



DERBY college

PREVENT

Background Paper

Risk Assessment and Action Plan

**TACKLING
EXTREMISM**

**COMBATTING
TERRORISM**

**REDUCING
RADICALISATION**

Keeping our community safe

Our Mission

Preparing individuals for the next phase of their lives: the world of work, entrepreneurship, advanced learning, career progression and to contribute as positive citizens.

Derby College Prevent Background Paper

Context

Prevent is the Government’s strategy to stop people becoming involved in violent extremism or supporting terrorism, in all its forms. Prevent works within the non-criminal space, using early engagement to encourage individuals and communities to challenge violent extremist ideologies and behaviours

The aim of this strategy is to ensure the College complies with Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) which places a duty on certain bodies (“specified authorities” listed in Schedule 6 to the Act), in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This guidance is issued under section 29 of the Act. The Act states that the authorities subject to the provisions must have regard to this guidance when carrying out the duty. The Prevent action plan outlines how the College meets this duty and the actions it intends to take to contribute further to the Prevent agenda.

In order to comply with this duty the College will:

- Continue to develop an awareness of Prevent in the College
- Recognise current practice which contributes to the Prevent agenda
- Identify areas for improvement
- Implement a coordinated action plan

Accountability

Chief Executive	<ul style="list-style-type: none"> • Contest Gold Prevent Strategic Group member
Vice Principal	<ul style="list-style-type: none"> • Contest Gold Prevent Strategic Group member • Senior Designated Safeguarding Person
Head of Learner Support Services	<ul style="list-style-type: none"> • Prevent Lead for Derby College • Derby City Prevent Steering Group Member • Deputy Senior Designated Safeguarding Person • Home Office WRAP Trainer
Environmental Compliance Manager	<ul style="list-style-type: none"> • Safeguarding Adviser • Post-graduate Certificate in Preventing Radical Extremism • Home Office WRAP Trainer

National Picture

The governments counter terrorism strategy CONTEST has four elements Pursue, Protect, Prepare and Prevent. Prevent aims to stop people becoming terrorists or supporting terrorism. The focus is on Al-Qaeda and IS related activity but also adopts the approaches used with other groups including the far right. Education, like other key sectors, has a responsibility to promote values of openness, tolerance and facilitating free debate which is central to being a British citizen. With the current government alert at **severe** the College needs to be aware of risks and raise awareness within its community.

Local Partnerships

Derby College has well-established partnerships with Channel and Prevent which were formed in 2011. Derby City is one of two priority areas in the East Midlands region for the government Prevent strategy. The Local Authority has a multi-agency Prevent working group operating at strategic levels on which the College is represented. The Chief Executive and Vice Principal is a member of the Derby Contest Gold strategic group and the Head of Learner Support Services is a member of the Derby City Prevent Steering Group which formulates and monitors the city wide Prevent action plan funded by the Home Office. The College has a close working partnership with the Derbyshire Constabulary and has developed a strong working partnership with the BIS FE/HE Prevent Coordinator who supports the College in an advisory capacity and facilitates briefing and training opportunities alongside the College Prevent Lead.

The College lead for Prevent is the Head of Learner Support Services and is the Senior Designated Deputy Safeguarding Officer.

Working to Raise Awareness of Prevent (WRAP) training sessions have been attended by a number of the Safeguarding Officer team, Personal Coach Team and a variety of support and delivery staff. In addition the police have delivered Prevent training for staff and provided risk and threat updates for the senior leadership team and governors.

The College has good links with partner schools. This work is important to help understand potential tensions within our youth communities and support transition arrangements for some of the most vulnerable learners. The College has a referral system 'Channel', developed in liaison with the local Prevent steering group.

College

Prevent sits within safeguarding at the College. The policy and procedures are well established and understood by staff. The Safeguarding Board and Officer Team meets termly and any concerns raised under the Prevent agenda are discussed within this group.

Whilst Prevent sits within the College safeguarding policy and procedures other aspects of College life contribute to the agenda:

- Equality & Diversity
- Anti-Bullying
- Pastoral and Tutorial support
- Enrichment, health and wellbeing
- Keeping Children Safe in Education

Staff

The knowledge and understanding of Prevent agenda by staff has grown rapidly within the organisation. It is every staff member's responsibility to respond appropriately to learners whose behaviours are challenging and inappropriate. It is recognised that some staff require support and encouragement to develop and use the skills required to challenge appropriately. In depth Prevent training has taken place in the College to develop a number of staff who will have the knowledge, skills and confidence to lead debates about controversial issues through tutorial and forums. Awareness has been raised to reinforce Prevent. Further discreet training has been undertaken with the Estates, Campus Operations and Learner Services Teams.

All Derby College staff are required to undertake a mandatory Prevent online training module which became accessible on the Education and Training Foundation website at the end of July 2015. This e learning module has also been incorporated into the mandatory staff induction programme.

The Prevent Lead became a home office WRAP 2 trainer in 2012. Seven members of the College staff including the Prevent lead have undertaken the new training the trainer WRAP 3 workshop in June 2015 in order to strengthen the Prevent training team capacity within College. The WRAP 3 workshop is offered as part of a rolling professional development programme for staff wishing to explore Prevent in further detail following completion of the on line e-learning Prevent module.

Curriculum

The College systematically reviews its performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities.

Learner Engagement

Developing "active citizenship" is evident through the following;

- Enrichment opportunities
- Volunteering
- Ambassador roles
- Learner voice
- Equality and Diversity Forum
- National Citizenship Programme

The College has a number of confidential methods of raising concerns including the bullying helpline and through a cross college network of safeguarding officers. The College runs a series of campaigns throughout the year including cultural awareness and e-safety. These campaigns provide the opportunities to carry out Prevent work. The College includes the delivery of learner Prevent awareness workshops as part of the Coaching for Success scheme of work in order to support learners in their understanding of Prevent and the risks associated with violent extremism ideologies.

Learner voice activities are key to College life. The system reaches a wide range of learners through a variety of different formats such as programme reps, learner forums and surveys. Derby College learners have been actively involved in consultation activities regarding Prevent. The 'Game on' anti extremism East Midlands workshop for staff and learners was recently hosted at Derby College. Learners also attended a regional consultation. Derby College learners involvement in this event has been commended by the BIS FE/HE Regional adviser; *"I would just like to say a big thank you from myself & the regional Police Prevent Team for your support in allowing & finding students to attend the Police Consultation Event today in Leicester."* In addition, learners were also been invited to attend a Young Muslim Regional Consultation groups because of the issue of young Muslims being attracted to Syria & Iraq.

Promoting British Values

At Derby College we will strive to ensure that our learners develop a strong sense of social and moral responsibility. We believe that these values and qualities are vital if our learners are to play a meaningful role in our society and to acquire the knowledge and skills for now and for a fulfilling future. The College will play a vital role in ensuring that no learner is subjected to intimidation or radicalization through its policies and procedures and staff training. Equality and Diversity remain a key contributing factor to ensuring that there will be no discrimination against any individual on the grounds of, age, disability, gender reassignment, sex, sexual orientation, race, religion and belief, marriage and civil partnership, and pregnancy and maternity.

Derby College actively promotes the fundamental British values (FBV) as outlined in the government's prevent strategy as; democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different backgrounds, faiths and beliefs. The College has embedded these values through the curriculum and the College as a whole in the following ways;

- Learner induction (including work based)
- Tutorials
- Teaching and learning
- Learner voice
- Enrichment
- Work placements in the local community
- Community cohesion
- Leadership and management
- Vision, ethos and culture, Equality and Diversity

- Learning and Development – CPD
- Staff Induction
- Teaching and Learning Coaches
- College wide events
- Working with employers
- College website
- Intranet

During 2014-15 the promotion of British Values was further embedded into all aspects of College life. A range of campaigns and presentations from key partners helped raise awareness of key issues and helped prepare learners for life outside the college. Learners were well-informed on a wide range of social issues. Managers and teachers successfully combatted discrimination through implementing College policies and procedures.

A programme of British Values Staff training commenced in July 2015 in order to give clear guidance on the context, responsibilities and offers opportunity to explore strategies to engage learners on these themes.

Promoting British Values was added to the College's scheme of work to raise awareness of the importance of identifying naturally-occurring opportunities within the curriculum to promote democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs. The College revised its Equality and Diversity Policy to include British Values and Prevent Duty. A Right to Vote tutorial was delivered to learners as part of the Coaching for Success programme during the election period to provide learners with a greater awareness of voting in the UK. British Values posters were displayed in classrooms and the promotion of British Values was included in the learner handbook and via learner workshops across each college site. All work placed learners and apprentices were also sent information leaflets regarding Prevent and British Values.

Prevent – Good Practice Case Studies

Learner role model

A Derby College learner based at the Joseph Wright Centre, Suhaid Saqib attended the regional prevent youth forum organised by Leicestershire Constabulary. This inspired Suhaid to train to be a mentor as part of the Upstanding Neighbourhoods project which has been established by the Derby City Prevent Coordinator, Dawn Robinson, as part of the Prevent strategy. Dawn will be working with Suhaid as role model to increase engagement of young people from other colleges with Prevent.

Working in partnership

Derby College has established highly effective information sharing processes with key Prevent partners. This good practice is highlighted in recent feedback from Sergeant John Booker, Prevent Team Lead for Derbyshire to the Derby College Prevent Lead and Vice Principal.

“Following on from our meeting earlier today, many thanks for your assistance in this case. As always, your assistance has been critical and the information that you have provided will certainly go towards assisting in the vulnerability assessment.

Today has been another positive example of the excellent relationship that together we have forged between Derby College and the Police Prevent Team, that has been demonstrated yet again by the trust which is clearly evident as well as the ease of information sharing that exists. I know this trust and eagerness to engage in Prevent has also been recognised by our regional FE/HE coordinator – Sam Slack.

Derby College has been a strong advocate and critical partner of Prevent for many years and I know both of you have been keen not just to ensure all staff have regular training and understanding of Prevent but you have offered time and resources to develop local projects including the recent Derbyshire developed SMART product that is highly recommended by the National Counter Terrorism Policing HQ.

I know this relationship will continue but I just wished to show my appreciation, it is these professional relationships that makes our safeguarding the vulnerable so effective and cohesive.” (Sergeant John Booker)

Derbyshire Firearms Anti-Terrorist Training Event

Derby College Public Services department have worked in partnership with the Derbyshire Armed Response Team to assist them with their training. They enacted a ‘Marauding Terrorist Attack’ scenario on 6 occasions during the autumn term at Broomfield Hall. This activity started on the 21 October 2015 and involves using Public Services and residential learners at the campus as part of the scenario. The learners play different roles including casualties, evacuees and hostages who are taken at gunpoint until the ‘terrorist’ is either killed or detained. This event gave learners a very real insight into how the police would deal with this type of event. The learning has been tied into several assignments. John Simms, Firearms Instructor has commented on events that have taken place so far.

‘Using Broomfield Hall and its learners has been a valuable experience which has allowed the Firearms Team to review and revise their working practices. I am impressed by the maturity of Derby College learners and how well organised they are. I hope this invaluable relationship can continue.’

Further events are now being considered for the Joseph Wright Centre.

Derby College Students’ Counter Terrorism Training Video Set To Go Nationwide

A counter terrorism video, produced by police and students at Derby College which highlights the dangers of young people of becoming radicalised, has been given Home Office approval to be made available to schools throughout the UK.

The video is a partnership between East Midlands Special Operations Unit’s (EMSOU) Prevent programme and Public Services Higher Education students at Derby College’s Broomfield Hall campus.

The 30-minute video – entitled SMART (Safeguarding Multi Agency Approaches Reduces Terrorism) focuses on the dangers to vulnerable young people of becoming radicalised, the changes in behaviour that teachers, parents and peers should look out for. Characters in the video are played by students at St Benedict’s Performing Arts College in Derby and funding for the project was secured from national charity UnLtd, EMSOU, Derby College and the Derby College students’ own fund raising.

The video narrates the story of a 14-year-old girl who is lonely and isolated at a new school after her parents’ divorce and turns to social media where she meets an older male who introduces her to extremist views. It has two alternative endings – depending on what route the teacher leading the discussion wants to take.

One has disastrous consequences with the girl getting involved in a protest and planting bomb. The other is that the warning signs in her behaviour were heeded and, with help given from a wide range of agencies, the actions were prevented and the girl supported to get her life back on track.

Derby College students Jodie Benton (23), Chelsea Lambert (29) and Gina Reader (22) joined the project two years ago as part of their HND Public Services programme.

Having graduated on the BA (Hons) Security and Offender Management degree programme at the College, in partnership with the University of Derby, Jodie and Chelsea now working with young people and Gina with ex-offenders and adult with mental health issues.

They volunteered for the project with Prevent team who approached the College for support in producing some material suitable for schools as part of their work to safeguard vulnerable young people from the risks of radicalisation.

Pc Jamie Robinson from the Prevent team: explained: “We were keen to have an education tool that was devised and produced by young people and started from a blank canvas so that it was their words and view on the subject. The three students from Derby College decided that a video was the best tool and have done an incredible job writing the script, sourcing funding and producing the video. “I am very proud of the mature attitude and commitment from the group of 30 pupils from St

Benedict's who filmed and played the characters in the video. They have all really stepped up to the mark on this and the end result is a very powerful story that challenges the stereotypical view of radicalisation and terrorism.

"Rather than focusing on ideology, it concentrates on the issues of vulnerability and hate and therefore resonates with young people from all backgrounds and cultures.

"The over-riding message is that, by spotting and acting changes in behaviour, teachers, parents and agencies can work together to intervene and put the support in place to support young people who are vulnerable to such grooming and radicalisation.

"We have now had the go ahead from the Home Office that this can be made available to all schools and colleges. We are currently finalising the teaching plan resources and it will then be available online to teachers throughout the UK."

Chelsea Lambert continued: "Our research showed that we needed to get away from the stereotypical view that young Muslim men and women are the only ones at risk of radicalisation. We therefore focused on a young white girl who is bullied at school and starts talking to a group online.

"We are all extremely proud of the video and if it stops just one young person going down the wrong path and highlights the warning signals to teachers and parents, then it will have done its job."

Gina Reader added: "Hopefully this will make a difference to the lives of young people who are particularly vulnerable to being groomed and radicalised.

"The fact that it has been approved by the Home Office shows that two years' of thorough research and hard work to bring this project together has paid off."

Jodie Benton concluded: "We did not want this to just be about Islamic State and have involved young people from all ethnicities to make it relevant to everyone and show that radicalisation comes in all forms and potentially affects anyone." (Extract from National Press article)

Risk Scoring

Likelihood		Consequence	
Highly likely	5	Very high	5
Likely	4	High	4
Even chance	3	Medium	3
Unlikely	2	Low	2
Very unlikely	1	Very low	1

Risk score

High (Red) = 25 – 13 Medium (Amber) = 12 - 7 Low (Green) = 6 - 1

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
1	Online Safety	<p>A) Extremist organisations are able to radicalise students online and encourage them to commit acts of violence or incite others to commit acts of violence as ‘lone actors’.</p> <p>B) Students (and employees) are able to access unlawful radicalising material which promotes proscribed terrorist groups.</p>	20 High	<ul style="list-style-type: none"> DFE Prevent Coordinator and Head of IT have reviewed IT and E-Safety policy and procedures to ensure Prevent duties are referenced and adhered to - this is in place E-safety mandatory training in place for all employees as part of mandatory training programme E-safety forms part of the new starter induction Programme of E-safety activities undertaken by students as part of induction and tutorial programme Web filtering is in place and a scheduled report has been developed to show any terrorism or radicalisation activity that falls into the extremist category Weekly web reports sent to Director of Services for Students and Personal Coach Team Manager to identify 	10 Medium	<p>Ensure web filtering system is current via proscribed group/extremist narrative updates via Prevent Steering Group/DfE FE Prevent Lead.</p> <ul style="list-style-type: none"> DFE Prevent lead to provide current key words document – send to IT to update web filtering system. Circulate key word document to Safeguarding Officers <p>By November 2018 - completed</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<p>areas of concern – reports show student access and number of hits to potentially inappropriate websites</p> <ul style="list-style-type: none"> • DfE Prevent Coordinator has provided updated list of web filtering key words so blocking system is responsive to current narrative. Last update provided January 2017 • Vetting system in place regarding external speaker materials • Two CEOP trained employees within the ILT Team who ensure that the College is kept up-to-date with current trends, risk factors • Information on current social media sites accessed by young people provided by Derby Child Protection Officer which is circulated to all relevant employees 				
2	Partnership	<p>The organisation does not establish effective partnerships with organisations such as the Local Authority, Police Prevent Team, DfE Regional Coordinator and others.</p> <p>The result is that the organisation is not fully appraised of national and local risks and does not have access to developing good practice advice or supportive peer networks.</p>	12 Medium	<ul style="list-style-type: none"> • The Prevent Lead for Derby College is the Director of Services for Students, and also the College’s Designated Safeguarding Lead who is responsible for the development and oversight of the Prevent Action Plan and updates to SLT • The Chief Executive Officer is a member of the Contest Gold Strategic Group in Derby City • The Director of Services for Students is a member of the Derby City Prevent Steering Group, a multi-agency partnership. Membership of these groups commenced in 2011 • The College meets regularly with the DfE FE/HE Prevent Lead and is a member of the Derby City Prevent Steering Group. The College Prevent Lead is familiar with both Local Authority and Police Prevent Leads and makes use of these leads for risk and threat updates, guidance and advice and for Channel referrals • Director of Services for Students contributes to the Counter Terrorism Local Profile report in partnership with steering group partners 	4 Low	<p>Roll out of The Open Centre drop in sessions at each campus.</p> <p>To commence October 2018 - in place</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<ul style="list-style-type: none"> • Director of Services for Students established European partnerships with a visit the Netherlands in May 2017 to share good practice with European partners as part of an Erasmus project. • Director of Services for Students is a member of the East Midlands FE Prevent Group • Director of Services for Students is a member of the DCSB • The Environmental Compliance Manager is a member of the Derby Education Hub, which is a subgroup of the DCSB and has representation from all areas of education within the City • Team Manager of Student Engagement attends community cohesion group in Derby City. 				
3	Leadership	<p>Leaders within the organisation do not understand the requirements of the Prevent Statutory Duty or the risks faced by the organisation and the Duty is not managed or enabled at a sufficiently senior level.</p> <p>The result is that the organisation does not attach sufficient priority to Prevent Action plans (or does not have one) and therefore action to mitigate risks and meet the requirements of the Duty are not effective.</p>	16 High	<ul style="list-style-type: none"> • Governors and SLT are provided with briefings by DfE HE/FE Prevent Coordinator • Governor with responsibilities for Safeguarding and Prevent receives Prevent Briefing update from College Prevent Lead via DSL group • Governor is a member of the Derby College Safeguarding Board • Prevent risk assessment and action plan is a standing agenda item at the College's Safeguarding Board and updates on progress are provided • Monthly meeting with Governor to update on key safeguarding developments/ concerns (DSL Group) • Regular Risk and Threat updates via SLT membership and attendance at Contest Gold Group and Prevent Steering Group and by Counter Terrorism Police at SLT meetings 	4 Low			

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<ul style="list-style-type: none"> • Approx. 275 employees have received WRAP 3 Home Office training package in addition to mandatory online training • Safeguarding Officers receive regular Prevent updates from DfE Prevent Lead/College Prevent Lead • Mandatory Prevent/Channel online training rolled out and embedded as mandatory for all support/delivery employees, managers and leaders (including subcontractors/national assessor team and Student Union) from August 2015 and integrated into new starter induction training package • All employees completed the Prevent online module by 10 November 2015. Now part of College induction programme for new employees. • Prevent reported to SLT and Governors via monthly OQPR/ Annual Safeguarding Report/ Safeguarding Board and DSL meetings with CEO • Prevent FE lead has delivered governor Prevent Briefing and X Right Wing briefing to Safeguarding Team 				
4	Employee training and awareness	<p>A) Employees are not aware of the factors that make people vulnerable to radicalisation and terrorism and are unable to recognise the signs of vulnerability and therefore are unable or unwilling to refer concerns.</p> <p>B) Leaders and employees feel unable or unwilling to challenge extremist narratives or exemplify British Values throughout the organisation.</p>	12 Medium	<ul style="list-style-type: none"> • The Derby College Prevent Lead trained to be a Home Office WRAP 2 trainer in 2012. She has co delivered WRAP 2 training with the Police Prevent Lead since this time to both support and delivery employees. This has included approx. 275 employees • A College employee has attained a post-graduate Certificate in Preventing Radical Extremism • Derby College is an active member of Derby City Prevent Steering Group. This embeds links into the Channel Group and information sharing takes place with all key stakeholders 	4 Low	<p>Employees to complete online Prevent refresher training (who first completed the Prevent module in August 2015)</p> <p>By December 2018</p> <p>DFE Prevent Coordinator/Director of Services for Students to deliver two WRAP session. One for WBL assessors and the second open to all staff.</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
		C) Employees are unclear on how to deal with or refer concerns resulting in individuals not being supported and potentially radicalisation remaining unchecked.		<ul style="list-style-type: none"> Bespoke training has been delivered by counter terrorism regional police leads to targeted front line employees e.g.; estates, campus operations, security, call centre, reception and student services teams. This training has included; suspect packages and bomb threat phone calls All employees at each College site received a Stay Safe counter terrorism briefing delivered by Counter Terrorism Police Unit during INSET day on 5/01/2015. Following this Stay Safe briefings are being delivered on a monthly basis and are integrated into the new starter induction programme The Regional Prevent Coordinator has delivered WRAP 3 training and a risk and threat update to the Personal Coach team in June 2017 'Stay Safe' and mandatory Prevent/Channel on-line training rolled out to all support/delivery employees, managers and leaders (including subcontractors/national assessor team and Student Union) was implemented from August 2015 and integrated into new starter induction training programme Six Derby College employees have undertaken WRAP 3 Train the Trainers on 8/07/2015. Training programme now part of the CPD calendar of activities. British Values briefings and discussions in Team Time schedule and new starter induction introduced from September 2015 in place and continues in 2017/18- to enable teams to plan integration of values into teaching, learning and behaviour management. Schedule of British Values workshops rolled out for delivery employees as part of College wide CPD offer in place. 2 further Sam Slack, FE Lead Prevent briefings – 9/2/2018 Extremist Propaganda Briefing for the Safeguarding Board/Officers. 19/3/18 Prevent Briefing for governors 		Jan to March 2019		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
5	Speakers and events	<p>A) Extremist organisations are given a platform to radicalise young people because the organisation has ineffective processes in the place for vetting speakers and events.</p> <p>B) Inappropriate or extremist materials are shared with students (face to face or via weblinks) because insufficient checks are made of external speakers and materials that they promote or share.</p>	9 Medium	<ul style="list-style-type: none"> The duty to monitor and actively assess the risk of external speakers and events has been incorporated in the Safeguarding Policy A process and related guidance document has been produced for all those responsible for arranging events or external speakers to use in order to minimise risk A risk assessment for external speakers and events has been produced and implemented Speakers have to provide the College with any presentation materials prior to delivery for vetting The risk assessment process has been communicated to all relevant managers via Team Managers Meetings, Team Time and with Events Team and Student Union Risk Assessment database now in place to monitor assessments which is updated on an annual basis Input at Team Manager meeting on 18/01/2017 to reinforce importance of Risk Assessment Procedure Further input at Team Managers Meeting arranged for 7/2/18 	4 Low	<p>Monitor and audit the effectiveness of the RA process by academy/department</p> <p>December 2018</p>		
6	Welfare & Pastoral Care	The College does not provide effective welfare and pastoral support which results in students (and employees) being unsupported and the risk of vulnerabilities being exploited.	9 Medium	<ul style="list-style-type: none"> The College has a range of well-established pastoral support services which include: counselling, personal coaching, student welfare and information, advice and guidance services The Intervention Support Team are based at each site and work with vulnerable students including those with mental health issues, students who are looked after and students at risk of dropping out of learning. They work in a multi-agency remit and make referrals to the integrated 	4 Low	<p>Recruit 1.5 Welfare Officer vacancies to ensure appropriate levels of pastoral support for vulnerable students are maintained.</p> <p>Autumn term 2018</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<p>youth support teams in Derby City and Derbyshire County Council</p> <ul style="list-style-type: none"> The College has established effective working partnerships with a range of external organisations to support students The Personal Coach team work closely with and complement the work of academic employees in monitoring, reviewing and checking student progress. Their primary function is to work with 'at risk' students, i.e. those who are experiencing personal, social and safeguarding issues The Personal Coach team deliver tutorials and arrange enrichment activities which promote British Values, citizenship and equality of opportunity. This also embeds safeguarding and health & wellbeing and actively promotes cultural diversity Prevent workshops have been embedded in the tutorial programme and will be delivered in November as part of the 'Keeping Safe' monthly theme The College has a trained team of Safeguarding Officers who work across the College and deal with safeguarding referrals. The team have received WRAP training and Prevent briefings on a regular basis Safeguarding, intervention support, discipline and behaviour are formally monitored and reported on a monthly and annual basis to the Director of Services for Students/ Prevent Lead. This enables analysis of patterns and trends of students and student groups to be monitored and actions implemented to address these issues. Prevent referrals are documented and monitored as part of this process. Support services to address these issues are also monitored and agreed via the Safeguarding Board and the Health and Wellbeing group who meet on a regular basis 				

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<ul style="list-style-type: none"> The Diversity Calendar already promotes British Values. Curriculum and College activities over the academic year promote volunteering, inclusion, sustainability, health and wellbeing, fundraising, celebration of key festivals etc. British Values and Prevent Posters on display in classrooms/communal spaces and Prevent banners in main reception areas British Values and Prevent promoted in Student Handbook 2017-18 Prevent and British Values information leaflets sent to all apprentices, work placed students and subcontracted students September 2017 Work place providers issued with British Values and Prevent information to include in NVQ portfolios Strengthened links with the Multi Faith Centre at the University of Derby to identify faith services provision for students. Safer Giving Campaign is being delivered via tutorial/enrichment programme Prevent Education Officer has delivered two awareness raising sessions to staff and students during 2017/18 academic year Open centre Team to provide drop in sessions at each campus from start of 2018/19 academic year. 				
7	Prayer & Faith Facilities	A) Requirements of students (or employees) requiring faith support or the use of facilities are not met by the organisation	12 Medium	<ul style="list-style-type: none"> Multi-faith and Reflection Rooms (or appropriate space) are provided across College sites 	4 Low	Document management procedure for use of Multi Faith and Reflection Rooms		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
		<p>resulting in individuals seeking external support of unknown suitability.</p> <p>B) Facilities (either prayer rooms or quiet space type facilities) provided are not effectively managed or supervised and become ungoverned spaces where radicalising, inappropriate or dangerous activities can take place.</p>		<ul style="list-style-type: none"> Access and use of these areas is logged and monitored by each site Campus Operations Manager to ensure that they are used appropriately 		January 2018		
8	Work based students	<p>A) The organisation does not have robust processes in place to protect work based students from the risks of radicalisation or views and practices contrary to British Values.</p> <p>B) Employers within work based settings are unaware of issues relating to Prevent the Statutory Duty and how to report concerns.</p>	9 Medium	<ul style="list-style-type: none"> Prevent and British Values embedded in work based student induction, review and assessment process. Work Based students receive Prevent and British Values information leaflets Employers display Prevent and British Values posters (including how to report concerns) The Subcontractor Health Safety and Safeguarding Assessment record has been reviewed and updated to include explicit reference to the Prevent Duty Work based students are made aware that if they have any concerns they can speak to their Assessor, who will then liaise with the College's safeguarding team 	4 Low	<p>DFE Prevent Lead to deliver a Prevent Workshop for Work Based Assessors</p> <p>Date tbc</p>		
9	Promoting British Values	<p>A) The College does not have a culture and ethos where British Values are celebrated, which leads to a culture of disrespect and intolerance and where tensions are allowed to flourish.</p>	9 Medium	<ul style="list-style-type: none"> British Values briefings and discussions in Team Time schedule and new starter induction from September 2015 in place and continues in 2017/18- to enable teams to plan integration of values into teaching, learning and behaviour management 	1 Low	<p>Monitor embedding of British Values in the curriculum via learning work scrutiny/ walks/observations</p> <p>October 2018 to may 2019</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
		B) Employees and students do not understand BV (or feel confident about) and extremist views and narratives are allowed to flourish unchallenged.		<ul style="list-style-type: none"> Schedule of British Values workshops for employees as part of College wide CPD offer in place Promotion of BV to College and work based students via Induction, Posters and leaflets BV embedded in standard cross College scheme of work template and tutorial scheme of work 				
10	Campus Security	<p>A) The College does not have sufficient security of its premises and students are targeted by individuals or groups seeking to share their extremist views or endanger their personal safety.</p> <p>B) Charities are allowed on campus without effective checks or charitable collections are inadvertently diverted to inappropriate or unlawful causes.</p> <p>C) On site dangerous or hazardous substances are not kept secure and are allowed into the possession of individuals or groups seeking to use them unlawfully.</p>	9 Medium	<ul style="list-style-type: none"> Access control systems in place at the Roundhouse, Johnson Building, Hudson Building, JWC, Ilkeston, Broomfield Hall (Haddon, Residences, Nursery) All campuses have a security presence and CCTV 24/7 security is provided at the Broomfield Hall and Roundhouse campuses 'Keeping your safe' forms part of the new starter induction and includes College security protocols and personal safety A visitor protocol is in place, together with a Control of Contractors Policy There is a policy and code of conduct regarding the wearing of ID badges which is actively enforced with students, employees and visitors The College has a Control of Substances Hazardous to Health Policy Access to hazardous substances is restricted by the use of locked storage facilities, key management systems Control of hazardous substances forms part of the health and safety inspection and audit programme Risk assessments are in place for hazardous substances brought into the College 	2 Low			

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<ul style="list-style-type: none"> Derby College has a COSHH database which details quantities of chemicals held within the College Training has taken place with key employees with regards to recruitment techniques, e.g. types of propaganda, group activity The display of leaflets and posters are regulated by the Campus Operations Management team All electronic leaflets are regulated via the ILT team Safeguarding protocols are implemented where off campus activities are identified as a risk to students or employees Safer Giving Campaign is being delivered via tutorial/enrichment programme Any work involving charities is overseen by College employees 				
11	Incident Management	<ul style="list-style-type: none"> The College does not have a critical incident management plan which is capable of dealing terrorist related issues The College does not have a suitably trained and informed person identified to lead on the response to such an incident The Communications/Media Department does not understand the nature of such an incident and the response that may be required 	16 High	<ul style="list-style-type: none"> Each site has a counter terrorism risk and threat assessment and action plan in place An accident/incident management policy is in place A Critical Incident/Business Continuity Plan is in place, which details key personnel with identified roles in the event of an incident occurring, including the role of the Marketing Department vis-à-vis dealing with the media Derby College has strong links with East Midlands Counter Terrorism Team and regularly takes part in desk top exercises, linking in with key partners in the city Derby College has strong links with key partners, particularly on Pride Park, Derby e.g. East Midlands Trains, Interfleet 	5 Medium	<p>Continued roll out of Derby College/ East Midlands Counter Terrorism Team training package which focuses on optimising people in security as a follow on from Stay Safe</p> <p>October 2018 to May 2019 9now in progress)</p>		

No	Risk Title	Summary	Gross Score	Existing Controls	Residual Score	Further Action Needed	RAG Progress	RAG risk rating
				<ul style="list-style-type: none"> • An alert system (Alertus) is in place on all College campuses • The Alertus App has been downloaded onto all College issued mobile phones • Mock terrorist emergency evacuation/invacuation exercises took place on 16 December2016 across all College campuses in order to test the emergency response systems • Stay Safe and Keeping you Safe is mandatory for all employees and forms part of the College new starter induction • The College has a Hostile Attack Policy which clearly documents key roles and responsibilities • Employees have undergone a programme of training commensurate with their role within the College, i.e. searching techniques, the role of the Duty Safety Officer when dealing with a hostile attack, receiving a bomb threat call • Knife attack scenario planned with Counter Terrorism Police took place at JWC on 12 July 2018 • Work undertaken with the East Midlands Counter Terrorism Team on developing a training package which focuses on optimising people in security as a follow on from Stay Safe 				