



Wetherby School  
Reception  
19 Pembridge Villas  
London  
W11 3EP

Wetherby School  
Years 1, 2 and 3  
11 Pembridge Square  
London  
W2 4ED

# Prevent Duty Risk Assessment

**Policy written by:** Anna Dingle

**Review date:** June 2021

**Submission:** June 2021

**Policy actioned from:** September 2021 – August 2022

**Next review date:** June 2022

**Reviewer's Signature:**

Handwritten signature of Anna Dingle in black ink.

**Head Teacher's Signature:**

Handwritten signature of M. Snell in black ink.

**Circulation:** This policy is addressed to all members of staff and volunteers, is available to parents on request. It applies wherever staff or volunteers are working with pupils.

Please note: 'School' refers to Wetherby School; 'parents' refers to parents, guardians and carer



## Wetherby School Prevent Duty Risk Assessment



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

<b>Location: 11 Pembridge Square and 19 Pembridge Villas</b>	<b>Risk Assessment Reference Number:</b>	<b>Risk Assessment carried out by: Anna Dingle, Designated Safeguarding Lead</b>	<b>Date: September 2021</b>
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<b>No.</b>	<b>Prevent Vulnerability / Risk Area</b>	<b>Action taken/already in place to mitigate / address risk</b>
1	<p><b><u>Leadership</u></b></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"> <li>➤ Prevent Leads</li> <li>➤ SMT</li> <li>➤ Staff</li> <li>➤ Board of Governors / Alpha Plus Directors</li> <li>➤ Safeguarding team</li> </ul>	<p><b>Prevent Leads</b></p> <p>The Prevent leads at Wetherby School are Anna Dingle and Jemima Jones. They are responsible for overseeing the school Prevent action plan and updating all staff when necessary.</p> <p><b>SMT</b></p> <p>All SMT have been trained in the Prevent Duty Guidance for England and Wales. They are also aware of the Channel Duty.</p> <p><b>Staff</b></p> <p>All staff have been trained in the Prevent Duty and Guidance for England and Wales. They are also aware of the Channel Duty. All staff are aware of the Prevent Leads at Wetherby School. At Wetherby School we build boys' 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> <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. Boys are individually supported in developing confidence, autonomy and self-respect. They are</p>



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		<p>encouraged to work and concentrate independently and also take part in all aspects of school life, sharing and co-operating with other children and adults. The boys learn acceptable ways to express their own feelings and to have respect for the feelings of others. All boys are given the opportunity, as appropriate, to take responsibility for themselves and also for others in the class. The boys learn to accept and celebrate similarities and differences in others.</p> <p><b>The Board of Governors / Alpha Plus Directors</b> The Board of Governors at Alpha Plus have an excellent understanding regarding the Prevent Duty. John Withers, Education Director (Middle Years), is the named person responsible for Prevent at Alpha Plus Head Office.</p> <p><b>The Safeguarding Team</b> Anna Dingle is the Designated Senior Lead (DSL) for the whole school. Samuel Birch and Abigail Salt are the deputy DSL's at 11 Pembridge Square. Jemima Jones is the deputy DSL at 19 Pembridge Villas. They have all been trained in the Prevent Duty.</p>
2	<p><b><u>Partnership</u></b></p> <p>1) Is there active engagement from the institution's Governors, SMT, managers and leaders?</p> <p>2) Does the institution have an identified single point of contact (SPOC) in relation to Prevent?</p> <p>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 an operational level?</p>	<p>1) The named person responsible for Prevent at Head Office is John Withers. He has been trained in this area. All staff and SMT have done Prevent Duty training on Educare</p> <p>2) Anna Dingle and Jemima Jones are the SPOC at Wetherby School.</p> <p>3) They will engage with the BIS Regional Prevent Co-ordinator, Local Authority Police Prevent Leads and local Prevent Boards / Steering Groups at strategic and operational level. They are aware of who the Local Authority and police Prevent leads are.</p> <p><b>Local Authority (LA) Prevent Lead:</b> Tina Bencik (Prevent Education Officer) Telephone: 0208 753 5727 Mobile: 07977470316 Email: tina.bencik@lbhf.gov.uk</p>



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		<b>Kensington and Chelsea (Metropolitan Police):</b> Anti-Terrorist Hotline on 0800 789 321 <a href="https://www.rbkc.gov.uk/community-and-local-life/community-safety/crime-prevention/prevent-strategy">https://www.rbkc.gov.uk/community-and-local-life/community-safety/crime-prevention/prevent-strategy</a>
3	<b><u>Staff Training</u></b> Do all staff have sufficient knowledge and confidence to:  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 recognize his vulnerability and be aware of what action to take in response	1) The Deputy Head and Assistant Head (Academic) have ensured that all planning across the curriculum promotes fundamental British values where possible. All policies and procedures at Wetherby School reflect our commitment to promoting fundamental British values. This also takes into account other areas of school life. Staff attend assemblies on FBV.  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. Copies of articles have been displayed in staffrooms at both sites.  3) All staff and SMT have done Prevent Duty training on Educare. This has given staff a good understanding of the Prevent Duty and Guidance for England and Wales. All staff have to read the Safeguarding Policy. All staff are aware of the Prevent leads and DSLs for safeguarding.



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4	<p><b><u>Welfare, pastoral and chaplaincy support</u></b></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 Wetherby School the Deputy Head is the Prevent lead. All staff are aware of the role of the Prevent Lead 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 Deputy Head and Assistant Head (Pastoral) will offer guidance and support.</p> <p>2) At Wetherby School we do not have any chaplaincy provision on site. However, should this be required there are various religious institutions within the local area that could be called upon if necessary. The Deputy Head or Headmaster should be asked for further information. Within the local area Wetherby School uses St Matthew's Church for all of their services.</p> <p>3) All policies and procedures are reviewed regularly and the Deputy Head and the SMT monitor this closely.</p>
5	<p><b><u>Speakers and events</u></b></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 Wetherby School we welcome guest speakers to speak to the boys. 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 DBS 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. Refer to School Visitors Policy</p> <p>2) All staff must check with the Headmaster and Deputy Head and / or Assistant Head (Wellbeing and Co-Curricular) whether guest speakers are allowed into school.</p> <p>3) We do not run any external events at Wetherby School. Most 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><b><u>Safety Online</u></b></p> <ol style="list-style-type: none"><li>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?</li><li>2) Does the institution employ filtering / firewall systems to prevent staff / students / visitors from accessing extremist websites and material?</li><li>3) Does the system alert to serious and / or repeated breaches or attempted breaches of the policy?</li></ol>	<ol style="list-style-type: none"><li>1) Wetherby School has strict procedures in place with regards to online safety and ICT Usage within the school. The policy for mobile phones and electronic devices is outlined in our Safeguarding Policy. There is also an Online Safety Policy and ICT Usage for both staff and boys.</li><li>2) The Alpha Plus group have installed a firewall / filtering system to prevent everyone from accessing extremist websites and materials. This is regularly checked by the DSL or Head and is monitored closely by Alpha Plus staff. Any problems / issues are reported immediately. All boys know what to do should there be anything that pops up on the screen they are unaware of.</li><li>3) The system reports serious and repeated breaches or attempted breaches of the policy.</li></ol>
7	<p><b><u>Prayer and Faith Facilities</u></b></p> <ol style="list-style-type: none"><li>1) Does the institution have prayer facilities?</li><li>2) Are there good governance and management procedures in place in respect of activities and space in these facilities?</li></ol>	<ol style="list-style-type: none"><li>1) At Wetherby School we do not have any prayer facilities.</li><li>2) n/a</li></ol>
8	<p><b><u>Campus Security</u></b></p> <ol style="list-style-type: none"><li>1) Are there effective arrangements in place to manage access to the campus by visitors and non-students / staff?</li></ol>	<ol style="list-style-type: none"><li>1) All points of entry and exit to and from both sites at Wetherby School are operated on a keypad entry system with a security code that is changed regularly. Only staff members are aware of this code. There are CCTV cameras, internally and externally, on both sites. All visitors into the school are required to ring the bell and say who they are to the school office. The school offices know the names of people who are authorised to collect the boys. If in doubt they will follow the necessary procedures with regards to who the boy will go home with. The school office also is aware of any visitors who have appointments with members of staff. When the boys are dropped off and collected the Headmaster or a member of the SMT will be standing in the doors to greet the boys. Parents are asked prior to joining the school to complete an information form clearly stating who may or may not collect their son. We require parents to introduce us to the</li></ol>



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	<ul style="list-style-type: none"><li>2) Is there a policy regarding the wearing of ID on campus? Is it enforced?</li><li>3) Are dangerous substances kept and stored on site?</li><li>4) Is there a policy covering the distribution (including electronic) of leaflets or other publicising material?</li></ul>	<p>new person who will be collecting their son. If a boy is going home with another family, or person, written, emailed or permission by phone must be received by the class teacher or contact made with the school office. If a parent has not made contact to give authorisation, the boy will not be allowed home with someone else until we have been in contact with one of his parents.</p> <ul style="list-style-type: none"><li>2) All visitors should report to the school office on entry to the school. Here they will have to sign in through the electronic signing in system and will have to wear a Wetherby visitor label which will be given to them on arrival</li><li>3) There are no dangerous substances kept and stored on site. All cleaning products are non-toxic and are kept in a locked cupboard. All staff have been trained in COSHH as part of their health and safety training.</li><li>4) The distribution of any leaflet or publicising materials are checked with the Headmaster and / or the Deputy Head. Any notices to be displayed at both sites should be checked by the Headmaster and / or the Deputy Head.</li></ul>
9	<p><b><u>Safeguarding</u></b></p> <ul style="list-style-type: none"><li>1) Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies?</li><li>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?</li><li>3) Does the institution utilise Channel as a support mechanism in cases of radicalisation and extremism?</li><li>4) Does the institution have a policy regarding referral to Channel identifying a recognised</li></ul>	<ul style="list-style-type: none"><li>1) Prevent Duty Guidance is outlined in Wetherby School's Safeguarding Policy. All staff have signed off to say they have read this policy. The Prevent Duty is outlined in other necessary policies.</li><li>2) Our Prevent leads will follow the procedures outlined in the Safeguarding Policy with regards to handling referrals relating to radicalisation and extremism.</li><li>3) Wetherby School will use the Channel process to report any cases of radicalisation and extremism.</li><li>4) Wetherby School does not have a separate policy for the referral to Channel. This is all within our Safeguarding Policy.</li></ul>



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	pathway and threshold for referral?	
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10	<p><b><u>Communications</u></b></p> <ol style="list-style-type: none"> <li>1) Is the institution Prevent Lead and their role widely known across the institution?</li> <li>2) Are staff and students made aware of the Prevent Duty, current risks and appropriate activities in this area?</li> <li>3) Are there information sharing protocols in place to facilitate information sharing with Prevent partners?</li> </ol>	<ol style="list-style-type: none"> <li>1) All staff are aware of who the Prevent leads are at Wetherby School.</li> <li>2) A copy of the guidance for England and Wales regarding the Prevent Duty in both staffrooms. All staff and SMT have done Prevent Duty training on Educare. Our classrooms are safe spaces where boys 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.</li> <li>3) Wetherby School belongs to the Alpha Plus Group. Within this group there are information sharing protocols. Information is also shared with the LA Prevent Leads.</li> </ol>
11	<p><b><u>Incident Management</u></b></p> <ol style="list-style-type: none"> <li>1) Does the institution have a critical incident management plan which is capable of dealing terrorist related issues?</li> <li>2) Is a suitably trained and informed person identified to lead on the response to such an incident?</li> <li>3) Does the communications / media department understand the nature of such an incident and the response that may be required?</li> <li>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?</li> <li>5) Are effective arrangements in place to ensure that</li> </ol>	<ol style="list-style-type: none"> <li>1) At Wetherby School we have Crisis Management Procedures. We also have a Business Continuity Plan as well as lockdown procedures.</li> <li>2) Within both documents there are named persons responsible for different areas / aspects.</li> <li>3) At Wetherby School all communications are handled by Adrian Langan – 07810 820 312. Head Office are also part of the communications process.</li> <li>4) Adrian Langan will communicate with the school with guidance on what protocols should be followed.</li> <li>5) There are effective arrangements in place to ensure staff and children are appraised of</li> </ol>



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	staff and students are appraised of tensions and provide advice where appropriate?	tensions and are provided with advice where appropriate.
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12	<b><u>Staff and Volunteers</u></b> 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. All external staff have to sign off to say they have read the Prevent duty risk assessment. 2) We are vigilant to the radicalisation of all staff.
13	<b><u>Freedom of Expression</u></b> 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? 3) Is the need to protect vulnerable individuals covered within this policy?	1) At Wetherby School we do not have a Freedom of Speech / Expression Policy. We have an Equal Opportunities Policy. 2) n/a 3) n/a

**This document will be reviewed annually**