

Preventing Extremism and Radicalisation Policy 2017 - 18

Policy Number	Document Name	Location/File path	
PY 24	Preventing Extremism and Radicalisation Policy 2018	P:\Policies\Policies 2017-18	
Version No.	Date Issued	Created by	Approved by
3.0	23/01/2018	Safeguarding QIG	Mark Pike

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Preventing Extremism and Radicalisation Safeguarding Policy

This Policy is intended to cover all Board Members, Employees (including Consultants), Volunteers, Learners, Partner organisations, Key Stakeholders and Employers.

Introduction

This policy supports Prevent, one of the four elements of CONTEST, the Government's counter-terrorism strategy. This aims to stop people becoming terrorists or supporting terrorism.

1. Objectives

- 1.1. To ensure that all children, young people and vulnerable adults who are involved in activities, training, events and placements organised by Develop are appropriately safeguarded in accordance with the Counter-Terrorism and Security Act 2015.
- 1.2. To ensure that all Develop employees (including consultants), volunteers, board members, partner organisations and employers are aware of and are undertaking full and correct safeguarding procedures, inclusive of the identification, recording and reporting of suspected cases of extremism and radicalisation.
- 1.3. To ensure that Develop remains up to date with legislation and practice relating to the PREVENT Strategy.
- 1.4. To raise awareness and actively promote the principles of the PREVENT strategy and the various forms of radicalisation.
- 1.5. To work in partnership with children, young people, vulnerable adults, their parents, carers and employers, partners and key stakeholders.
- 1.6. To ensure that all employees (including consultants), volunteers, board members, partner organisations, key stakeholders and employers are equipped to recognise extremism and are skilled and confident enough to discuss it and report any concerns.

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2. Scope

- 2.1. To cover all activities carried out by Develop.
- 2.2. To cover all activities carried out by learners, volunteers, employees (including consultants) and employers, key stakeholders, partner organisations, guest speakers and visitors; and is extended to all board members.
- 2.3. Develop and partner organisations need to provide their own policies to support the prevention of extremism and radicalisation within their provision.

3. Key Principles

- 3.1. For the purpose of this document, ‘individual’ or ‘individuals’ refers to all individuals working with, or in contact with, children, young people or vulnerable adults at any time as part of their employment. This includes board members, employees (including consultants), volunteers, employers, partner organisations and learners. All Employers who have learners on learning programmes with Develop are required to comply with Develop’s Safeguarding, Child Protection and Vulnerable Adults policy.
- 3.2. Develop is firmly committed to safeguarding in all relevant aspects of its employment and business. Develop is committed to both the legal implications and criteria for safeguarding and the promotion of health and wellbeing in relation to all individuals, within Develop, who may be vulnerable to extremism and radicalisation.
- 3.3. All employees directly employed by Develop in contact with children, young people or vulnerable adults as part of their employment will have an enhanced DBS clearance. External visitors, who do not hold a DBS, will be fully supervised at all times on Develop sites.
- 3.4. Referral and reporting procedures will be in place and strictly adhered to in the event of any concerns relating to extremism and radicalisation, following the Channel/Prevent referral process. The Safeguarding and Well-being Manager will link with local Police Prevent Sergeants and regional coordinators. They will also make Channel/Prevent referrals following Local Safeguarding Board’s protocols and procedures.

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- 3.5. Develop will advise schools/employers of their responsibility to follow statutory guidance including Keeping Children Safe in Education, including reporting of concerns and disclosures relating to extremism and radicalisation.
- 3.6. Develop’s CEO or Safeguarding and Well-being Manager will immediately inform the Education and Skills Funding Agency (ESFA) when the organisation, or one of its subcontractors, is the subject of an investigation by the Local Authority or the Police in connection with a Prevent issue.
- 3.7. Develop employees (including consultants) and volunteers will maintain up-to-date knowledge of safeguarding practice and procedures, extended to include the Prevent agenda.
- 3.8. The Safeguarding and Well-being Manager will monitor the safeguarding training, practices and procedures of partner organisations and employers to ensure they are compliant with contractual requirements.
- 3.9. Develop will actively seek to work with all related agencies, companies, bodies and providers in order to promote and maintain the highest standards of safeguarding which will include preventing extremism and radicalisation in the United Kingdom.
- 3.10. Develop will comply with all applicable regulations set , including;
 - The Counter-Terrorism & Security Act 2015.
 - The Protection of Children’s Act 1999.
 - The Safeguarding Vulnerable Groups Act 2006.
 - The Children’s Act 2004.
 - The Education Act 2002.
 - The Sexual Offences Act 2003.
 - The Protection of Freedoms Act 2012.
 - Keeping Children Safe in Education.
 - Working Together to Safeguard Children.

4. Designated Persons

- Rachael Wrapson – Safeguarding and Well-being Manager
wrapsonr@developebp.co.uk
 Tel: 01525 408690/07712395302

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- Aimee Sykes – Deputy Safeguarding Lead
sykesa@developebp.co.uk
Tel: 01525 408083/07827340284
- Mark Pike-Chief Executive Officer and Regulated Activity Provider (RAP)
pikem@developebp.co.uk
Tel: 01525 408080
- Barry George-Chair of Develop Board
Barry.board@developebp.co.uk
Tel: 01525 408080

5. Recognising Extremism and Radicalisation

The following guidance is written with regard to the Home Office guidance; “Channel: Protecting Vulnerable People from Being Drawn into Terrorism” and “Channel: Vulnerability Assessment Framework”. Further information is also available in our Safeguarding, Child Protection and Vulnerable Adults Policy in Section 8.12.

- 5.1. Develop will not tolerate and will respectfully challenge any expression of extremist views. As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and must be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our board members, employees (including consultants), volunteers, employers, partner organisations, key stakeholders and learners.
- 5.2. Extremists of all persuasions aims to increase destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of children, young people and vulnerable adults. Develop will educate and prepare all learners with the knowledge, skills and critical thinking, to challenge and debate in an informed way.
- 5.3. Develop are aware that individuals can be exposed to extremist influences or prejudiced views from an early age which derive from a variety of sources and media, including the internet. At times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language and will support them to critically evaluate these opinions.

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5.4. **Indicators and engagement:** Develop will understand the susceptibilities, motivations and contextual influences that make individuals vulnerable to engagement with an extremist group, cause or ideology including:

- feelings of grievance and injustice
- feeling under threat
- a need for identity, meaning and belonging
- desire for status
- a desire for excitement and adventure
- a need to dominate and control others
- susceptibility to indoctrination
- a desire for political or moral change
- opportunistic involvement
- family or friends involvement in extremism
- being at a transitional time of life
- being influenced or controlled by a group
- relevant mental health issues

Example indicators that an individual may be engaged with an extremist group, cause or ideology include:

- spending increasing time in the company of other suspected extremists
- changing their style of dress or personal appearance to accord with the group
- their day-to-day behaviour becoming increasingly centred around 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 material or symbols associated with an extremist cause (e.g. the swastika for far right groups)
- attempts to recruit others to the group/cause/ideology
- Communications with others that suggest identification with a group/cause/ideology.

5.5 **Intent to cause harm:** Not all those who become engaged by a group, cause or ideology go on to develop an intention to cause harm or become involved with criminal activity. Intent factors describe the mindset that is associated with a readiness to use violence and address what the individual would do and to what end. They can include:

- over-identification with a group or ideology
- ‘them and us’ thinking
- dehumanisation of the enemy
- attitudes that justify offending
- harmful means to an end
- harmful objectives.

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Example indicators that an individual has an intention to use violence or other illegal means include:

- clearly identifying another group as threatening, what they stand for and blaming that group for all social or political troubles
- using insulting or derogatory names or labels for another group
- speaking about the imminence of harm from the other group and the importance of action now
- expressing attitudes that justify offending on behalf of the group, cause or ideology
- condoning or supporting violence or harm towards others, plotting or conspiring with others to cause harm.

5.6 Capability to cause harm: Not all those who have a wish to cause harm on behalf of a group, cause or ideology are capable of doing so. Plots to cause widespread damage take a high level of personal capability, resources and networking in order to be successful. What the individual is capable of is therefore a key consideration when assessing risk of harm to the public. Example indicators that an individual is capable of directly or indirectly causing harm include:

- having a history of violence
- being criminally versatile and using criminal networks to support extremist goals
- having occupational skills that can enable acts of terrorism (such as civil engineering, pharmacology or construction)
- having technical expertise that can be deployed (e.g. IT skills, knowledge of chemicals, military training or survival skills).

6 Wider safeguarding responsibilities of staff

6.1 Any prejudice, discrimination or extremist views, including derogatory language, displayed by board members, employees (including consultants), volunteers, visitors, partner organisations, employers, key stakeholders or learners will always be challenged and as necessary reported in accordance with our internal policies and external guidance and legislation. As part of wider safeguarding responsibilities Develop employees (including consultants), volunteers, partner organisations, employers and key stakeholders will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others inside or outside of centre, or provision, such as in their homes, community groups or on the internet
- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance

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- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or “hate” terms to exclude others or incite violence
- Behaviour or views that contravene the Equality Act 2010 and internal policies
- Attempts to impose extremist views or practices on others, including grooming.

6.2 Any identified concerns, observed behaviour or reports of conversations to suggest that a learner supports terrorism and /or extremism, must be reported to the Safeguarding and Well-being Manager immediately, in accordance to Develop’s Safeguarding, Child Protection and Vulnerable Adults Policy section 9 ‘Procedure for dealing with a disclosure and reporting concerns’.

6.3 Develop will adhere to any national guidance and locally agreed procedures, in relation to safeguarding individuals vulnerable to extremism or radicalisations, as set out by the Government, Local Authority and/or Local Safeguarding Boards.

7 Confidentiality

7.1 Develop will inform an individual, who makes a disclosure, that information will be shared with appropriate persons in accordance with their Safeguarding, Child Protection and Vulnerable Adults Policy.

7.2 Develop will ensure that all data about learners is handled in accordance with the current Data Protection Act and relevant legislation, local guidance and contractual requirements.

7.3 All Develop employees (including consultants) or volunteers who have been made aware of sensitive information about a learner or the learner’s family must take all reasonable steps to ensure that such information is only disclosed to those people who need to know. This also extends to board members, employers, partner organisations and key stakeholders.

7.4 Develop ensures that confidentiality and trust will be maintained within limits, but staff must act on the basis that the safety of the person disclosing is the overriding concern. The degree of confidentiality will be governed by the need to protect those concerned.

8 Use of External Agencies and Speakers

At Develop we encourage the use of external agencies, visitors or speakers to enrich the experiences of our learners. We will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners.

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8.1 Develop have devised an external speakers approval system which must be completed for all external speakers to ensure compliance with Prevent and the Counter Terrorism & Security Act 2015. This can be found, via a link, on the Develop website and intranet - [External Speaker Approval Form](#). It is not a restriction on freedom of speech. Once submitted the information is reviewed by a member of the safeguarding team, who will authorise the speaker, or request additional information before approval is given. All approval requests must be submitted at least 10 working days before the planned event is due to take place.

8.2 External speaker approval procedure:

- The external speakers' approval form is completed for all events on Develop's sites, our outreach sites & any partner organisations delivering on behalf of Develop.
- The completed form will automatically be received by the safeguarding team, for review.
- Once reviewed the safeguarding team will email a response, either to authorise the speaker, request additional information, or to refuse the request.

8.3 Develop will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to employees, employers and learners are consistent with the ethos of the organisation and do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise learners through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are matched to the needs of learners
- Activities are carefully evaluated by employees to ensure that they are effective.

We recognise, however, that the culture of Develop is to encourage learners to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

Therefore by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our learners recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help learners develop the critical thinking skills needed to engage in informed debate.

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9 Learners awareness of Safeguarding, Extremist Views and Radicalisation

- 9.1 Develop will carry out an induction with all learners to ensure that they are made aware of safeguarding (including Prevent) and equality & diversity. The learner handbook is issued to ensure learners are aware of expected behaviours and the importance of recording any concerns and how to access support.
- 9.2 Develop will continue to promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multi-cultural Britain and globally.
- 9.3 Develop will work with organisations, communities, employers and key stakeholders in our efforts to guarantee understanding and embrace our local context and values in challenging extremist views and to assist in the broadening of our knowledge, experiences and horizons. We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we will ensure that that the learner is offered mentoring and support. Additionally in such instances Develop will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.
- 9.4 Develop assures that all policies and procedures, including those on abuse, internet safety and extremism are implemented.
- 9.5 Learners that participate on programmes through Develop are made aware of methods to report concerns to ensure opportunities are not missed.

10 Whistleblowing

- 10.1 Where there are concerns of extremism or radicalisation learners, employees (including consultants), volunteers, partner organisations, employers and key stakeholders must raise any issue in confidence. If they do not feel that their concern has been dealt with professionally or adequately then they have the right to follow Develop's Whistleblowing Policy.

11 Recruitment and Selection Procedures

- 11.1 In order to ensure that everyone is protected whilst at Develop, we will ensure that our employees (including consultants) and volunteers are carefully selected, screened, trained and supervised.

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11.2 Develop has a responsibility to ensure safe recruitment and employment practices. All employees and volunteers are vetted appropriately before commencement of employment/voluntary position, including a Disclosure and Barring Service (DBS) check. Please see Recruitment of Staff Policy.

11.3 By adhering to Develop's Recruitment of Staff Policy and Equality & Diversity policy, the organisation will ensure that there is an ongoing culture of vigilance within and therefore minimise the opportunities for extremist views to prevail.

12 Disclosure and Barring Service

12.1 All individuals working with children, young people and vulnerable adults will be made aware of DBS processes and regulation.

12.2 Develop will ensure rapid and efficient interaction with DBS with regard to the discovery of new and relevant information relating to any individual.

12.3 DBS checks and any subsequent queries or concerns will be conducted through official channels and in keeping with the Data Protection Act 1998.

12.4 CEO has overall responsibility for DBS policy.

13 Training

13.1 Develop has a duty to promote safeguarding issues and measures to staff and ensure they;

- Analyse their own practice against established good practice, and assess risk to ensure their practice is likely to protect them from false allegations.
- Recognise their responsibilities and report any concerns about suspected possible abuse or poor practice.

13.2 The Safeguarding and Well-being Manager is required to undertake training in safeguarding and interagency working, and receives refresher training at least every year, in part, including WRAP training on extremism and radicalisation and its safeguarding implications.

13.3 Other designated safeguarding staff are required to have training in safeguarding and inter-agency working and receive refresher training at least every two years, again this will include WRAP training on extremism and radicalisation.

13.4 All employees/volunteers working directly with children, young people and adults at risk will undertake appropriate training on safeguarding to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy. This includes the online Channel module and Prevent.

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13.5 Channel Awareness and Prevent training is mandatory to all Develop employees/volunteers. Refusal to undertake safeguarding training, will be a matter of gross misconduct, and may lead to dismissal.

14 Monitoring and Evaluation

14.1 Through an annual review of the Extremism and Radicalisation Safeguarding Policy.

14.2 Through regular attendance on the Safeguarding Quality Improvement Group.

14.3 Through Local Children Safeguarding Board, inter-agency communication, training and feedback.

14.4 Through regular updates to the Board of Directors.

Policy signed by CEO: *Mark Pike*

Date: 23/01/2018

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Table of substantive changes

V3.0

Where in policy?	What are the changes	Date changes made
Throughout the policy	<ul style="list-style-type: none"> • Change of Designated Safeguarding Lead name from Aimee Sykes to Rachael Wrapson. • Addition of consultant's responsibilities in terms of Prevent. • First Place Training deleted (merged with Develop). 	January 2018
Section 3 – Key Principles	<p>Additions:</p> <ul style="list-style-type: none"> • 3.5 – Develop will advise schools/employers of their responsibility to follow statutory guidance. • Informing ESFA about serious safeguarding issues. 3.6 - Develop's CEO or Safeguarding and Well-being Manager will immediately inform the ESFA when the organisation, or one of its subcontractors, is the subject of an investigation by the Local Authority or the Police in connection with a Prevent issue. 	January 2018
Section 8 – Use of External Agencies and Speakers	Addition of new external speakers approval form and procedure.	January 2018
Section 14 – Monitoring and Evaluation	Addition: 14.4 - Through regular updates to the Board of Directors.	January 2018

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