
Policies and Procedures

PREVENTION OF EXTREMISM AND RADICALISATION POLICY

Introduction

The current threat from Terrorism and Extremism in the United Kingdom is real, severe and can involve the exploitation of vulnerable people, including children and young people.

The Office for Security and Counter-Terrorism, in the Home Office, works to counter the threat from terrorism. Their work is covered in the government's counter-terrorism strategy, CONTEST.

The strategy is based on 4 areas of work:

- pursue: to stop terrorist attacks
- prevent: to stop people becoming terrorists or supporting terrorism
- protect: to strengthen our protection against a terrorist attack
- prepare: to mitigate the impact of a terrorist attack

PREVENT is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity.

PREVENT happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation. We have a legal responsibility to fulfil the Prevent Duty Statement.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding concerns for those young people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process (see below).

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

Extremism is 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 (HM Government Prevent Strategy, 2011).

Equality, Diversity and Community Cohesion

Wise Origin (WO) aims to guide our learners to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action. We take extremely seriously our key role in preparing all our young people for life in modern Britain.

We aim to encourage working towards a society in with a common vision and sense of belonging by all. Communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

Responsibilities

The Prevent Duty requires further education institutions to:

- Make sure that all have undertaken appropriate training or development and share information across relevant curriculum areas.
- Have clear and visible policies in place for both staff and learners with regard to risk assessment. This should also include policies for events that may take place by staff, learners, visitors, external bodies and community organisations. They will also need to be aware of places or areas of learning where learners/staff may be in contact with, or possibility get involved with terrorism.
- Have sufficient support available for welfare and pastoral care according to the individual requirements.
- Have policies in place for the use of information technology on the premises and for the use of research in curriculum areas.

The Prevent Duty states the British Values that are expected to be embedded into the curriculum are:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

The Counter-Terrorism and Security Bill seeks to place a duty on specified authorities including schools, colleges, training providers and universities to 'have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism'.

WO has developed a culture of safety and respect for its learners, staff and visitors. As part of this ethos WO has considered the Prevent Duty and the importance of collaborative working between staff, local authorities, police, other educational institutions, policy makers and health providers to identify, detect and safeguard vulnerable people throughout the organisation.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism; and how WO will protect our apprentices, learners, staff, clients, and stakeholders from radicalising influences.

Objectives

- To promote, implement and monitor WOs responsibilities under the Prevent Duty to all apprentice learners, clients, stakeholders, staff and visitors at WO.
- To promote and embed British Values into the organisation's procedures and curriculum.
- To protect apprentices and employees from radicalising influences.
- To ensure apprentices and employees are resilient to extreme narratives
- Identify changes in behaviour of apprentices and employees.
- To deal with any issues raised by apprentices or employers.
- To set a strategy, objectives and an action plan to achieve the Prevent Duty.
- To ensure apprentice learner and staff safety.
- To ensure that WO promotes a culture of non-bullying, non-harassment and non-discrimination.
- To provide support for learners who may be at risk and develop appropriate sources of advice and guidance.
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

Legislation

- Counter-Terrorism and Security Act 2015

PREVENT Strategy Objectives and Indicators

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| Ideology: | respond to the ideological challenge of terrorism and the threat we face from those who promote it. |
| Individuals: | prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support |
| Institutions: | work with sectors and institutions where there are risks of radicalisation which we need to address. |

All staff should have an awareness of the PREVENT agenda and the various forms radicalisation takes and in being able to recognise signs and indicators or concern and respond appropriately.

Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person or their family may be vulnerable or involved with extremism:

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| Identity crisis: | Distance from cultural/religious heritage and uncomfortable with their place in the society around them. |
| Personal crisis: | Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging. |
| Personal circumstances: | Migration; local community tensions; events affecting the country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy. |
| Unmet aspirations: | Perceptions of injustice; feeling of failure; rejection of civic life. |
| Criminality: | Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups. |

Access to extremist influences

- Reason to believe that the young person associates with those known to be involved in extremism

- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity

Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour

Referral and Intervention Process

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported to the named Designated H&S / Safeguarding Lead or Senior Management Team immediately and no later than the end of the working day. Please complete the 'Prevent Referral Form'.

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out (even though parental consent may be withheld), a referral to Child or Adult Protection Services should be made in line with the company Safeguarding Policy. However, it should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process). As part of the referral process, the Designated Safeguarding Lead or Deputy will also raise an electronic referral to Channel.

Channel referral process

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations. The relevant person from your local area Police will carry out an initial assessment and, if appropriate, set up a multi-agency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the young person.

For urgent submissions, please call 101 and ask for the Prevent Team. If you are unable to get through, please call 0116 248 6726.

Formal submissions to the Police can be sent via prevent.team@leicestershire.pnn.police.uk with the relevant details provided.

Designated Safeguarding Lead

We recognise involvement in situations where there is risk or actual harm can be stressful for staff concerned. The DSL is available to offer support and advice (0116 242 5557).

Managing Information

A key first step in preventing radicalisation is tackling the methods perpetrators use to influence individuals. For example, using personal data to create targeted content, and using it to drive extremism is a common tactic to encourage radicalisation online.

Organisations like Facebook, Google and Twitter possess vast amounts of personal information about the public. Even in the right hands, without proper regulation, these data sets can be exploited in information bubbles, designed to enforce extremist views.

With the new General Data Protection Regulation (GDPR) in force, European entities now have fresh responsibilities for data processing, in terms of delivering high standards of privacy and security to ensure that personal and sensitive data is properly protected.

Wise Origin take these responsibilities seriously. Public data must be protected from exploitation from those who wish to spread propaganda. That's why protecting data is critical for countering violent extremism online. All staff must be aware that they have a professional duty to share information with other agencies in order to safeguard children and adults at risk. The public interest in safeguarding children and vulnerable adults may override confidentiality interests. However, information will be shared on a need to know basis only, as judged by the DSL.

Information will be gathered, recorded and stored in accordance with the Data Protection Policy – GDPR updated.

Policy Implementation

Promoting the policy

- producing and circulating the Prevent policy to everyone
- encourage a prevent culture by raising the profile of prevent across Wise Origin to encourage students and staff to remain vigilant and report concerns
- ensuring all the workforce and Learners understand the possible consequences of non-conformance
- create a safe environment where students and staff feel confident
- building opportunities to promote and discuss prevent in relation to the curriculum
- include standard agenda items at all meetings to raise the profile of prevent
- embed prevent training and development at all points throughout the staff and learner journey from induction

Gaining commitment

- Adopting easy to follow process in relation to prevent that are monitored and reviewed regularly
- Embedding prevent in everything we do including induction and training
- Promoting prevent at learner reviews and staff 1-1's
- Leading by example
- Communicating changes in relation to prevent clearly and regularly
- Offering all staff and learner training in prevent

Training

- All staff will be supported to obtain a prevent qualification
- All statutory information will be made available to staff and learners
- Training on this policy will be include at all induction training for new staff
- Staff refresher training will be held every two years at a minimum or upon changes to this policy.
- Line managers will be responsible for ensuring their team are trained in this policy.
- Learners will receive regular training and information in order to inform them of, and raise their awareness of, the Prevent agenda as part of their safeguarding training. This is supported by bespoke tutorials which is delivered each year by their Tutor / Assessor to embed learning.

Staff receive awareness training and guidance on how to deal with:

- Inappropriate material and behaviours and how to ensure apprentices & learners are resilient to extreme narratives.
- Disclosures by learners about their exposure to extremist actions, views or materials
- Accessing extremist material online
- Parental or peer concerns
- Intolerance of difference Anti-Western or Anti-British views
- Protecting apprentices & learners from radicalising influences.
- Identifying changes in behaviour of apprentices and learners.
- How to deal with any issues raised by apprentices or learners.

Responsible parties

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| Director | Umair Khan | Umair.Khan@wiseorigin.co.uk | 0116 2425557 |
| Designated Health & Safety Officer | Yusuf Patel | hr@wiseorigin.co.uk | 07305 392762 |
| Designated Safeguarding Lead | Yusuf Patel | safeguarding@wiseorigin.co.uk | 07704 621213 |
| Deputy DSL | Zaheda Ravat | Zaheda.ravat@wiseorigin.co.uk | 0116 2425557 |

Review of the Policy

The Prevent Policy will be revised annually by the Senior Management Team and Director.

| Policy Review | Review Date | Next Review Date | Approved by |
|---------------|------------------------------|------------------|-------------|
| Annually | 1 st October 2024 | 25 July 2025 | Umair Khan |