

Preventing Extremism & Anti-Radicalisation Policy

Scope and Purpose of the Policy:

This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

Commun-IT is fully committed to safeguarding and promoting the welfare of all its learners. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. All staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. The guidance reflects, 'Keeping Children Safe in Education' 2018.

The main objectives are:

- all staff will have an understanding of what radicalisation is and why we need to be vigilant
- all staff will know what the Company policy is on anti-radicalisation and will follow the policy when issues arise.
- all parents/carers, and learners will know that the organisation has policies in place to keep learners safe from harm and that Commun-IT regularly reviews its systems to ensure they are appropriate and effective

Who is the Policy for?

The policy applies to all employees, Trainers, Directors and any consultants undertaking work on behalf of Commun-IT.

Definitions

Radicalisation refers to the process by which a person comes to support terrorism and forms of terrorism leading to terrorism

Extremism is defined by the Government in the Prevent Strategy as:

"Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas."

Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- encourage, justify or glorify terrorist violence in furtherance of particular beliefs
- seek to provoke others to terrorist acts
- encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- foster hatred which might lead to inter-community violence in the UK

Indicators

There are a number of behaviours which may indicate a young person is at risk of being radicalised or exposed to extreme views. These include:

- spending increasing time in the company of other suspected extremists
- changing their style of dress or personal appearance to accord with the group
- day-to-day behaviour becoming more centered on an extremist ideology, group or cause
- loss of interest in other friends and activities not associated with the extremist ideology, group or cause
- possession of materials or symbols associated with an extremist cause
- attempts to recruit others to the group/cause
- communications with others that suggests identification with a group, cause or ideology
- using insulting derogatory names for another group
- increase in prejudice-related incidents committed by that person – these may include physical or verbal assault, provocative behaviour, damage to property, derogatory name calling, possession of prejudice-related materials, prejudice related ridicule or name calling, inappropriate forms of address, refusal to co-operate, attempts to recruit to prejudice-related organisations, condoning or supporting violence towards others

Procedure for referrals

- concerns should always be referred to the Director, or in their absence to the SMT
- we believe that it is possible to intervene to protect people who are vulnerable. Early intervention is vital and staff must be aware of the established processes for front line professionals to refer concerns about individuals and groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices.
- the Director will deal swiftly with any referrals made by staff or with concerns reported by staff and will use the Channel referral scheme where appropriate
- all referrals will need to be in writing, however in the first instance they may be verbally shared with the Director. Referrals will be logged
- the Director will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed
- it is recognised that learners with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our learners with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves. Learners are regularly taught about how to stay safe when using the Internet

Staff Training

Commun-IT will facilitate online training on Safeguarding and Child Protection and PREVENT training. It will be organised for staff no less than every three years and will comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children Board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

Through the provision of CPD opportunities, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on, and are aware of how we can provide support as training provider to ensure that our learners are resilient and able to resist involvement in radical or extreme activities. The Designated Senior Person will attend training courses as necessary. Again this will include training on extremism and radicalisation and its safeguarding implications.

