

No	Policy item	Involving
1	<p><b>Statement</b></p> <p>Bath Academy understands its responsibilities under the Counter Terrorism &amp; Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below, after setting the context.</p>	Everyone
2	<p><b>Context</b></p> <ul style="list-style-type: none"> <li>Bath Academy accepts students aged 14-19 all year, and 12 + during the summer, from around the world.</li> <li>In its busiest weeks it may have 120 students, 40 staff and work with 40 homestay providers</li> <li>Bath Academy has always promoted a multi-cultural environment where respect for and tolerance of others beliefs is required</li> <li>Bath Academy is located in Queen Square, Bath with a predominantly Caucasian population.</li> </ul>	Everyone
3	<p><b>Strong Leadership</b></p> <ul style="list-style-type: none"> <li>Responsibility for ensuring Prevent Duty lies with David Game, Chairman of the Board of Directors.</li> <li>Responsibility for the Prevent risk assessment / action plan (see point 4 below) and policy lies with Natalia Knott, Accommodation and Welfare Officer (lead person for prevent), in conjunction with the Principal.</li> <li>Their duties are to ensure delivery of an effective risk assessment/ action plan and policy as outlined here.</li> </ul>	Lead person for prevent
4	<p><b>Risk Assessment of current situation and Action Plan for future</b></p> <ul style="list-style-type: none"> <li>A risk assessment / action plan has been produced showing what is already being done and what still needs to be done; it will be reviewed and updated at least annually</li> </ul>	Lead person
5	<p><b>Working with local partners</b></p> <ul style="list-style-type: none"> <li>Make and maintain contact with the local police/ local authority Prevent coordinator to understand their role and the support available, (e.g. via the Channel process)</li> <li>Make contact with local authority to ascertain other useful local agencies</li> <li>Develop local area Prevent links with other similar organisations</li> <li>Share information with all local organisations as appropriate</li> </ul>	Lead person

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6	<p><b>Understanding terminology</b></p> <ul style="list-style-type: none"> <li>Radicalisation: act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of mind</li> <li>Extremism*: holding extreme political or religious views which may deny right to any group or individual. Can be expressed in vocal or active opposition to</li> <li>Core British values: including               <ol style="list-style-type: none"> <li>democracy</li> <li>the rule of law</li> <li>individual liberty</li> <li>respectful tolerance of different faiths or beliefs.</li> </ol> </li> </ul> <p>*NB: extremism can refer to a range of views, e.g. racism, homophobia, right-wing ideology, as well as any religious extremism.</p>	To be transmitted to staff, students, homestays, group-leaders and any other adults
7	<p><b>Understanding risk of extremism</b></p> <ul style="list-style-type: none"> <li>Staff, students and other adults (group leaders, homestays etc.) may arrive at the Bath Academy already holding extremist views. Or, whilst attending the Bath Academy, they may be influenced by a range of factors: global events, peer pressure, media, family views, extremist materials (hardcopy or online), inspirational speakers, friends or relatives being harmed, social networks, and more</li> <li>People who are vulnerable are more likely to be influenced</li> <li>Their vulnerability could stem from a range of causes, including: loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, victim of hate crime or discrimination, and bereavement.</li> </ul>	To be transmitted to staff
8	<p><b>Ways to counteract risks</b></p> <ul style="list-style-type: none"> <li>Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, that will not be tolerated</li> <li>Promote core British values through documents given to students, notices around Bath Academy; the college may promote core British values via stand-alone classes on British culture and traditions on arrival and via curriculum. The approach is to educate students that this is how things are in UK; although it may be different to your country.</li> <li>Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material</li> <li>Challenge radical or extremist views in any context (formal or informal) via stated procedures. In most situations this would require an immediate response, referring to international environment of Bath Academy, and tolerance expected, then reporting concerns (see section 10)</li> <li>Be ready to react when world or local events (e.g. Paris attacks) cause upset and the likelihood of conflicting feelings being expressed. Prevent lead to take initiative in these situations.</li> <li>Have strong filters on IT equipment and clear rules on accessing extremist/ terrorist websites/ uses of social networks to exchange extremist/ terrorist views</li> <li>Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers/ presenters</li> <li>Staff and homestays get to know students, their home circumstances and friendship groups, making it easier to spot changes in behaviour</li> <li>Staff and homestays to be observant and vigilant in noticing any signs of radical or extremist behaviour</li> <li>Welfare, all staff and homestays to work hard supporting any students identified as vulnerable.</li> </ul>	Lead person to ensure: a) training for all staff, students, homestays, group leaders, sub-contractors so that b) delivery is effective

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9	<p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Documents and face-to-face training ensure staff understand this policy:               <ol style="list-style-type: none"> <li>a) context and expectations of Prevent</li> <li>b) their duty to implement the policy</li> <li>c) terminology and risks associated with radicalisation and extremism</li> <li>d) how to identify and support vulnerable students</li> <li>e) ways the Bath Academy will counteract the risks</li> <li>f) signs to notice that may cause concern</li> <li>g) know the lead Prevent person and procedures for communicating concerns</li> <li>h) know the importance of their own behaviour and professionalism in                   <ol style="list-style-type: none"> <li>i) being exemplars of British values, and</li> <li>ii) not discussing inflammatory subjects with students (Tutor Guidelines)</li> </ol> </li> </ol> </li> <li>• Training materials are adapted to ensure that homestay hosts understand the sections of the policy they need to be aware of.</li> <li>• Students and group leaders must be made aware of key parts of the policy:               <ol style="list-style-type: none"> <li>a) understanding terminology</li> <li>b) importance of maintaining a supportive and tolerant society in the Bath Academy</li> <li>c) what core British values are and why they are considered important</li> <li>d) any changes to rules, particularly those regarding IT</li> <li>e) that they must report concerns/ incidents and understand the procedure to do so</li> </ol> </li> </ul>	<p>Lead person to prepare materials to suit each group being trained;</p> <ol style="list-style-type: none"> <li>a) all staff (including cleaners etc)</li> <li>b) students</li> <li>c) homestays</li> <li>d) group leaders</li> <li>e) sub-contractors</li> </ol>
	<p><b>Signs that may cause concern</b></p> <ul style="list-style-type: none"> <li>• Students talking about exposure to extremist materials or views outside Bath Academy (<i>in this event, information must be shared with relevant local authorities</i>)</li> <li>• Changes in behaviour, e.g. becoming isolated</li> <li>• Fall in standard of work, poor attendance, disengagement</li> <li>• Changes in attitude, e.g. intolerant of differences/ having closed mind</li> <li>• Asking questions about certain topics (e.g. connected to extremism)</li> <li>• Offering opinions that appear to have come from extremist ideologies</li> <li>• Attempts to impose own views/ beliefs on others</li> <li>• Use of extremist vocabulary to exclude others or incite violence</li> <li>• Accessing extremist material online or via social network sites</li> <li>• Overt new religious practices</li> <li>• Drawings or posters (e.g. in accommodation) showing extremist ideology/ views/ symbols</li> <li>• Students voicing concerns about anyone</li> </ul> <p>NB: Any concerns relating to a person under 18 are safeguarding issues and should be dealt with by safeguarding staff (if different from Prevent staff) and, where necessary, the LSCB contacted</p>	<p>Lead person to ensure all other adults are aware of signs</p>

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10	<b>How and when to react to concerns</b> <ul style="list-style-type: none"><li>• Everyone given name of who to contact: Natalia Knott (<a href="mailto:Natalia.knott@bathacademy.co.uk">Natalia.knott@bathacademy.co.uk</a>, 01225 334577)</li><li>• Confidentiality, when appropriate, assured for the person reporting a concern</li><li>• Everyone told to report any concern or incident, however small.</li><li>• Reassurance that all will be dealt with sensitively and carefully</li></ul>	Lead person to ensure everyone has necessary information
11	<b>Policy preparation and review</b> <p>Policy prepared by Natalia Knott (Accommodation and Welfare Officer) and Tim Naylor (Principal), after consultation with staff/ associated outside agencies, on 11/12/2015</p> <p>Policy will be reviewed after 12 months or earlier if there are changes in relevant legislation or in response to any significant incidents or changes in circumstances</p>	Lead person(s)