
Prevent Policy 2021-22

1. INTRODUCTION

This purpose of this document is to demonstrate Backstage Academy's clear understanding of its Prevent related responsibilities and set out its good practice within the Institution.

Under the Counterterrorism and Security Act 2015, Backstage Academy is under a duty to 'have due regard to the need to prevent people from being drawn into terrorism'. This is known as the '**Prevent Duty**'. Backstage Academy is committed to ensuring that it remains a safe, nurturing and inclusive environment for teaching, learning and research. It is in this context that Backstage Academy will seek to meet its obligations under the Prevent Duty; to ensure that vulnerable individuals within the community are safeguarded from being drawn into terrorism.

Backstage Academy has taken a risk-based approach to put appropriate measures in place at an institutional level to ensure that the risks of members of Backstage Academy, both staff and students, being radicalised are minimised, whilst at the same time balancing its other legal duties, including those of ensuring freedom of speech and academic freedom within the law and promoting equality and diversity across the institution. This policy forms part of that approach.

2. Scope of this Policy

This policy applies to all staff and students at Backstage Academy and is designed to help you understand the responsibilities around the Prevent Duty, and provide guidance about what to do if someone is at risk of being drawn into terrorism and who to contact.

3. Principles

3.1 Approach

Backstage Academy is committed to fostering an inclusive environment in which the principles of academic freedom and of freedom of speech underpin our educational institution. Backstage Academy understands that in seeking to comply with the Prevent Duty,

- No processes or mechanisms will be created for the express purpose of monitoring or reporting students. Existing policies and practices will be used to ensure the safety and wellbeing of Backstage Academy's community.
- No referral of any student will be made to the authorities and/or the Channel Programme, without the express permission of the Head of Institution, following advice from the senior leadership team.

3.2 Leadership

Backstage Academy's approach is supported by the Backstage Academy Board (The Governing Body), The Head of institution and the senior leadership team. Following the approval of the policy and annual report will be presented to the Backstage Academy Board by the prevent lead.

The Head of Institution is Identified as the Prevent Lead, responsible for ensuring that Backstage Academy complies appropriately with the prevent duty in liaison with the regional Prevent Co-Ordinator and other key stakeholders within and beyond the institution. The Director of student Experience is identified as a Prevent Officer and will act as an Operational Prevent lead.

3.3 Risk Assessment and Action Plan

Backstage Academy's Prevent risk assessment and action plan will be monitored biannually and reported on annually to the Backstage Academy Board, where any significant risk is identified the Academy will consider what action might mitigate the impact/ likelihood of that risk evolving and where necessary include it in its Prevent action plan.

3.4 External Speakers

Backstage Academy's Code of Practice relating to Freedom of Speech, external speakers and events reflects the Prevent Duty; it sets out how Backstage Academy will manage events on campus and use all its premises whilst ensure that it meets the different legal requirements on it, not least the duties under the Human Rights Act (Article 10), the Education

(No. 2) Act 1986 and the Education Reform Act 1988 to secure freedom of speech and academic freedom within the law. The code of practice also covers events taking place off campus under Backstage Academy's name.

Backstage Academy recognises that to encourage terrorism and/or invite support from a proscribed terrorist organisation are both criminal offences and shall not provide a platform for these offences to be committed. The Academy will not host a particular speaker where the views being expressed, or likely to be expressed, constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups. In such a circumstance, the event will not proceed except where the Academy is convinced that such risk can be mitigated without cancellation of the event. Where the Academy is in any doubt that the risk cannot be mitigated it will exercise caution and may not allow the event to proceed.

3.5 Staff Training

Backstage Academy recognises the importance of ensuring appropriate Prevent awareness staff training is provided to assure a consistent cross institutional understanding of:

- the Prevent Duty, that may help staff recognise those students who are vulnerable of being drawn into terrorism and potential signs of radicalisation; and
- what action to take in response, when to make referrals to the Channel programme and where to get additional advice and support.

Backstage Academy is committed to providing appropriate Prevent awareness training at all levels in liaison with its Regional Prevent Co-ordinator and its training arrangements shall be reviewed annually.

3.6 Welfare and Pastoral Care

Pastoral care is available to Backstage Academy students in a variety of ways with specialist support being available through Student Services and all students have a personal tutor.

3.7 IT Policies

Backstage Academy considers it unacceptable for its IT networks to be used in any way that supports, promotes or facilitates radicalisation and terrorism, will specifically reference its statutory Prevent Duty in its relevant IT policies and will keep under regular review the use of filters as a means of restricting access to harmful content as part of its risk assessment process.

3.8. Information Sharing

Backstage Academy is aware of the Channel process and of the opportunities for informal and formal sharing of information with relevant authorities. We will use these when we consider it is necessary and appropriate to do so in the interests of preventing people from being drawn into terrorism. Information sharing will only take place with external authorities when this is consistent with the provisions of the Data Protection Act.

3.9 Communications

We will not permit material supporting terrorism to be displayed within Backstage Academy/Production Park premises and will remove any such material if it is found. Likewise, we will seek to ensure that Backstage Academy's printed and electronic communications (including its website) do not contain or support terrorist material or material likely to encourage terrorism and will investigate immediately if any such instances are raised. It is acknowledged that there will be legitimate reasons to display materials relating to terrorism as part of legitimate teaching and research activities.

4. Referral of concerns regarding radicalisation

Any member of Backstage Academy (student or staff member) may identify concerns about a student or staff member potentially being drawn into violent extremism based on information received or behaviour observed.

It is important that such concerns can be shared in a safe and supportive fashion to enable concerns to be investigated and an appropriate intervention to be developed, if required.

It is equally important that assumptions are not made on the basis of information received and that referrals are investigated thoroughly and fairly. There is no single way to identify who is likely to be vulnerable to being drawn into terrorism and it is not your responsibility to determine whether there is a genuine risk or to challenge the individual about your concerns.

Following receipt of a referral, the next stage would be for the appropriate members of staff to carry out a review of the concerns raised; the purpose of such a review would be to clarify the concerns and any relevant circumstances surrounding the same. If a concern is raised about a student, the review will be led by the Director of Student Experience. If a concern is raised about a member of staff, the review will be led by Human Resources and the Head of Institution.

A decision will be made about the next stage based on the outcome of the review. There are three likely outcomes:

1. **No further action is required** under this policy. In this case a confidential record of the case will be kept on the student record system or by Human Resources (as appropriate).
2. **Internal action is required.** The appropriate intervention will be determined by agreement between relevant staff members, which should be supportive in nature. As above, a confidential record will be kept.
3. **An external referral is required.** Depending on the nature of the concern, there are two routes available:
 - i. **referral to the Police** if there is evidence to suggest that a criminal act may be committed or has been committed: or
 - ii. **referral to the Regional Prevent Co-ordinator or to the Channel Programme** (a multi-agency panel established as part of the Prevent agenda to identify and provide support to individuals who are at risk of being drawn into terrorism).

A confidential record of all external referrals made under this policy will be kept. In reaching any decision about external referral, Backstage Academy will have regard to its obligations under its Data Protection Policy and the Data Protection Principles contained in it. Concerns will only be shared externally where there is a clear and compelling evidence of a requirement to do so.

DOCUMENT CONTROL	
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Further Information	