

Laine Theatre Arts Prevent Duty Risk Assessment (Further Education)

Person completing: Andrew Bates Date Implemented: 5th December 2023 (tbc Board approval) Date for review: Decemember 2024

A risk assessment is a core part of implementing the Prevent duty. All providers should read guidance from the department on how to complete a risk assessment and on safeguarding learners vulnerable to radicalisation. Schools should assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.

Providers may choose to have a specific separate risk assessment to better communicate to staff and document actions taken to mitigate any risks. The purpose of the risk assessment is to have an awareness and understanding of the risk of radicalisation in your area and your institution. The type and scale of activity that will address the risk will vary but should be proportionate to the level of risk, type of provision, size and phase of education.

This is an internal document and should be reviewed annually, in line with Keeping Children Safe in Education requirements, or following a serious incident.

National Risks – risk of radicalisation generally

What national risks are you aware of that could impact to your area, setting, pupils or families? For example, national threat level			
National Threat Level is currently SUBSTANTIAL (an attack is likely).	The ongoing conflicts in Ukraine and Israel/Gazza and associated campaigns, protests and actions.	Ongoing campaigns, public protests and actions around environmental issues.	Risk 4

Local Risks – risk of radicalisation in your area and institution

What specific local risks are you aware of that could impact to your area, setting, pupils or families? E.g. local extremist activity (groups active in the area)			
Local gang-related activity includes drug and knife crime; at least two known gangs currently operate in Epsom	Proximity of Epsom to the current political protests re. Israel/Gazza occurring in London	Proximity to the M25 and inner London increases genral gang-related crime rates	

Category	Risk	Hazard	Risk management	Rag	Further action needed	Lead officer	Date for	Support available	
Leadership	The setting does not place sufficient priority to Prevent and risk assessment/action plans (or does not have one) and therefore actions to mitigate risks and meet the requirements of the Duty are not effective.	Leaders (including governors and trustees) within the organisation do not understand the requirements of the Prevent Statutory Duty or the risks faced by the organisation. The Duty is not managed or enabled at a sufficiently senior level.	All staff receive an annual Prevent Duty briefing as part of the annual staff training day. All staff, SLT and Board of Directors complete online Prevent Duty training, completion of which is monitored by the SLT. The Senior Management Committee has Prevent Duty reporting as a standing agenda item, and the Board of Directors receive the minutes of each meeting to gain assurance that the College remains compliant with the Duty.		Executive Director to follow up on any staff who have not provided evidence of completion of the online Prevent training. UPDATE - Staff have been given a deadline of the end of term July 24 to have evidenced completion of this.			Prevent e-learning Home Office offer a free e-learning package on Prevent covering: - Prevent awareness - Prevent referrals - understanding Channel Users that complete this training will receive a certificate. https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/ Work-based Learners and the Prevent Duty Guidance for further education (FE) providers in England on the Prevent duty in work-based learning environments https://www.gov.uk/government/publications/work-based-learners-and-the-prevent-statutory-duty	
		Leaders do not have understanding and ultimate ownership of their internal safeguarding processes, nor ensuring that all staff have sufficient understanding and that staff implement the duty effectively.	The College has appointed a member of SLT as the Strategic Prevent Lead and a member of the Board of Directors has responsibility at Board level for Prevent. SLT and Board of Directors complete online Prevent Duty training. All staff complete online Prevent Duty training.						
		Leaders do not communicate and promote the importance of the duty.	The Strategic Prevent Lead is a member of SLT. All staff receive an annual Prevent Duty briefing as part of the annual staff training day.						
		Leaders do not drive an effective safeguarding culture across the institution.	A member of the Board of Directors is the designated Saeguarding & Prevent governor. A member of SLT is the strategic lead for Safeguarding & Prevent, supported by an operational lead who is also a member of SLT. Safeguarding & Prevent policies and processes are						
		Leaders do not provide a safe environment for learners.	SLT and the Board of Directors have a clear understanding of Prevent reporting and referral mechanisms. Learners are made aware of the processes for reporting						
Partnership	The setting is not fully appraised of national and local risks, does not work with partners to safeguard children vulnerable to radicalisation, and does not have access to good practice advice, guidance or supportive peer networks.	The provider does not establish effective partnerships with other partners including police, DIE Regional Prevent Coordinator, and the local authority.	The College has established relationships with relevant safeguarding and Prevent partners including: - DIE Regional Prevent Coordinator - LADO - Community Safety Partnerships - Police Prevent Team - Channel panel		It can be difficult to get a response from the Regional Prevent Co-ordinator, therefore the Director of Studies & Educational Compliance to seek advice from other regional partners on the most effective approach.			Prevent duty guidance Outlines the requirements of the duty, including working in partnership with others. https://www.gov.uk/government/publications/prevent-duty-guidance/revise-prevent-duty-guidance-for-england-and-wales#a-risk-based-approach-to-the-prevent-duty Understanding channel An overview of channel support and the Prevent Multi-Agency Panels (PMAP). https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance	
		Learners not engaged on Prevent duty implementation.	Students are represented on the Academic Board, the Board of Studies, and the Student Liaison Committee where they have the opportunity to engage with Prevent Duty implementation.		As the new governance structure is in the early stages of implementation, the Director of Studies & Education Compliance (Strategic Safeguarding & Prevent Lead) to ensure that the Student Liaison Committee proactively provides opportunities for students to engage with Prevent Duty implementation. Prevent was discussed with the SLC at its January and April meetings. A staff-student focus group has been formed to brainstorm ways of engaging			Sign-up for Educate Against Hate newsletter Latest news, blogs and resources to help teachers, school leaders and designated safeguarding leads protect students from radicalisation https://signup.es-mail.co.uk/Signup/da659377ec9fa9e8d40363308d4e84ac	
		No SPOC for Prevent-related activity.	The operational safeguarding & Prevent lead, a member of SLT is the SPOC for Prevent-related activity.						

Capabilities

Category	Risk	Hazard	Risk management	Rag	Further action needed	Lead officer	Date for	Support available
Staff training	Staff do not recognise signs of abuse or vulnerabilities and the risk of harm is not reported properly and promptly by staff.	Appropriate staff including governors, do not understand what radicalisation means and why people may be vulnerable to being drawn into terrorism	All staff receive an annual Prevent Duty briefing as part of the annual staff training day. All staff, SLT and Board of Directors complete online Prevent Duty training, completion of which is monitored by the SLT.					Prevent e-learning Home Office offer a free e-learning package on Prevent covering: - Prevent awareness - Prevent referrals - understanding Channel Users that complete this training will receive a certificate. https://www.support-people-vulnerable-to-radicalisation.service.gov.uk/
		Appropriate staff including governors, do not know what measures are available to prevent people from being drawn into terrorism and do not know how to obtain support for people who may be exploited by radicalising influences.	All staff receive an annual Prevent Duty briefing as part of the annual staff training day. All staff, SLT and Board of Directors complete online Prevent Duty training, completion of which is monitored by the SLT.					Prevent resources, guidance and support The department's Educate Against Hate website provides a range of training and guidance materials. www.educateagainsthate.com
		Volunteers and subcontractors missed out of training plan as not considered as staff.	SLT maintain records of all staff training and requires staff completing online training to submit their certificate of completion.					

Information Sharing	Staff do not share information with relevant partners in a timely manner.	Staff do not feel confident sharing information with partners regarding radicalisation concerns. Staff are not aware of the Prevent referral process. No safeguarding information sharing consideration or agreement (where appropriate) in place at the local level. Necessity, proportionality, consent, power to share and data protection not a consideration when sharing information with partners.	The College has established and clear processes for sharing radicalisation concerns internally and with partners. All staff receive a briefing on safeguarding and Prevent as part of the annual staff training day, and as part of the induction process for new staff. The College has established relationships with key local safeguarding & Prevent partners.		We have partnered with the local police service who have been stationing police representatives in the foyer of the college for one day per term to supply students with anti-spiking kits and up-to-date information for local prevent-related issues to be aware of when in and around the town or the Capital.				Resources to support information sharing The department has published guidance on making a Prevent referral. https://www.gov.uk/guidance/making-a-referral-to-prevent
Reducing Permissive Environments									
Category	Risk	Hazard	Risk management	Rag	Further action needed	Lead officer	Date for	Support available	
Building children's resilience to radicalisation	Learners are exposed to intolerant or hateful narratives and lack understanding of the risks posed by terrorist organisations and extremist ideologies that underpin them.	The setting does not provide a safe space in which children and young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.	The College has a Code of Conduct for all staff which staff sign to confirm receipt and their acceptance. Students have contextual studies classes which include opportunities to develop their understanding of and discuss sensitive topics. Student representatives have the opportunity to raise concerns around sensitive topics such as terrorism and extremism informally through designated safeguarding and Prevent staff and formally through the Student Liaison Committee.					Resources for having difficult classroom conversations Educate Against Hate has a range of resources to help teachers conduct difficult conversations with students. The 'Let's Discuss' teaching packs have been developed to help facilitate conversations about topics such as fundamental British values, extreme right-wing terrorism and Islamist extremism. www.educateagainsthate.com www.educateagainsthate.com/category/teachers/classroom-resources www.educateagainsthate.com/category/teachers/classroom-resources/?filter=lets-discuss	
		The setting does not teach a broad and balanced curriculum which promotes spiritual, moral, cultural mental and physical development of pupils and fundamental British values and community cohesion.	The curriculum offers a broad curriculum where specialist studies in dance and musical theatre are supported by the promotion of the concepts of community and belonging and the development of students' mental and physical resilience. Contextual studies classes which run alongside practice-based training, provide opportunities for the development of spiritual and moral concepts and an exploration of British and global values.						
		British Values are not exemplified by staff and learners are unaware of both the values and how they and Prevent relate to their life and course.	Contextual studies classes which run alongside practice-based training, provide opportunities for the development of spiritual and moral concepts and an exploration of British and global values. Teaching and learning is continually monitored informally by SLT members and formally through the annual Personal Development Review Process which included peer observation of teaching.			SLT to monitor the implementation and effectiveness of the revised Personal Development Review process in ensuring that FBV and their relationship to Prevent are included in Contextual Studies classes.			
		Work based learners and apprentices are not provided with the same amount of opportunities to engage with British Values and are not considered when building FBV's into the curriculum.	The College does not offer work based learning or apprenticeships.						
IT policies	Ineffective IT policies increases the likelihood of learners and staff being drawn into extremist material and narratives online. Inappropriate internet use by learners is not identified or followed up.	Learners can access terrorist and extremist material when accessing the internet at the institution.	The College's IT system is currently being upgraded to include appropriate filtering systems and flags.		Executive Director to ensure that the IT system upgrade is completed by 31st December 2023. The College has fitted anti virus software on all devices and anti-revised IT Usage policies and guidance to be approved by 5th December 2023 and published to staff and students in September 2025.			Web filtering and online safety The Department for Education have issued comprehensive guidance on how schools and colleges should be using filtering and monitoring standards, including specific measures to comply with the Prevent duty. https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/filtering-and-monitoring-standards-for-schools-and-colleges Further guidance is available at https://saferinternet.org.uk/guide-and-resource/teachers-and-school-staff/appropriate-filtering-and-monitoring/appropriate-monitoring	
		Learners may distribute extremist material using the institution IT system.	The College's IT system is currently being upgraded to include appropriate filtering systems and flags. The College is revising its IT Usage policies and guidance for staff and students to ensure specific reference to the Prevent Duty.					You can test whether your internet service provider removes terrorist content at http://testfiltering.com/	
		Unclear linkages between IT policy and the Prevent duty. No consideration of filtering as a means of restricting access to harmful content.	The College is reviewing its Prevent Duty Policy and the IT Policy to ensure there are clear linkages between them. The revised policies will be approved by 5th December 2023			Revised IT Usage policies and guidance to be published to staff and students in September 2024.		The Joint Information Systems Committee (JISC) can provide specialist advice and support to help providers ensure students are safe online and appropriate safeguards are in place.	
		Students are not equipped with the skills to stay safe online.	Contextual Studies curriculum to include support for students in staying safe online.					Teach about online extremism The 'Going Too Far?' resource from Educate Against Hate and the London Grid for Learning to help teach students about staying safe online https://www.educateagainsthate.com/resources/going-too-far/	
External speakers and events	Ineffective external speaker and events policies/processes increases the chances of extremist infiltration through events and speaking opportunities.	Ineffective or disproportionate policies and procedures for external speakers and events.	Visiting artists and events policy, which includes reference to freedom of speech and includes off site events within the remit, and includes due diligence, sign off and appropriate mitigations to be approved by 5th December 2023		Director of Studies & Educational Compliance to monitor implementation of new process for authorising visiting artists and events and report monthly to Senior Management Committee.			Political Impartiality Guidance When using external agencies, schools in England must be mindful of their existing duties regarding political impartiality and to ensure the balanced presentation of political issues. Guidance on this is available on GOV.UK. https://www.gov.uk/government/publications/political-impartiality-in-schools/political-impartiality-in-schools#the-law	
		External speakers and events policy does not exist, or does not encompass all staff, learners, and visitors.	Visiting artists and events policy, which includes reference to freedom of speech and includes off site events within the remit, and includes due diligence, sign off and appropriate mitigations to be approved by 5th December 2023		Director of Studies & Educational Compliance to monitor implementation of new process for authorising visiting artists and events and report monthly to Senior Management Committee.				
		No consideration of freedom of speech implications. Freedom of speech stifled by a disproportionate process or the use of Prevent to shut down legitimate debate.	Visiting artists and events policy will reference freedom of speech and the College's Freedom of Speech Policy.						
		Allowing any sort of discussion to take place under the banner of freedom of speech which could leave open the potential of the hosting of proscribed organisations, which would be against the law.	All staff receive training on Prevent Duty and its intersection with freedom of speech as part of the annual staff training day.						
		No risk assessment process attached to events. Ineffective or no thought on appropriate mitigations to risk, or event cancellation in place of effective risk mitigation which impacts freedom of speech.	The visiting artists and events policy will include the requirement to provide a risk assessment and mitigations prior to approval being given.			Director of Studies & Educational Compliance to monitor implementation of new process for authorising visiting artists and events and report monthly to Senior Management Committee.			
		Focus is only on events taking place on site. Consideration needs to be made to include provider-affiliated events that could take place off site.	The visiting artists and events policy will include external events in its remit.			Director of Studies & Educational Compliance to monitor implementation of new process for authorising visiting artists and events and report monthly to Senior Management Committee.			
		Physical security staff lack understanding of the Prevent duty. Information sharing process with other partners not in place.	All staff receive training on Prevent Duty and its intersection with freedom of speech as part of the annual staff training day.						

Management of space	Access could be gained by an external party for the purpose of causing harm to learners and staff. Learners and staff could be exposed to extremist ideologies.	Access to the institution by external parties is not monitored, and due diligence is not carried out. Access to the institution by learners is not monitored.	Entry to College buildings is through key-code pad. The code is only issued to staff and students and is changed regularly. All staff are required to wear a photo ID card when on College premises or working on College business at an external site. All visitors to the College are required to report to Reception, sign in and sign out, and wear a visitor ID at all times while on College premises. From 4.30pm Monday to Friday and on Saturdays when the College's Junior classes take place or when students have out-of-hours access to rehearse, there is a security guard on site. Entry to College buildings is through key-code pad. The code is only issued to staff and students and is changed termly. All staff are required to wear a photo ID card when on College premises or working on College business at an external site. All visitors to the College are required to report to Reception, sign in and sign out, and wear a visitor ID at all times while on College premises.		Director of Studies & Educational Compliance to ensure that the security guard completes online Prevent Duty training.			Protect UK Guidance from the government on keeping publicly accessible locations safe https://www.protectuk.police.uk/
	Chemicals and dangerous substances could be used in an act of harm.	The institution does not provide a safe environment conducive to learning.	Dangerous substances are not stored correctly, and learners have unsupervised access to dangerous substances including chemicals, bacteria, viruses, and toxins.					
			Cleaning materials are locked away and regularly inventoried with access only for those who absolutely need to access them.					
			Rooms can be hired out at the institution and could be used for meetings of an extremist nature due to a lack of due diligence.	College buildings are fully utilised by students and are not available for external hire. Students can book rehearsal rooms out of hours by following the booking process.				