



Prevent and Anti Extremism Policy

Date established:	July 2015
Updated:	February 2019
Reviewed:	Annually Feb 2019
Purpose:	This policy aims to set out MITSkills position regarding the Prevent and Anti-Extremism policy

MITSkills (MIT) aims to ensure that learning takes place in a safe environment where extremism in it many forms is challenged, or where appropriate reported and that no employee, trainee or potential employee will receive less favourable consideration or treatment by virtue of his or her gender, race, colour, marital status, sexual orientation, disability, age, nationality or ethnic origin. Furthermore, we aim to ensure that no person will be disadvantaged by any condition or requirement, which cannot be shown as, justified.

MITSkills will ensure that it engages competent, skilled workforce and reflecting where possible, the ethnic mix of the local community.

For this policy to be successful, the cooperation of all employees is vital.

However, MITSkills is ultimately responsible for achieving the objectives outlined and for ensuring full compliance with the relevant Acts of Parliament including the Equality Act 2010 and Codes of Practice and the Governments 'Prevent' agenda, and our obligations under Safeguarding.

Misappropriate actions against this policy and the laws on which they are based, will be considered a serious offence and will incur disciplinary actions or dismissal.

Aims of Prevent Policy

MITSkills is committed to providing a secure environment for students, where they feel safe and are kept safe. All adults at MITSkills recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake or whether their role has direct contact or responsibility for students or not. Preventing Extremism and Radicalisation is one element within our overall MITSkills arrangements to safeguard and promote the welfare of all students in line with our statutory duties. This policy also draws upon the Government's 'Prevent' agenda and Department of Education Guidance, 'Prevent violent extremism' and DfE Guidance "Prevent Duty Guidance: for further education institutions in England and Wales 2015" as well as MITSkills Ethos and Practice

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445915/Prevent_Duty_Guidance_For_Further_Education_England_Wales_-_Interactive.pdf (Correct Feb 2019)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/744673/Work_Based_Learners_Guidance.pdf



When operating this policy, MITSkills uses the following accepted Governmental definition of extremism which is: '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; and/or calls for the death of members of our armed forces, whether in this country or overseas'. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people.

Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. MITSkills does not tolerate extremist views of any kind whether from internal sources; learners, staff, subcontractors or Directors, or external sources; community, external agencies or individuals. Students see our MITSkills as a safe place where they can explore controversial issues safely and where our teaching staff and assessors encourage and facilitate this. We have a duty to ensure this happens.

We at MITSkills recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that in challenging extremist views we are actively protecting our students. Therefore, at MITSkills we will provide a broad and balance training programme, delivered by skilled professionals, to enable our students to understand and become tolerant of difference and diversity.

We will work to ensure that all learners feel valued and not marginalized. Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in accordance with our Student Disciplinary Policy and the Staff Code of Conduct. As part of wider safeguarding responsibilities, MIT staff will be alert to:

- Disclosures by students, of their exposure to the extremist actions, views or materials of others outside, such as in their homes or community groups, especially where students have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner colleges, local authority services, and police reports of issues affecting students in other colleges or settings.
- Students voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our Equalities Policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Extremist views in any form or encouraging others to extremist view can result in learners and or staff being reported to appropriate support or appropriate authorities MIT Skills will take disciplinary action where appropriate which can include removal from learning for Learners and dismissal in the case of staff.
- Anti-Western or Anti-British views MIT Skills will closely follow any locally agreed procedure as set out by the Local Authority and/or Surrey Safeguarding Children's Board's agreed



processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that the student is offered mentoring. Additionally, in such instances our MITSkills will seek external support from the Local Authority and/or local partnership structures working to prevent extremism. By delivering a broad and balanced learning programme, augmented by the use of external sources where appropriate, we will strive to ensure our students recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help them develop the critical thinking skills needed to engage in informed debate.

Raising concerns where there are concerns of extremism or radicalisation, students and staff will be encouraged to discuss them with the Safeguarding Officer, or Operations Director. The procedure for reporting and referring safeguarding concerns will apply. Role of Senior Management, the Managing Director of MITSkills will task Senior management to ensure all staff will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities in an active Prevent strategy, including their statutory safeguarding duties.

The Senior Management of MIT Skills will support the ethos and values of MITSkills and will support the in tackling extremism and radicalisation. In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2014' the Managing Director will challenge MIT Skills senior management team on the delivery of this policy and monitor its effectiveness. Managing Director will review this policy annually and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

Selection & Recruitment:

- Where possible, to have more than one person involved in the selection, interview and recruitment process.
- All parties trained in equality of opportunities.
- To involve in the selection and recruitment process, women, disabled and minorities
- To make clear our responsibility under equality does not preclude our responsibilities under safeguarding or Prevent in protecting the learners, staff, partners and the wider community.
- Employment will require an enhanced DBS, and to achieve a satisfactory pass in appropriate in Safeguarding and Prevent Training prior to employment or within the probationary period, no probationary period will be deemed as passed until these are achieved regardless of any other agreed targets set. as a pre-employment requirement. Training will be ongoing in Equality, Safeguarding and Prevent to help underpin a common understanding of the need to facilitate and promote British values, be aware of vulnerable groups, and discourage extremist views which may be impact others rights, freedoms and the rule of law.
- Explanations for the selection and rejection of applicants will be recorded.



Training:

- MIT will ensure that job descriptions are accurate to the post and frequently reviewed and updated where appropriate.
- All staff regularly evaluated to identify any additional training needs including those related to Prevent and Safeguarding.
- To encourage staff to apply for training and employment opportunities within the company.
- Where a need is identified, to recruit competent staff to deliver suitable training and support.
- Staff are required to comply with our Prevent Policy, Safeguarding Policy and Equality and Diversity policy which we see as integral ensuring learner develop, and are kept safe within MITSkills

Conditions of service:

- All personnel records will be kept confidential and accessed by authorised person/s only.
- Records on staff will include details on gender, racial origin and disability.
- Staff will have restricted access to view files held on them and where necessary issue instructions for corrections.
- All complaints and grievances should be addressed in the first instance to the line manager; MITSkills has clear guidance on complaints and appeals procedures.

Subcontracting

Where MITSkills subcontracts or has partners deliver to learners they are requires to

- Adhere to the equality act and require their staff to do so.
- Subcontractors will require to have linked policies for equality, enhanced DBS for staff, safeguarding, and Prevent policies and related appropriate procedures including training of all teaching and delivery staff, and for all staff working with MIT Skills learners. Subcontractors staff are expected to achieve a satisfactory pass in appropriate Safeguarding and Prevent Training as agreed with MIT Skills. New subcontractors where Safeguarding and Prevent training of all teaching delivery staff working with MITSkills learners is not already in place will be given a grace period to evidence that all staff are trained and have passed safeguarding and Prevent training to the standard agreed with MITskills. Until these are achieved regardless of any other agreed targets set, as a subcontractor requirement, the subcontractor will have a higher risk rating. If after the grace period, the evidence of training of staff is not achieved MIT Skills will reflect this in the subcontractor risk rating of high and may incur penalties up to and including the subcontractor partnership being suspended or



removed. Where compliance is achieved subcontractors will then be expected maintain regular staff and learner training ongoing in Equality, Safeguarding and Prevent to help underpin a common understanding of the need to facilitate and promote British values, be aware of vulnerable groups, and discourage extremist views which may be impact other rights, freedoms and the rule of law.

Learner Delivery

- Delivery staff including Subcontractors will be require to demonstrate that the integrated promotion of equality and diversity, active delivery of the Prevent aims within their schemes of work and delivery, including active aims and Improving of learners understanding of Equality and Diversity, British values, and how to raise concerns over extremism. Delivery staff will be risk rated on delivery this will be reflected in MIT Skills teaching and assessment rating procedure delivery staff will be expected to develop and improve base on feedback to agreed timescales (See Work Based Trainer Formal Observation Process).

A Policy on Visitors and Public speakers

All public speakers and visitors must be signed into and out off our sites by an authorised member of staff and their visit reported to the appropriate member of Staff.

Public Speakers or lecturers – these must be authorised by the following SMT only, John Osborne, Hani Zubeidi or Hisham Zubeidi

The content of any speakers must be requested and agreed with the Senior Manager, a member of staff must be present during any speaker's event.

Policy on offsite visits

Visits offsite for learners must be authorised by named SMT on the basis of a detailed justification by email.

Staff numbers must be appropriate and associated risks of exposure to radicalisation must be considered in the outline of risk.

Policy related to Distribution of Leaflets

No leaflets that are not published by a Government Body or Department, a recognised awarding body, local authority including emergency services, Health Board Health Group, the Equality Commission, NHS, or trade body may be used or distributed on site unless authorised.

Authorisation is via the named SMT - John Osborne, Hani Zubeidi or Hisham Zubeidi leaflet that are may be distributed.

Political leaflets are prohibited to be distributed within the college. Staff members or learners distributing leaflets without authorisation so may face disciplinary action including, dismissal this includes e leafleting.

Policy on the Use IT Equipment of Email and Internet. – MITSkills policy on Prevent and with regard to us of IT Equipment, Email and the Internet is clear stated in the Policy "Use IT Equipment of Email and Internet." Please read this in conjunction with this policy.



Safeguarding and Prevent

MITSkills has Designated Safeguarding and Prevent Staff to which staff should report concerns in the first instance. Stuart Francis – Stuart.Francis@mitskills.com
Telephone 01932 341416 ext 216

Whistleblowing – MITSkills has a Whistleblowing Policy and this extends to Prevent, In the case of Prevent related issues in the event that a learner or member of staff has concern that an issue related to extremism, or radicalisation is not being dealt with by MITSkills. Or in relation to another provider/college/or school the Department of Education has provided the following contact details.

The DfE counter extremism helpline

Email counter.extremism@education.gov.uk. Telephone 020 7340 7264

If you are concerned about extremism in a FE or training provider organisation, or if you think a learner might be at risk of extremism, contact the DfE helpline. Open Monday to Friday from 9am to 6pm (excluding bank holidays).

The following are the Department of Education Regional Prevent Coordinators

- **East Midlands**
- **Sam Slack:** Sam.Slack@education.gov.uk
- 07384 452156
- **Eastern region**
- **Dave Layton-Scott:** David.Layton-Scott@education.gov.uk
- 07702 948298
- **South West**
- **Salam Arabi-Katbi:** Salam.Katbi@education.gov.uk
- 0117 9455533
- 07824 083307
- **North West**
- **Nigel Lund:** Nigel.Lund@education.gov.uk
- 07384 452146
- **South East**
- **Sheriyar Alamgir:** Alamgir.Sheriyar@education.gov.uk
- 074687 14372
- **Wales**
- **Barrie Phillips:** Barrie.Phillips@education.gov.uk
- 02920 873281
- 07800711318
- **West Midlands**
- **Hifsa Haroon-Iqbal:** Hifsa.Haroon-Iqbal@education.gov.uk
- 07825 400099
- 0121 303 3642



European Union


European
Social Fund



Skills Centre

- **London**
- **Sara McClure:** Sara.McClure@education.gov.uk
- 07384 521186
- **Chris Rowell:** chris.rowell@education.gov.uk
- 07384 872 518

- **North East**
- **Chris Sybenga:** Chris.Sybenga@education.gov.uk
- 07384 456640

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