

L A I N E
THEATRE ARTS

PREVENT DUTY POLICY
2023

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1 Applicability

- 1.1 This Policy applies to all staff, students and part-time pupils at Laine Theatre Arts.
- 1.2 This Policy is designed to help both staff and students understand their responsibilities regarding the College's statutory duties in respect of the Prevent Duty, as well as the expectations of Prevent in circumstances where it is reasonably believed that an individual is at risk of being drawn into terrorism, and who to contact. Laine Theatre Arts will seek to ensure that any vulnerable individuals within its community are safeguarded from being drawn into terrorism.
- 1.3 The College has taken a risk-based approach to put in place appropriate measures at an institutional level to ensure that the risks of its members of staff and students being radicalised are minimised whilst balancing the need to ensure freedom of speech, academic freedom, and the promotion of equality and diversity. This Policy forms part of that approach.
- 1.4 No processes or mechanisms will be created for the express purpose of monitoring and reporting students or staff, and existing policies and procedures will be used to ensure the safety of the College's community. No referral will be made to the authorities and/or the Channel Programme without the express authority eg. the Local Prevent Leads, following advice from the College's Prevent Duty Lead.

2 Introduction and Definition

- 2.1 The Counter Terrorism and Security Act 2015 places a duty on all specified authorities, including Relevant Higher Education Bodies (RHEB) and private Further Education Institutions on the UK Register of Learning Providers to have due regard to the need to prevent people from being drawn into terrorism. This legislation is given specific statutory force through the Prevent Duty Guidance for Further and Higher Education institutions in England and Wales, referred to as the 'Prevent Duty'. Prevent is one strand of the UK Government's counter-terrorism strategy.
- 2.2 The underlying considerations adopted by the College in implementing the Prevent Duty are:
 - A commitment to the safety and wellbeing of our staff and students and all who interact with the College, including not being victims of or complicit with any activities linked to radicalisation.
 - Upholding the legislative requirements and championing the spirit of academic freedom and freedom of speech within the law and with the appropriate obligations and responsibilities arising from such freedoms.
 - That the requirements described within this policy are implemented in a proportionate and risk-based manner.
- 2.3 The legal definition of terrorism as stated in the Terrorism Act 2000 is "the use or threat of action which involves serious damage to property; or endangers a person's life; or creates a serious risk to the health and safety of the public; or is designed to interfere with or disrupt an electronic system. The use or threat must be designed to influence the government or to intimidate the public, and is made for the purpose of advancing a political, religious or ideological cause."
- 2.4 Terrorism may take the form of extremist behaviour and acts, and the statutory guidance defines extremism 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 and calls for the death of members of our armed forces, whether in this country or overseas''. The College promotes these values to its students, as outlined in its Universal Values Statement.

- 2.5 Radicalisation is defined as the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- 2.6 In accordance with this definition, the College considers that extremist ideologies, and those who express them, undermine the principles of free speech and academic freedom. Freedom of speech and academic freedom are separate but interrelated liberties and are key features of student life. The College has a separate Freedom of Speech Policy which sets out the legal obligations, rights and responsibilities related to preserving this freedom.

3 Scope and Application of this Policy

- 3.1 The purpose of this policy is to provide high-level information on the requirements of the Prevent Duty, the College's approach to applying it, and how the arrangements required therein are being satisfied. Further details on specific arrangements in place are provided in separate policies and procedures, as noted throughout this policy.
- 3.2 The College is aware of the Channel Process and of the opportunities for informal and formal sharing of information with the relevant authorities. It will use these opportunities when considered reasonably necessary and appropriate to do so in the interests of the Prevent Duty. Information sharing will only take place with external authorities when this is consistent with the provisions of the Data Protection Act 2018.

4 Arrangements to Deliver the Prevent Duty

- 4.1 Governance
 - 4.1.1 The Laine Theatre Arts Board has a statutory responsibility to ensure the College satisfies the requirements of the Prevent Duty. A designated member of the Board has governing body responsibility for Prevent, with leadership and implementation delegated to the Director of Studies and Educational Compliance who is the designated Prevent Lead. The Director of Studies and Educational Compliance is responsible for ensuring that the College complies appropriately with the Prevent Duty in accordance with the guidance issued from time to time by responsible bodies including the UK Government, Ofsted and the OfS. The Prevent Lead will ensure that staff have access to training on the risks related to the Prevent Duty and how to respond appropriately, and that key staff have more detailed training on how to support and safeguard vulnerable students and staff and on the use of referral mechanisms in appropriate cases. They will also be responsible for developing and maintaining links with local Prevent Partners.
 - 4.1.2 This Policy and its associated procedures are kept under annual review by the Academic Board and the Senior Management Committee as appropriate, with ultimate responsibility for ensuring compliance with the Prevent Duty resting with the Laine Theatre Arts Board.
- 4.2 Risk Assessment and Action Plan
 - 4.2.1 The College continually assesses where and how its students might be at risk of being drawn into terrorism. The College manages risk by looking at institutional policies regarding student welfare, including equality and diversity and the safety and welfare of students and staff. The risk assessment

also assesses the physical management of the College's estates, as well as policies and procedures for events held by staff, students or visitors (including external speakers), use of IT systems, and relationships with external bodies.

- 4.2.2 The Prevent Duty Risk Assessment is kept under review by the Senior Management Committee and reviewed annually, reported to the Audit and Risk Committee and the Laine Theatre Arts Board to ensure continuing relevance.. The The Senior Management Committee will report annually the Laine Theatre Arts Board with a view to providing reassurance that the College's responsibilities under the Prevent Duty are being effectively discharged.
- 4.3 External/Visiting Speakers, Guest Artists & Teachers, and Events
 - 4.3.1 The College has robust procedure for approving External/Visiting Speakers, Guest Artists & Teachers, and Events. This procedure is set within the context of the College's statutory responsibility to secure freedom of speech.
 - 4.3.2 A risk-based approach to the assessment of events will be taken, and in exceptional circumstances, the College reserves the right to prohibit events where speakers or guest teachers promote or seek to incite hatred of, or violence against others.
- 4.4 Staff Training
 - 4.4.1 The College will develop and make accessible training materials available to all staff outlining the requirements of the Prevent Duty including guidance and support provided at a national level to support the delivery of training with Relevant Higher Education Bodies (RHEB's). Training will also be delivered to appropriate staff to aid awareness of the Prevent Duty and its requirements and the arrangements the College has in place to seek to prevent staff or students from being drawn into terrorism or becoming victims of it. This will include training staff to understand the factors that make people support terrorist ideologies or engage in terrorist-related activity, to recognise vulnerability to being drawn into terrorism, and to be aware of what action to take in response, rather than direct intervention. Local Prevent Leads should be contacted in confidence where staff have specific concerns; they can provide support and guidance as necessary and identify when referral to another body is appropriate.
- 4.5 IT and Internet Access All internet access via Laine Theatre Arts' networks is subject to the conditions listed in the College's IT policy and details the steps taken to keep students and staff safe whilst accessing the internet on site. This includes but not limited to, upgrades to the filtering and monitoring of internet sites to ensure no harmful content is being viewed within the college which are being implemented in the 2023 upgrade cycle.
- 4.6 Social Media
 - 4.6.1 The College has a Statutory obligation under the Prevent Duty to ensure that social media is not used to promote extremist material or activities that may place people at risk of being drawn into terrorism; therefore its social media channels are monitored regularly and action will be taken to address any misuse of social media which is in breach of this policy.
- 4.7 Communications
 - 4.7.1 The College has a statutory obligation under the Prevent Duty to ensure that material is not distributed or displayed on its premises which promotes terrorism or extremist-related activities.

Therefore, action will be taken to remove any material if identified and steps will be taken to address any publication of material in breach of this policy.

4.8 Safeguarding and Reporting

- 4.8.1 The implementation of the Prevent Duty is not to re-shape the current relationship between staff and students; instead the focus is that, in the event that a member of the College community has a serious concern that someone else within our community is potentially being drawn into violent extremism or terrorism, they know where to seek advice and what to do with that concern.

5. Values

- 5.1 The Department for Education (DofE) expects schools and Further Education (FE) colleges to promote the values of “democracy, the rule of the law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs”. Institutions are expected to encourage students to respect other people with regard to the protected characteristics set out in the Equality Act 2010, as these have a part to play in preventing extremism and building resilience to grooming and radicalisation. For details of how these values are promoted across the College’s provision, please see our Universal Values Statement.

Policy reviewed October 2023 – Date of next review – October 2024