



## **GLC Prevent Policy Combating Extremism & Radicalisation**

Global London College takes its Prevent responsibilities very seriously, and has designed this policy so the College can do its part in reducing the likelihood of any serious incidents, and to help catch anyone, especially vulnerable people before they enter the criminal justice system.

We are aware that some other English Language Teaching (ELT) organisations have already had to deal with some Prevent-related incidents, and GLC hopes that this policy can pre-emptively reduce the risk of the same happening in this College in the future.

### **1 – Statement (Everyone to be made aware of statement)**

Global London College understands its responsibilities under the Counter Terrorism & 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.

### **2 – Context (Everyone to be made aware)**

GLC only accepts students aged 18 and over throughout the year. Although we accept students from all around the world, our current student body is predominantly from Asia.

The College always promotes a multi-cultural environment where respect for and tolerance of others' beliefs is required.

GLC is located in Camden, central London, where there is a huge mix of cultures and people from all over the world in the local population. There are also a huge variety of tourist locations and tourists visit the immediate surrounding areas from all over the world.

### **3 – Strong Leadership (involving Christopher Marshall, Jenny Clark)**

Primary responsibility for ensuring Prevent Duty lies with the Principal, Christopher Marshall, who is supported by the College Director, Jenny Clark.

Responsibility for the College's Prevent risk assessment, action plan and policy lies with the Principal, Christopher Marshall, who is supported by the College Director, Jenny Clark. Together, they will look to ensure the delivery of an effective Prevent policy as outlined in this document.

#### **4 – Risk Assessment of Current Situation and Action Plan for Future (involving Christopher Marshall, Jenny Clark)**

A risk assessment/action plan has been produced showing what is either already being done and what is planned to be done. It will be reviewed and updated annually or when required if there are changes in UK legislation or College circumstances.

#### **5 – Working With Local Partners (involving Christopher Marshall, Jenny Clark)**

GLC will, where necessary, make and maintain contact with the local police and/or local authority. The Prevent Coordinator (Christopher Marshall) understands his role and the support available (eg: via the Channel process).

Where necessary, the College may make contact with the local authority to ascertain other useful local agencies. In addition, relations can be developed in the local area to form Prevent links with other similar organisations and institutions.

GLC undertakes to share relevant information with all local organisations where appropriate.

#### **6 – Understanding Terminology (To be transmitted to all staff and students)**

- **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
- **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:
- **Core British Values:** including (i) democracy (ii) the rule of law (iii) individual liberty (iv) respectful tolerance of different faiths or beliefs.

\*NB: extremism can refer to a range of views, e.g. racism, homophobia, right-wing ideology, as well as any religious extremism

#### **7 – Understanding Risk of Extremism (To be transmitted to all staff)**

Staff, students and other adults may arrive at Global London College already holding extremist views. Or while attending or working at GLC they may be influenced by a range of factors (such as global events, peer pressure, media, family views, extremist materials both online and hard copy, inspirational speakers, friends or relatives being harmed, social networks, among others.

People who are vulnerable are more likely to be influenced. Identifying vulnerable staff or students where possible is important.

Vulnerabilities can stem from a range of causes including but not limited to: a loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, a victim of hate crime or discrimination, and bereavement.

### **8 – Ways to Counter Risks (Christopher Marshall trained, and to ensure appropriate training for other staff and students. Ensure delivery is effective)**

- Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, that will not be tolerated.
- Promote core British values through documents given to students, notices around GLC via classes on British culture and traditions on arrival and via curriculum. Approach is to educate that this is how things are in UK; although it may be different to your country.
- Where possible, develop critical awareness and thought to counter accepting extremism without question, especially of online material.
- 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 GLC and tolerance expected, then reporting concerns (see section 10)
- 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.
- Have clear rules on accessing extremist/ terrorist websites/ uses of social networks to exchange extremist/ terrorist views.
- Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers or presenters.
- Staff get to know students, and their personal circumstances and friendship groups, making it easier to spot changes in behaviour.
- Staff be observant and vigilant in noticing any signs of radical or extremist behaviour.
- Welfare, all staff to work hard supporting any students identified as vulnerable.

### **9 – Training (All staff to be made aware of Prevent responsibilities, with information transmitted to students where appropriate)**

The aim is to provide more knowledge and confidence to all. Generic online training can be provided by Education and Training Foundation. Police/local authority also provide free face-to face training called WRAP – Workshop

Raising Awareness of Prevent. Generic training must be supplemented the College ensuring everything fits the context and environment of the College.

It should be ensured that staff understand this policy. In particular they should understand:

- a) the context and expectations of Prevent
- b) their duty to implement the policy
- c) terminology & risks associated with radicalisation and extremism.
- d) how to identify and support vulnerable students
- e) ways GLC will counteract the risks (sharing ideas and specific training may be required e.g. exactly how are core British values going to be promoted and critical awareness developed and encouraged? Maybe use role-plays to practice how to challenge extreme views calmly and firmly without getting dragged into argument)
- f) signs to notice that may cause concern
- g) know the lead Prevent person (The Principal, Christopher Marshall) and procedures for communicating concerns
- h) know the importance of their own behaviour and professionalism in:
  - i) being exemplars of British values, and
  - ii) not discussing inflammatory subjects with student

Students should be made aware of key parts of the policy:

- a) understanding terminology
- b) importance of maintaining a supportive and tolerant society in GLC
- c) what core British values are and why they are considered important
- d) any changes to rules, particularly those regarding IT
- e) that they report concerns/ incidents & understand how to do so

### **10 – Signs That May Cause Concern (Christopher Marshall, Jenny Clark to ensure everyone has necessary information)**

- Students talking about exposure to extremist materials or views outside GLC (in this event, information must be shared with relevant local authorities)
- Changes in behaviour, e.g. becoming isolated.
- Fall in standard of work, poor attendance, disengagement.
- Changes in attitude, e.g. intolerant of differences/ having closed mind.
- Asking questions about certain topics (e.g. connected to extremism).
- Offering opinions that appear to have come from extremist ideologies.
- Attempts to impose own views/ beliefs on others.
- Use of extremist vocabulary to exclude others or incite violence
- Accessing extremist material online or via social network sites
- Overt new religious practices
- Drawings or materials showing extremist ideology/ views/ symbols.
- Students voicing concerns about anyone

**11 – How and When to React to Concerns (All Staff and Students Aware)**

- Everyone given name of who to contact (The Principal, Christopher Marshall, or The Director, Jenny Clark), and know how to contact them (email, phone, or in-person at the College etc).
- Confidentiality is assured for the person reporting a concern.
- Everyone should be told to report any concern or incident, however small it seems.
- Reassurance that all reports will be dealt with sensitively and carefully.

**12 – Policy Preparation and Review**

- Policy prepared October 2020 by Jenny Clark and Christopher Marshall.
- Policy to be reviewed annually, or earlier if there are any relevant changes in legislation, or in response to any significant incidents or changes in circumstances.