



Wetherby-Pembridge School New York Prevent Duty Risk Assessment

This risk assessment applies to all children in the school including all children in the EYFS

Location: 7 East 96 Street, New York, NY, 10128 The United States	Risk Assessment Reference Number:	Risk Assessment carried out by: Kate Bailey	Date: June 25 th 2019
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No.	Prevent Vulnerability / Risk Area	Action taken/already in place to mitigate / address risk
1	<p><u>Leadership</u></p> <p>Do the following people have a good understanding of their own and institutional responsibilities in relation to the Prevent Duty?</p> <ul style="list-style-type: none"> ➤ Prevent Leads ➤ SLT ➤ Staff ➤ Board of Governors / Alpha Plus Directors ➤ Safeguarding team 	<p>Prevent Leads</p> <p>The Prevent lead at Wetherby-Pembridge is the Head of School, Kate Bailey. She is responsible for overseeing the school Prevent action plan and updating all staff when necessary.</p> <p>SLT</p> <p>Both members of the SLT will be trained in the Prevent Duty and Guidance for England and Wales. They will also be made aware of the Channel Duty. Whilst this is not a US-required law, it places the School in line with ISI compliance expectations.</p> <p>Staff</p> <p>All staff have been trained in the Prevent Duty and Guidance for England and Wales as part of their annual induction. They are also aware of the Channel Duty. All staff are aware of who is the Prevent Lead at Wetherby-Pembridge. At WPNY, we build childrens' resilience to radicalisation by promoting fundamental British values and enabling our pupils to challenge extremist views. All staff have a statutory duty to have due regard to the need to prevent children from being drawn into terrorism. In interpreting what is meant by 'due regard', we take guidance from the government's Prevent Strategy, including the Channel programme, which aims to ensure that vulnerable children of any faith, ethnicity or background receive support before their vulnerabilities are exploited by those that would want them to embrace terrorism. There are many other areas of the curriculum and school life where fundamental values are promoted.</p>



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		<p>As part of the EYFS curriculum it is a statutory requirement for the teachers to plan activities to promote each child's personal, social and emotional development. Children are individually supported in developing confidence, autonomy and self-respect.</p>
		<p>The Board of Governors / Alpha Plus Directors The Board of Governors at Alpha Plus have an excellent understanding regarding the Prevent Duty. Liz Francis, Director of Education, is the named person responsible for Prevent at Alpha Plus Head Office.</p> <p>The Safeguarding Team Kate Bailey is the Designated Senior Lead (DSL) for safeguarding at Wetherby-Pembridge. She has been trained in the Prevent Duty. Alice Charteris is the Deputy Designated Safeguarding Lead. She has been trained in the Prevent Duty.</p>
2	<p><u>Partnership</u> 1) Is there active engagement from the institution's Governors, SMT, managers and leaders? 2) Does the institution have an identified single point of contact (SPOC) in relation to Prevent? 3) Does the institution engage with the BIS Regional Prevent Co-ordinator, Local Authority Police Prevent Leads and engage with local Prevent Boards/Steering Groups at strategic and operational level?</p>	<ol style="list-style-type: none"> 1) The named person responsible for Prevent at Head Office is Liz Francis. She has been trained in this area. 2) Kate Bailey is the SPOC at Wetherby-Pembridge. 3) This does not apply to WPNY being based in New York. However, all SLT and WPNY staff are trained as NYS mandated reporters and are trained to submit details of cases when suspicion is aroused on all safeguarding and radicalization incidences.



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3	<p>Staff Training Do all staff have sufficient knowledge and confidence to:</p> <ul style="list-style-type: none"> 1) exemplify British values in their management, teaching and through general behaviours in the institution 2) understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism 3) have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response 	<ul style="list-style-type: none"> 1) All staff have been informed about changes and required updates to the EYFS. The Head of School has also ensured that all planning across the curriculum promotes fundamental British values where possible. All policies and procedures at WPNY reflect our commitment to promoting fundamental British values. 2) As well as being trained in the Prevent Duty and fundamental British values, all staff have been given a copy of any necessary documentation pertinent to these areas. 3) All staff will be trained online in the Prevent Duty (scheduled for staff induction on August 27th 2019 at WPNY). This gives staff a good understanding of the Prevent Duty and Guidance for England and Wales (UK). All staff have also read the revised Safeguarding Policy. Copies are also in the staff Room on the 2nd floor Mezzanine. All staff are aware of the Prevent leads and DSLs for safeguarding.



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4	<p><u>Welfare, pastoral and chaplaincy support</u></p> <p>1) Are there adequate arrangements and resources in place that provide pastoral care and support as required by the institution?</p> <p>2) Does the institution have chaplaincy provision or is this support signposted locally or brought in?</p> <p>3) Are their adequate monitoring arrangements to ensure that this support is effective and supports the institutions welfare and equality policies?</p>	<p>1) At WPNY the Head of School is the Prevent Lead. All staff are aware of the role of the Head of School and know that she is the DSL for safeguarding and is one of the Prevent Leads. There is a Pastoral Care Policy and staff are aware of the procedures regarding children who are causing concern. The Head of School will offer guidance and support.</p> <p>2) At WPNY we do not have any chaplaincy provision on site. However, should this be required there are various religious institutions within the local UES area that could be called upon if necessary. The Head of School should be asked for further information.</p> <p>3) All policies and procedures are reviewed regularly and the Head of School monitors this closely.</p>
5	<p><u>Speakers and events</u></p> <p>1) Is there an effective policy / framework for managing speaker requests?</p> <p>2) Is it well communicated to staff / students and compiled with?</p> <p>3) Is there a policy / framework for managing on campus events i.e. charity events?</p>	<p>1) At WPNY we welcome guest speakers to speak to the children across the school. We follow our safeguarding procedures and guest speakers are never left alone with our children. Guest speakers are normally from well-known charities and are background checked. Before the guest speaker comes into school a member of staff will have spoken with them about the content of presentation. Should there be any spurious content that falls below our expectations, the guest speaker will not be allowed to speak to the boys.</p> <p>2) All staff must check with the Head of School whether guest speakers are allowed into school.</p> <p>3) We do not run any external events at WPNY. All clubs are run by school staff. Any clubs that are run by external agencies have been through our recruitment procedures and are registered on the single central register.</p>



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6	<p><u>Safety Online</u></p> <ol style="list-style-type: none"> 1) Does the institution have a policy relating to the use of IT and does it contain a specific reference and inclusion of the Prevent Duty? 2) Does the institution employ filtering / firewall systems to prevent staff / students / visitors from accessing extremist websites and material? 3) Does this also include the use of using their own devices via wi-fi? 4) Does the system alert to serious and / or repeated breaches or attempted breaches of the policy? 	<ol style="list-style-type: none"> 1) WPNY has strict procedures in place with regards to ICT usage within the school. The policy for mobile phones and electronic devices is outlined in our Safeguarding Policy. There is also an ICT Usage Policy for both staff and children. 2) The Alpha Plus group have installed a firewall / filtering system to prevent everyone from accessing extremist websites and materials. This is regularly checked and is monitored closely by Alpha Plus and Northern Star (US) IT staff. Any problems / issues are reported immediately. All children know what to do should there be anything that pops up on the screen they are unaware of. 3) Staff are not allowed to have access to the school's wi-fi. Only the Head of School has access to this. 4) The system reports serious and repeated breaches or attempted breaches of the policy.
7	<p><u>Prayer and Faith Facilities</u></p> <ol style="list-style-type: none"> 1) Does the institution have prayer facilities? 2) Are there good governance and management procedures in place in respect of activities and space in these facilities? 	<ol style="list-style-type: none"> 1) At WPNY we do not have any prayer facilities. n/a
8	<p><u>Campus Security</u></p> <ol style="list-style-type: none"> 1) Are there effective arrangements in place to manage access to the campus by visitors and non-students / staff? 2) Is there a policy regarding the wearing of ID on campus? Is it enforced? 3) Are dangerous substances kept and stored on site? 	<ol style="list-style-type: none"> 1) All points of entry and exit at WPNY are operated on a keycard entry system. There are 23 CCTV cameras, internally and externally. All visitors into the school are required to ring the bell and say who they are to the Security Officer. The Security Officer know the names of people who are authorised to collect the children. If in doubt they will follow the necessary procedures with regards to who the child will go home with. The school office/Security Officer also is aware of any visitors who have appointments with members of staff. When the children are dropped off the Head of School will be standing in the doors to greet the children. Parents are



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	<p>4) Is there a policy covering the distribution (including electronic) of leaflets or other publicising material?</p>	<p>asked prior to joining the school to complete an information form clearly stating who may or may not collect their child. We require parents to introduce us to the new person who will be collecting their child. If a child is going home with another family, this should be written on the 'Dismissal' sheets which are held by the Security Officer. Should a parent not have seen a member of staff they should email the school office/security officer who will contact the class teacher. If a parent has not informed the school, the child will not be allowed home with someone else until we have been in contact with one of his parents.</p> <ol style="list-style-type: none"> 1) All visitors should report to the reception and the security officer on entry to the school. Here they will have to sign in at the Visitor's Screen and will have to wear a WPNY Visitor's label which will be given to them on arrival. 2) There are no dangerous substances kept and stored on site. All cleaning products are non-toxic and are kept in a locked cupboard. All WPNY Staff have completed their NYS infection control training. 3) The distribution of any leaflet or publicising materials are checked with the Head of School. Any notices to be displayed on the welcome board in the Carriageway should be checked by the Head of School.
<p>9</p>	<p><u>Safeguarding</u></p> <ol style="list-style-type: none"> 1) Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies? 2) Do safeguarding and welfare staff receive additional and ongoing training to enable the effective understanding and handling of referrals relating to radicalisation and extremism? 	<ol style="list-style-type: none"> 1) Prevent Duty Guidance is outlined in WPNY's Safeguarding Policy. All staff have signed off to say they have read this policy. The Prevent Duty is outlined in other necessary policies. 2) Our Prevent leads will follow the procedures outlined in the Safeguarding Policy with regards to handling referrals relating to radicalisation and extremism. All staff have received the NYS Mandated Reporter Training.



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	<p>3) Does the institution utilise Channel as a support mechanism in cases of radicalisation and extremism?</p> <p>4) Does the institution have a policy regarding referral to Channel identifying a recognised pathway and threshold for referral?</p>	<p>3) To report any cases of radicalisation and extremism, WPNY staff should speak to the DSL who will refer to the local Statewide Central Register and ACS or NYPD if deemed necessary. This is in line with the WPNY Safeguarding Policy and compliant with local US practice.</p> <p>4) WPNY does not have a separate policy for the referral to Channel. This is all within our Safeguarding Policy.</p>
10	<p><u>Communications</u></p> <p>1) Is the institution Prevent Lead and their role widely known across the institution?</p> <p>2) Are staff and students made aware of the Prevent Duty, current risks and appropriate activities in this area?</p> <p>3) Are there information sharing protocols in place to facilitate information sharing with Prevent partners?</p>	<p>1) All staff are aware of who the Prevent lead is at WPNY.</p> <p>2) They will also have training by Educare online course on Prevent Duty. Our classrooms are safe spaces where children can understand and discuss a wide range of sensitive topics, including extremism. In the process of promoting critical thinking, and in learning how to challenge terrorist ideologies, we recognise that staff may occasionally find themselves with a paradox. In an educational and developmental context, it is natural for children to want to explore and question different values and beliefs, some of which may, if only hypothetically or temporarily, challenge fundamental British values. Our staff exercise careful professional judgement in such cases, and above all, whether inside or outside the classroom, are particularly alert to risk - indicators of vulnerable children and, if appropriate, must seek further guidance.</p> <p>3) WPNY belongs to the Alpha Plus Group. Within this group there are information sharing protocols.</p>
11	<p><u>Incident Management</u></p> <p>1) Does the institution have a critical incident management plan which is capable of dealing terrorist related issues?</p>	<p>1) At WPNY we have Crisis Management Procedures. We also have a Business Continuity Plan as well as lockdown procedures. Within both documents there are named persons responsible for different areas / aspects.</p> <p>2) At WPNY all communications are handled by Adrian Langan - +44 7810 820 312. Head Office are also part of the communications process. Adrian Langan will communicate with the school with guidance on what protocols should be followed.</p>



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	2) Is a suitably trained and informed person identified to lead on the response to such an incident? 3) Does the communications / media department understand the nature of such an incident and the response that may be required?	3) There are effective arrangements in place to ensure staff and children are appraised of tensions and are provided with advice where appropriate.
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	4) Does the institution have effective arrangements in place to identify and respond to tensions on or off campus which might impact upon staff, student and / or public safety? 5) Are effective arrangements in place to ensure that staff and students are appraised of tensions and provide advice where appropriate?	4) There are effective arrangements in place to ensure staff and children are appraised of tensions and are provided with advice where appropriate. The Staff abide by the school Health and Safety Plan and the US compliant School Safety Plan 2019-2020. 5) There are effective arrangements in place to ensure staff and children are appraised of tensions and are provided with advice where appropriate. The Staff abide by the school Health and Safety Plan and the US compliant School Safety Plan 2019-2020.
12	<u>Staff and Volunteers</u> 1) Does awareness training extend to sub-contracted staff and volunteers? 2) Is the institution vigilant to the radicalisation of staff by sub-contracted staff and volunteers?	1) All awareness training has been included within documentation for external staff. 2) We are vigilant to the radicalisation of all staff.
13	<u>Freedom of Expression</u> 1) Does the institution have a Freedom of Speech / Expression policy? 2) Does this policy recognise and incorporate the risks associated with radicalisation and extremism?	1) At WPNY we do not have a Freedom of Speech / Expression Policy. We have an Equal Opportunity Policy. 2) n/a 3) n/a



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	3) Is the need to protect vulnerable individuals covered within this policy?	
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This document will be reviewed annually