

# Prevent and British Values at Our Colleges

In Britain we celebrate the diversity of our cultures, but we share the same values

## Democracy

Your Opinion Counts

## The rule of law

No one is above the law

## Individual liberty

Freedom of speech

## Respect and tolerance

Mutual respect for each other, all backgrounds and cultures

# Prevent & British Values

**RNN Group Colleges** (Rotherham College, North Notts College and Dearne Valley College)  
**and providers recognise British Values as core principles which support our learners and staff to be active and successful citizens in their local communities.**

The Department of Education define British Values as:

- Democracy
- The rule of Law
- Individual liberty
- Mutual respect and tolerance of different faiths and beliefs

In actively promoting these values, all learners and staff are encouraged and supported to develop their knowledge, understanding and practice of these principles. This is achieved through clear and enforced policies, innovative programmes of teaching and learning and visual media campaigns.

As part of our statutory duty to safeguard learners, the Prevent agenda is regularly reviewed against our policies and action plans to ensure a safe learning environment is provided to our learners. A variety of teaching, learning and pastoral delivery raises staff and learners' awareness of their responsibility to "prevent people from being drawn into terrorism" (Counter Terrorism and Security Act, 2015)

See below the outline and frameworks which support the RNN Group approach to embedding and promoting British Values and the Prevent agenda.

For more information, please contact Quality Improvement on [qualityimprovement@rotherham.ac.uk](mailto:qualityimprovement@rotherham.ac.uk)

# A Whole Organisation Approach to Prevent and British Values at RNN Group



## Prevent

**A Prevent action plan is managed and maintained by the Director**

**of HR and includes review by Senior Leaders regularly - this informs group policy.**

Learners are encouraged to share their views and discuss how to manage their feelings around social issues connected to radicalisation and extremist views. Feedback is sought throughout the year via learner surveys and the Student Union - actions are taken in accordance with the recommendations and suggestions provided.

Staff in HR and Quality are trained deliverers of WRAP training and deliver Prevent CPD to staff across the group. Effective partnerships are in place locally to support referrals.



## Safeguarding

**Robust safeguarding processes support staff and learners to effectively identify and report any causes for concern.**

The group has a comprehensive IT user policy which prevents the use of inappropriate websites and monitors social media action to reduce the risks learners may face online. Local partnership working ensures that information is shared regularly to safeguard all learners and reduce the risk of any threats posed by extremist influence. Issues raised are handled by the Safeguarding team and progressed to Prevent channels as required. Updates for staff training and student awareness are issued annually.



## Equality & Diversity

**Equality & diversity are championed across the group, from college-based activities through to the workplace and including distance learners.**

Staff and students are empowered to challenge discrimination, tackle prejudice and promote positive relationships. Equality and diversity objectives are reviewed annually, including feedback from staff and learners.



## Student & Staff voice

**Democratic processes are in place to promote and encourage staff and learner voice to influence decision making.**

The Student Union and staff forums / briefings empower all to promote a culture of respect.



## Teaching, Learning & Assessment (Classroom & WBL)

**British Values and an understanding of social issues relating to extremism and radicalisation are developed through vocational and pastoral teaching, learning and assessment.**

A robust observation process underpins policy into practice and informs CPD for all staff. A Freedom of Speech policy is in place to ensure that all guest speakers are aware of group safeguarding practices and have been authorised to be in front of learners.

All staff are aware of current Safeguarding practices and are encouraged to discuss and share any causes for concern relating to the behaviour or views expressed by learners.

# British Values at RNN Group

## Individual Liberty

Learners and staff across our group are encouraged to share their views freely, in a respectful manner and in a safe environment where their thoughts and ideas will be listened to. This is captured through; staff and learner surveys, team meetings, student union activities, course reps, briefings with senior leaders for staff and learners and our Compliments and Complaints policy. All staff and learners have a freedom of choice and the group offers a variety of extra curricular activities which staff and learners can choose from, for example; health and wellbeing activities, spiritual, moral, social and cultural activities, enrichment activities & careers fairs and advice.

## Rule of Law

Teaching and learning across the group is governed by policies and procedures which ensure the safety and protection of staff and learners. Codes of conduct, Health & Safety guidance, disciplinary and grievance procedures and celebrations of achievement all reflect how staff and learners support one another by adhering to these rules.

## Democracy

Democratic processes for staff and learners ensure that decisions and plans which are made for and on behalf of the group, are done so with consideration of a collective voice which is representative of the staff and learner community. Students are encouraged to share their views and inform decisions by; participating in the colleges student union, acting as course reps, completing learner surveys and acting as student governors. Staff are encouraged to contribute their views by; completing staff surveys, participating in staff focus groups, acting as staff governors and contributing to team meetings.

## Tolerance & Mutual Respect

Staff and learners demonstrate respect for one another in all that they do by working together to celebrate and positively promote different opinions, beliefs and faiths. Staff and learners are encouraged to develop their knowledge and awareness of a range of social and economical issues which affect our local communities and in doing so are able to celebrate equality and diversity and show respect towards others. Tutorials, cultural events, religious festivals, creative learning displays and staff development all contribute to supporting this ethos across the group.

# Prevent at RNN Group

## Partnership & Policies

**Staff across the RNN Group work closely with several local partners to ensure that consistent and effective practices are in place which safeguard our staff and learners.**

We work with local safeguarding forums, authorities and the police force to assess the risks learners may face, monitor action taken and ensure prompt and effective action. Regular training opportunities are provided to update and up skill staff in the management and handling of issues relating to the Prevent agenda.

Policies are in place across the Group which provide clear and accessible guidance with regards to issues such as; the management of complaints, whistleblowing, acceptable use of IT, equality & diversity and the use of prayer and reflection spaces. These policies are reviewed and updated regularly, including feedback from staff and learner forums.

## Staff development

**Senior leaders, Governors and staff across the Group are invited to and participate in, regular training and development activities which promote and develop their understanding of the Prevent agenda and British Values.**

Online and face-to-face training and development opportunities are available alongside on-going professional development for academic and support staff.

Professional development reviews and observations of teaching and learning provide opportunities for staff to demonstrate and assess how they exemplify British Values in their behaviour. For academic and support staff, this includes how effectively they utilise opportunities in the curriculum to promote discussion and raise awareness with learners about social issues and risks connected to life in modern Britain.

## Risk assessment & action plan

**A Prevent action plan and risk assessment is led by the Director of HR for the RNN Group.**

This includes regular and thorough reviews of practice and policies, including the management of estates, security, working with external visitors and partner organisations to share information, use of publicly accessible / shared buildings, the management of events and student trips and internet safety.

Senior Leaders, Governors, staff and learner focus groups review relevant aspects of the risk assessment and action plan to ensure necessary and effective actions are implemented and to provide feedback as to their impact.

## Learner well-being & support

**Pastoral support is provided to learners through well-planned schemes of work which underpin tutorial activity, sports and fitness programmes and a variety of other enrichment opportunities.**

Students are encouraged to participate in the RNN Student Union to express their views and provide feedback as to the extent in which college policies and practice surrounding issues including British Values and Prevent, are effective.

Mentors and counselling provision is available to learners who require specialist support in overcoming barriers to learning and addressing any personal needs.

The College Safeguarding team work closely with local agencies to share and maintain up to date information which reduces risk and limits the spread of extremist influence.

# So what does it look like in practice?



**Policies and procedures are regularly reviewed and updated. Feedback from staff and learners demonstrates impact and effectiveness. Input is sought from local partners to share practice**



**Effective partnership working with several local agencies underpins the sharing of information and resources to safeguard and support our staff, students and community. We work with schools, colleges and other providers to develop and learn from best practice**



**Open and honest conversations between staff and learners are encouraged. Staff build very positive relationships with learners and parents /carers to ensure any potential issues or concerns are addressed as soon as possible. Learners participate in a range of learner voice activities to express their views and implement actions.**



**Training and development is provided throughout the year for staff, senior leaders and Governors in order to maintain a relentless focus on core issues relating to the protection and well-being of staff and learners**



**We are proud of the achievements and quality recognition we have gained regionally and nationally for our commitment to safeguarding and diversity. This is demonstrated through the Investors in Diversity and Matrix accreditation that the organisation holds.**



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**Together we value:**

- A safe environment for everyone
  - Integrity and doing the right thing
  - Supporting families and communities
  - Promoting good relations
  - Promoting good health
  - Celebrating our differences and similarities
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**Rotherham** College  
**North Notts** College  
**Dearne Valley** College

Part of  
**RNN** GROUP