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# Safeguarding and the Prevent Duty for Employers



All further education providers have a duty to safeguard their students, which includes work-based learners. The Prevent Duty is about protecting them from the dangers of radicalisation by extremist individuals or organisations. It is not about preventing students from having political and religious views. The Prevent Duty is part of the safeguarding responsibilities of further education colleges.

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## What is Safeguarding?

Safeguarding involves keeping students safe from abuse and dealing appropriately with any disclosures of abuse that they may make.

Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Children includes everyone under the age of 18.

## What is the Prevent Duty?

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies, listed in Schedule 3 of the Act, to have "due regard to the need to prevent people from being drawn into terrorism". These statutory bodies include: Education, Health, Social Care and the Police.

## What is Extremism?

The government has defined extremism in the Prevent Duty as: "vocal or active opposition to fundamental British values". This also includes calls for the death of members of the British armed forces. Extremism and radicalisation might include: violent religious groups, the extreme right wing, animal rights extremists and other causes.

## What is Radicalisation?

Radicalisation is the process by which a person comes to support terrorism and extremist ideologies. "Radicalisation is a vague and non-specific word which different people may use to mean different things ... this nation and our culture are tolerant of religious diversity ..." Justice Holman, March 2014.

## What are British Values?

British values are defined as “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.”

Bolton College encourages its students and staff to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

## What are the Signs of Vulnerability?

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism, or being at risk of being radicalised. Factors that may have a bearing on someone becoming vulnerable may include:

- Loneliness or isolation leading to negative influence from other people or via the internet
- Drugs, gangs, violence and crime against them or their involvement in crime, e.g. race/hate crime, anti-social behaviour etc.
- Family tensions and breakdown, poverty, homelessness and lack of self-esteem
- Personal or political grievances or recent political or religious conversion
- Sexual exploitation, physical or mental abuse
- Having a strong sense of injustice

## What is the College's Role?

Bolton College has a legal responsibility under the Prevent Duty to make sure that:

- All staff have undertaken training in the Prevent Duty
- We are aware of when it is appropriate to refer concerns about students or colleagues to the College's Designated Safeguarding and Prevent Lead
- College staff, working with partner organisations and employers, exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" in their practice.

We have a statutory duty to "prevent people from being drawn into terrorism" and as such we need your help and support to comply with this duty. Many of the things we already do at Bolton College is to help learners to be positive, happy members of society, and these include:

- Exploring other cultures and religions and promoting diversity
- Challenging prejudices and racist comments and behaviours

- Developing critical thinking skills and a strong, positive self-identity
- Promoting spiritual, moral, social and cultural development
- Active promotion of British values

We provide students with information so they understand how to protect themselves from extremist views contrary to British values, which they may encounter, now or later in their lives, helping to keep themselves safe.

We use a range of methods to protect students from the risk of radicalisation, such as: embedding British values into our teaching and learning practice; monitoring of online activity; ensuring all staff have received training; and by vetting visitors who deliver sessions. All our staff are subject to DBS (Disclosure and Barring Service) checks.

Where staff have concerns, they would report them to the College's Designated Safeguarding and Prevent Lead, who would then determine what course of action to take and whether or not to make a referral to Channel. We ask that employers do the same.

## What is Channel?

Channel is a programme that provides support to people who are identified as being vulnerable to being drawn into terrorism or extremism. It is a supportive approach requiring their agreement and operates in the pre-criminal space. The programme uses a multi-agency approach to protect vulnerable people by:

- Identifying individuals at risk;
- Assessing the nature and extent of the risk; and
- Developing the most appropriate support plan for the individuals concerned

## Employer's Responsibilities Explained.

As an employer you have a responsibility to:

- Alert Bolton College to any concerns regarding your work-based student to allow us to explore what the causes might be;
- Provide opportunities for employees to discuss their own concerns about extremism, events in the news and about British values safely;
- Operate to shared standards regarding Equality & Diversity and the Safeguarding of Children and Vulnerable Adults
- Be alert to any changes in your work-based student's behaviour that, in your professional opinion, gives you cause for concern

## Reporting Safeguarding or Prevent Concerns Involving a Work-Based Student

If you have a concern, would like more information or have any questions, please contact our Safeguarding Team via email or telephone:

**Stephen Mellor**  
Safeguarding Manager  
stephen.mellor@boltoncc.ac.uk  
**01204 482 199**

**Rosie Croarkin,**  
Safeguarding Officer  
rosie.croarkin@boltoncc.ac.uk  
**01204 482 180**

**Janine Perry,**  
Safeguarding Officer  
janine.perry@boltoncc.ac.uk  
**01204 482 762**

**Shahida Khan,**  
Safeguarding Officer  
shahida.khan@boltoncc.ac.uk  
**01204 482 758**

**Jane Marsh,**  
Executive Director of Human Resources & Estate  
jane.marsh@boltoncc.ac.uk  
**01204 482 100**

You will find more details about the Prevent Duty in our Safeguarding and Prevent policy, available on our website at

**[www.boltoncollege.ac.uk](http://www.boltoncollege.ac.uk)**

The following sources may also be useful for further information:

- HM Government Prevent Duty Guidance: for England and Wales 2023 – see the education section booklet for England and Wales  
**[www.bit.ly/prevent-duty](http://www.bit.ly/prevent-duty)**
- What is Prevent? Let's Talk About It: <http://www.ltai.info/what-is-prevent/>
- Extremism takes many forms and some of these may be a greater threat in some areas – for example Animal Rights extremism in the South West of England. Your local council and police will be able to advise you if you have specific concerns or questions



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