas of activity through which schools and colleges can demonstrate that they are having 'due regard' to the need to prevent people from being drawn into terrorism:
 - risk assessment;
 - working with other agencies;
 - training and individual staff responsibilities;
 - IT policies and practices.

¹⁰ HM Government (2015) *Prevent Duty guidance in England and Wales*.

¹¹ Paragraph 58, *Revised Prevent Duty guidance for England and Wales*.

Risk assessment

16. Schools and colleges are expected to assess the risk of children and young people being drawn into terrorism. School and college staff should be able to demonstrate a general understanding of the risks affecting children and young people in their area. They should also be able to demonstrate a specific understanding of how to identify individuals who may be at risk of radicalisation and what they can do to support them.
17. Schools and colleges are expected to have clear procedures in place for supporting children at risk of radicalisation. These expectations should be considered in the context of the school or college's general safeguarding policy and procedures. The NASUWT recommends that these procedures are incorporated into the school or college's safeguarding policy.
18. All staff are expected to be able to assess the risk of children and young people being drawn into extremism or terrorism. This risk assessment includes understanding when a child or young person may be engaged in an extremist ideology, is intent on causing harm and/or is capable of committing violent acts.
19. The NASUWT advises school and college leaders to ensure that all staff have access to training, including refresher training, within the working day, so that they are able to make appropriate risk assessments.

Assessing risks of radicalisation

There are three dimensions used to assess the risks of children and young people being drawn into terrorist-related activity: engagement, intent and capability. Each of these factors should be considered separately.

Engagement

Engagement factors are sometimes referred to as ‘psychological hooks’. They include needs, susceptibilities, motivations and contextual influences and together map the individual pathway into terrorism.

They can include:

- feelings of grievance and injustice;
- feeling under threat;
- a need for identity, meaning and belonging;
- a desire for status;
- a desire for excitement and adventure;
- a need to dominate and control others;
- susceptibility to indoctrination;
- a desire for political or moral change;
- opportunistic involvement;
- family or friends involvement in extremism;
- being at a transitional time of life;
- being influenced or controlled by a group;
- relevant mental health issues.

Intent to cause harm

Not all those who become engaged by a group, cause or ideology go on to develop an intention to cause harm, so this dimension is considered separately.

Intent factors describe the mind-set that is associated with a readiness to use violence and address what the individual would do and to what end. They can include:

- over-identification with a group or ideology;
- 'us and them' thinking;
- dehumanisation of the enemy;
- attitudes that justify offending;
- harmful means to an end;
- harmful objectives.

Capability to cause harm

Not all those who have a wish to cause harm on behalf of a group, cause or ideology are capable of doing so. Therefore, what the individual is capable of is a key consideration when assessing risk of harm to the public. Factors can include:

- individual knowledge, skills and competencies;
- access to networks, funding or equipment;
- criminal capability.

Official guidance on the assessment of risk makes clear that membership of a particular ethnic, religious or social group or adherence to religious customs and practices does not constitute a risk factor and does not give rise to legitimate grounds for concern in the context of Prevent.

Sources: HM Government (2012). Channel: Vulnerability Assessment Framework; College of Policing and Metropolitan Police Service (2015). Channel General Awareness.

Working with other agencies

20. Schools and colleges are expected to work in partnership with other relevant agencies. As a minimum expectation, schools and colleges should take into account the policies and procedures of Local Safeguarding Children Boards (LSCBs) in relation to radicalisation and extremism.
21. The Home Office funds dedicated Prevent co-ordinators to work with communities and organisations, including schools and colleges. LSCBs in areas that have been identified as particularly 'vulnerable'. LSCBs are able to inform schools whether this additional support is available in their area.
22. Where appropriate, schools and colleges are expected to work with the police and other civil society organisations that can provide advice and support on implementing the Prevent duty.
23. Schools and colleges are expected to engage with parents and family members of children and young people as they are in a key position to identify signs of potential radicalisation. When families raise concerns about children and young people, schools and colleges are expected to be able to direct them to appropriate support, including the Channel programme described below.

Training and individual staff responsibilities

24. Schools and colleges should ensure that all staff can contribute towards achievement of the Prevent duty. A minimum expectation is that the member of staff identified as the Designated Safeguarding Lead receives appropriate Prevent awareness training and is able to provide advice and support to other members of staff on protecting children and young people from risks of radicalisation. School and college leaders should ensure that this member of staff is given the time and resources necessary to undertake training and to discharge their responsibilities effectively. The NASUWT advises that this member of staff should hold a senior position within the school.
25. Every member of staff in a school or college who works with children and young people, including school and college leaders, is expected to understand that radicalisation is the process by which children and young people are drawn towards extremism and how they may be vulnerable to being drawn into terrorism as a consequence of it.

26. Every member of staff should understand what is meant by the term 'extremism' and how extremism is used to justify terrorist-related activity. They should also be aware of what measures are available to prevent people from becoming drawn into terrorism and how to challenge extremist ideologies that can be associated with it. Further, they should understand how to obtain support for people who may be being exploited by radicalising influences.
27. Every member of staff should be aware of the establishment's internal processes for safeguarding, including those that relate to radicalisation. Staff should use these procedures to raise their concerns about a child or young person with their Designated Safeguarding Lead and/or headteacher or principal.
28. Statutory guidance on safeguarding makes it clear that a member of staff who raises a concern must press for the matter to be reconsidered if it is evident that their concern has not been addressed through internal processes.
29. Every member of staff is under a legal obligation to raise concerns about individual children and young people directly with appropriate external agencies if they believe that their concerns have not been addressed appropriately by their school or college. This obligation applies even if the member of staff has followed the school or college's internal safeguarding procedures.¹²
30. The Government's support programme, Channel, is the principal means by which schools and colleges are expected to raise concerns about children and young people they believe may be at risk of radicalisation. All local authorities have a Channel Panel that oversees risk assessment and support activities in all schools and colleges.¹³ Channel Panels and LSCBs are the primary sources for information about those general risks of radicalisation of which all staff in schools and colleges are expected to be aware.

¹² DfE (September 2016). *Keeping Children Safe in Education*. Available at: (<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>), accessed on 20/7/17.

¹³ HM Government (2015). *Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism*. (https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf), accessed on 18/7/17.

31. School and college leaders who have concerns about a child or young person can make a referral in confidence to the local Channel programme. School and college leaders can also raise concerns about radicalisation by contacting the national police non-emergency number (101). Further, the DfE has a dedicated telephone helpline (020 7340 7264) and email address (counter.extremism@education.gov.uk) through which issues related to extremism can also be raised directly.
32. School and college leaders should ensure that they provide all staff with information about the local Channel programme and the support and advice that it can provide. Information about Channel can be obtained from local police forces or from LSCBs.
33. The College of Policing has produced an online general awareness training module on the Channel approach to risk assessment.¹⁴ This resource provides information on identifying factors that may make children and young people vulnerable to radicalisation and explains how referrals to Channel can be made. The NASUWT advises school and college leaders to encourage staff to access these materials to develop their understanding of their responsibilities under the Prevent duty. School and college leaders should consider providing time within the working day for staff to do this.
34. Other more detailed training packages, such as the Home Office's Workshop to Raise Awareness of Prevent (WRAP), can be accessed through local Channel Panels or, where they are deployed, from dedicated Home Office-appointed Prevent leads. As a minimum expectation, the NASUWT advises school and college leaders to ensure that Designated Safeguarding Leads are able to access the WRAP training.
35. Further information about these training materials is available on the Educate Against Hate website (see www.nasuwt.org.uk/prevent for further details).

¹⁴ College of Policing and Metropolitan Police Service (2015). *Channel General Awareness*. Available at: (http://course.ncalt.com/Channel_General_Awareness/01/index.html), accessed on 18/7/17.

IT policies

36. Schools and colleges are required to ensure that children and young people are safe from terrorist and extremist material when accessing the internet while present within the establishment. This includes ensuring appropriate levels of filtering, effective internet firewalls and secure social media platforms to avoid abuse.¹⁵ School and college leaders should ensure that their establishment's policies on internet safety are up to date and that internal safeguarding arrangements provide an opportunity for staff to report any concerns about material accessed by children and young people, either on-site or elsewhere.
37. *Keeping Children Safe in Education* provides guidance on the steps that schools should take to fulfil this aspect of the Prevent duty. School and college leaders should ensure that their establishment's policy complies with this guidance. The Government has published further information on the ways in which schools and colleges can address the use of social media to radicalise children and young people.¹⁶ School and college leaders should provide opportunities for staff to familiarise themselves with the contents of these publications.

The Prevent duty and other legal obligations

38. The duties arising from the Counter-Terrorism and Security Act 2015 and the Prevent strategy must not be undertaken in ways that conflict with other statutory duties to which schools and colleges are subject. In particular, schools and colleges are obliged under the Equality Act 2010 to have '*due regard to the need to foster good relations between persons who share a protected characteristic and persons who do not share it.*' Further information about the Equality Act, and the Public Sector Equality Duty (PSED) that arises from it, can be accessed via **www.nasuwf.org.uk/prevent**.
39. Schools and colleges should make sure that implementation of the Prevent duty does not undermine the effectiveness of their policies and practices that relate to the PSED. This consideration has important implications for schools' and colleges' engagement with the Prevent duty.

¹⁵ Ibid.

¹⁶ DfE/Home Office (2015). *How social media is used to encourage travel to Syria and Iraq*. (www.gov.uk/government/uploads/system/uploads/attachment_data/file/440450/How_social_media_is_used_to_encourage_travel_to_Syria_and_Iraq.pdf), accessed on 18/7/17.

Specifically, it is essential to recognise that the Prevent duty aims to address all forms of terrorist threat to the UK and is not limited to Islamist extremism. The duty also addresses far-right extremism and any other form of ideology that may be used to promote or justify terrorism. Schools and colleges should ensure that they focus on all forms of extremism identified by LSCBs, the local police force and Channel panel. An exclusive focus on Islamic extremism in a school or college's approach to Prevent is likely to be contrary to its responsibilities under the PSED.

Complying with the Equality Act 2010

A school or college may seek to address radicalisation among children and young people that is related to Islamist extremism, but fail to address other forms of extremism in a comparable way. It is likely that the school/college and the staff involved in such a practice would be in breach of their responsibilities under the Equality Act if Muslim children, young people or staff are subject to detrimental treatment as a result. For this reason, schools and colleges should ensure that training and advice for staff focuses on all forms of potential extremism.

40. The NASUWT advises school and college leaders to consider how they can fulfil the requirements of the Prevent duty as part of other responsibilities such as those relating to safeguarding, promoting community cohesion and responsibilities to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. The NASUWT believes that this is most likely to be done effectively by incorporating policies and actions relating to Prevent within wider policies, procedures and practices.
41. The NASUWT advises that all schools and colleges should undertake an annual Equality Impact Assessment (EIA). Carrying out an EIA will help schools and colleges to demonstrate that they have considered the aims of the PSED when making decisions about implementation of the Prevent duty. An EIA provides an opportunity to assess systematically the likely or actual effects of Prevent-related policy and practice, look for opportunities to promote equality and address negative or adverse impacts.

Responsibilities of governing bodies and proprietors of schools and colleges

42. The Prevent duty identifies school governing bodies and proprietors of academies and free schools as having direct responsibility for implementation of the Prevent duty. Dedicated statutory guidance for post-16 institutions, including further education and sixth-form colleges, makes clear that governors are expected to engage actively with implementation of the Prevent duty.¹⁷
43. It is essential that governing bodies and proprietors act in ways that support schools and colleges to discharge their responsibilities under the Prevent duty. Any activities undertaken by governors or proprietors that impede school and college leaders' work to implement the duty would be inconsistent with the Prevent statutory guidance.
44. School and college leaders should seek to make governors and proprietors aware of the nature and extent of the establishment's responsibilities under the Prevent duty, and the steps that are being taken to secure compliance with it. School and college leaders should set out the legal implications of any actions by governors and proprietors that prevent the school or college from fulfilling its responsibilities under the Prevent duty. School and college leaders should seek specialist information and advice via Channel or the LSCB if the governing body or proprietor prevents the school or college from fulfilling its responsibilities.

NASUWT advice and guidance

45. School and college leaders have particular duties and responsibilities in relation to Prevent. For example, they have a responsibility to ensure that their establishment complies with the duties that the Prevent strategy creates. NASUWT advice, guidance and support for school and college leader members are based on a clear recognition of these distinct responsibilities.

¹⁷ HM Government (2015). *Prevent duty guidance: for further education institutions in England and Wales*. (https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445915/Prevent_Duty_Guidance_For_Further_Education__England__Wales_-_Interactive.pdf), accessed on 18/7/17.

46. School and college leaders should contact the NASUWT for advice and guidance if they experience difficulties with their employer as a result of the Prevent duty. In particular, school and college leaders should seek support if they believe that they cannot fulfil their responsibilities under the Prevent duty. School and college leaders should also contact the Union if they believe that their employer is making unreasonable or inappropriate demands of them in relation to addressing radicalisation or extremism. Further, school and college leaders should contact the NASUWT for advice if they believe that governors or proprietors are acting in ways that are inconsistent with the Prevent duty.
47. The NASUWT will represent members' interests robustly.

Appendix 1

Education, childcare and further education specified authorities subject to the Prevent duty¹⁸

- A person who is authorised by virtue of an order made under section 70 of the Deregulation and Contracting Out Act 1994 to exercise a function specified in Schedule 36A to the Education Act 1996.
- A person with whom arrangements have been made for the provision of education under section 19 of the Education Act 1996 or section 100 of the Education and Inspections Act 2006 (cases of illness, exclusion etc).
- The proprietor of—
 - (a) a school that has been approved under section 342 of the Education Act 1996,
 - (b) a maintained school within the meaning given by section 20(7) of the School Standards and Framework Act 1998,
 - (c) a maintained nursery school within the meaning given by section 22(9) of that Act,
 - (d) an independent school registered under section 158 of the Education Act 2002,
 - (e) an independent educational institution registered under section 95(1) of the Education and Skills Act 2008, or
 - (f) an alternative provision Academy within the meaning given by section 1C of the Academies Act 2010.
- A person who is specified or nominated in a direction made in relation to the exercise of a local authority's functions given by the Secretary of State under section 497A of the Education Act 1996 (including that section as applied by section 50 of the Children Act 2004 or section 15 of the Childcare Act 2006).
- A person entered on a register kept by Her Majesty's Chief Inspector of Education, Children's Services and Skills under Part 2 of the Care Standards Act 2000.

¹⁸ Schedule 6, Counterterrorism and Security Act 2015 (www.legislation.gov.uk/ukpga/2015/6/schedule/6/enacted) Accessed 18/7/17.

- The governing body of a qualifying institution within the meaning given by section 11 of the Higher Education Act 2004.
- The provider of education or training—
 - (a) to which Chapter 3 of Part 8 of the Education and Inspections Act 2006 applies, and
 - (b) in respect of which funding is provided by, or under arrangements made by, the Secretary of State or the Chief Executive of Skills Funding.
- A person registered under Chapter 2, 2A, 3 or 3A of Part 3 of the Childcare Act 2006 or under section 20 of the Children and Families (Wales) Measure 2010 (nawm 1).
- A body corporate with which a local authority has entered into arrangements under Part 1 of the Children and Young Persons Act 2008.
- A person who is specified in a direction made in relation to the exercise of a local authority's functions given by the Welsh Ministers under section 25 of the School Standards and Organisation (Wales) Act 2013 (anaw 1) (including that section as applied by section 50A of the Children Act 2004 or section 29 of the Childcare Act 2006).
- The governing body of an educational establishment maintained by a local authority in Wales.
- The governing body or proprietor of an institution (not otherwise listed) at which more than 250 students, excluding students undertaking distance learning courses, are undertaking—
 - (a) courses in preparation for examinations related to qualifications regulated by the Office of Qualifications and Examinations Regulation or the Welsh Government;
 - (b) courses of a description mentioned in Schedule 6 to the Education Reform Act 1988 (higher education courses).

Appendix 2

Prevent duty checklist – for information

The following checklist sets out the key actions that school and college leaders should take to implement the Prevent duty. The checklist should be read in conjunction with the advice and guidance contained in this document.

School and college leaders should:

1. be familiar with the statutory guidance on the Prevent duty;
2. understand the definition of extremism set out in the statutory guidance on Prevent;
3. seek information on the general risks relating to extremism and radicalisation faced by children and young people in their area;
4. make use of their establishment's existing safeguarding procedures to address issues children and young people may face in relation to radicalisation and extremism;
5. take account of the policies and procedures of Local Safeguarding Children Boards (LSCBs) in relation to the Prevent duty;
6. take advice from LSCBs on ways in which schools and colleges should engage with other agencies, including the police and, where deployed, specialist Prevent co-ordinators;
7. allow Dedicated Safeguarding Leads to access Prevent training delivered through the Home Office's Workshop to Raise Awareness of Prevent (WRAP) programme;
8. provide Dedicated Safeguarding Leads with the time and resources required to discharge their functions effectively;
9. ensure that all members of staff who work directly with children and young people understand that radicalisation is the process by which children and young people are drawn towards extremism and why they may be vulnerable to being drawn into terrorism as a result of it;
10. ensure that all staff are aware of what is meant by extremism in the context of Fundamental British Values and how extremism is used to justify terrorist activity;

11. provide staff with opportunities to become aware of what measures are available to prevent children and young people from being drawn into terrorism and how to challenge the extremist ideologies that may be associated with it;
12. ensure that staff are made aware of the establishment's internal processes and policies for safeguarding children and young people identified as being at risk of radicalisation;
13. provide information to all staff about local Channel arrangements;
14. consider allowing staff opportunities within the working day to access the Educate Against Hate website and the linked training, including the College of Policing online Channel training module on risk assessment;
15. ensure that policies on internet safety are up to date and that internal safeguarding arrangements allow staff to report any concerns about material accessed by children and young people, either on-site or elsewhere;
16. check that internet policies are consistent with the advice set out in *Keeping Children Safe in Education*;
17. provide opportunities for staff to familiarise themselves with the Home Office guidance on the ways in which social media can be used to radicalise children and young people;
18. recognise that the Prevent duty must not be met in ways that conflict with other key statutory duties, particularly those that relate to the Equality Act 2010 and the Public Sector Equality Duty (PSED);
19. ensure that policy and practice recognises that the Prevent duty addresses all forms of terrorist threat to the UK and is not limited to Islamist extremism; and
20. undertake an annual Equality Impact Assessment (EIA) to confirm that effective consideration has been given to the PSED in implementing the Prevent duty.

Appendix 3

Useful publications

The publications listed below are available via the NASUWT website at: www.nasuwt.org.uk/prevent.

NASUWT publications

EqualiTeach (2016) *Universal Values: Further Ideas and Activities*

EqualiTeach (2016) *Universal Values: Responding Holistically to the Requirement to Promote Fundamental British Values*

NASUWT (2017) *Hate Crime*

NASUWT (2017) *Promoting Equality, Tolerance and Respect*

NASUWT (2017) *Preventing and Tackling Prejudice-related Bullying of Teachers*

NASUWT (2017) *Preventing and Tackling Prejudice-related Bullying of Pupils*

NASUWT (2017) *Tackling Islamophobia*

NASUWT (2016) *Guidance on Forced Marriage*

Race on the Agenda (Rota) (2014) *Free Schools, Equality and Inclusion*

Runnymede Trust (2017) *Visible Minorities, Invisible Teachers: BME Teachers in the Education System in England*

Government advice and guidance

HM Government (2011) *CONTEST: The United Kingdom's Strategy for Countering Terrorism*

HM Government (2015) *Prevent duty guidance*

HM Government (2015) *Prevent duty guidance: further education institutions in England and Wales*

DfE/Home Office (2015) *How social media is used to encourage travel to Syria and Iraq*

HM Government (2015) *Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism*

DfE (2015) *Keeping Children Safe in Education*

Educate Against Hate (<http://educateagainsthate.com/>) – The website provides advice for teachers, parents and school leaders. The website provides information about teachers' and school leaders' responsibilities under the Prevent duty, and practical information about how teachers and school leaders can fulfil their responsibilities.

Educate Against Hate also provides links to sources of training, advice and support, including: the Workshop to Raise Awareness of Prevent (WRAP), the College of Policing's Channel General Awareness training, the London Grid for Learning's counter-narratives and conversations videos and resources, and the Education and Training Foundation's (ETF's) website for further education providers.

Other resources and further reading

Centre for Studies in Inclusive Education (CSIE) (2015) *Equality: Making it Happen* (see: www.csie.org.uk/resources/current.shtml for further details)

Busher, Joel; Choudhury, Tufyal; Thomas, Paul; and Harris, Gareth (July 2017). *What the Prevent duty means for schools and colleges in England: An analysis of educationalists' experiences*.

The Council for Arab-British Understanding www.caabu.org

NASUWT

The Teachers' Union

Tel: 03330 145550

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