

## Policy to Support the Prevention of Extremism and Radicalisation

### Policy Statement

Premier Group is committed to providing a supportive and inclusive learning environment in which individuals can reach their potential.

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).

The Company's approach to the Prevention of Extremism and Radicalisation will focus on:

- Safeguarding all Apprentices and employees from exposure to circumstances that exacerbate the risk of radicalisation
- The education of all Apprentices and employees regarding the risk and nature of radicalisation
- The provision of information and resources that support awareness raising
- Liaison and communication with relevant local and national agencies that support the
- Prevent agenda including the Warwickshire Prevent Steering Board
- Promotion of the support mechanisms available should an Apprentice or employee have concerns relevant to terrorist and extremist activity

### Scope

This policy refers to any activity or risk of activity that would be categorised as promoting radicalisation or extremism.

**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).

Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies ("specified authorities" listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This guidance is issued under section 29 of the Act. The Act states that the authorities subject to the provisions must have regard to this guidance when carrying out the duty. The 2015 Act placed a statutory responsibility of education providers as detailed above.

## **Rationale**

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

The Prevent Strategy 2011 has three specific strategic objectives:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

## **National Guidance and Strategies**

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.

The Prevent strategy objectives are:

**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.

There is an important role for further education institutions, including sixth form colleges and independent training providers, in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. It is a condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of Apprentices and employees.

It is important to realise that the risk of radicalisation in institutions does not just come from external speakers. Radicalised Apprentices and employees can also act as a focal point for further radicalisation through personal contact with fellow colleagues and through their social media activity. Where radicalisation happens off the premises, the Apprentice or employee concerned may well share his or her issues with other colleagues. Changes in behaviour and outlook may be visible to supervising staff.

<https://www.gov.uk/government/publications/prevent-duty-guidance>.

## **Purpose and Objectives**

The Company aims to guide our Apprentices and employees 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 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.

## **Organisation and Responsibility**

The maintenance of this policy is the responsibility of the Chief Operations officer. Trainers or other employees to whom a disclosure regarding a Prevent related concerns has been made, must inform the Safeguarding Team to ensure that appropriate action is taken.

The Chairman and the Directors has a responsibility to:

- Establish or use existing mechanisms for understanding the risk of radicalisation
- Ensure staff understand the risk and build the capabilities to deal with it
- Communicate and promote the importance of the duty
- Ensure staff implement the duty effectively

## **Quality and Monitoring**

All records associated with Prevent, Child Protection and Safeguarding concerns are held centrally within HR.

Training for staff will be organised through the Quality / Education & Training Department. This policy will be annually reviewed and updated as necessary.

## **Associated Documentation**

Safeguarding Policy

Data Protection Policy

External Speakers and Visitors in line with the Prevent Duty Policy

<https://www.gov.uk/government/publications/working-together-to-safeguard-children>

<https://www.gov.uk/government/publications/keeping-children-safe-in-education>

## **Staff Roles and Responsibilities**

All staff should have an awareness of the PREVENT agenda and the various forms radicalisation takes 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:

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 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
- 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 Safeguarding Team immediately.

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, a referral to the Warwickshire and West Mercia Police Prevent Team will be made in line with the Company's Safeguarding Policy and Procedures.

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 Panel process.

The Channel Panel is linked into Warwickshire's wider safeguarding procedures, which should still be followed when concerns about an individual are identified. The role of the Panel is to review referred cases, assess the nature and extent of the identified risk; and develop the most appropriate support plan for the individuals concerned. Channel is about partnerships and communities working together to support vulnerable people at an early stage; it is not about reporting individuals merely in order to prosecute them.

**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 Warwickshire and West Mercia Prevent Police Team 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.

**Working in partnership**

Prevent work depends on effective partnership. To demonstrate effective compliance with the Prevent Duty, the Company must demonstrate evidence of productive co-operation, in particular with local Prevent co-ordinators, the police and local authorities, and co-ordination through existing multi-agency forums, for example the Prevent Steering Boards and Community Safety Partnerships.

## **Freedom of Speech**

The Company will not suppress freedom to express controversial or unpopular views, provided that the expression of those views does not go beyond the articulation of points of view and does not constitute incitement to riot, insurrection, racial hatred, religious hatred, sexual harassment or other activities which are likely to cause a breach of the peace or public disorder or otherwise to be unlawful.

Whilst upholding the principles of freedom to express potentially controversial or unpopular views, Premier Group will not permit its premises or resources to be used to promote or support extremism.

In considering whether to allow the expression of potentially controversial or unpopular views, the Company shall also take account of its wider legal duties, in particular the Equality Act 2010:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by law
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Premier Group has the right and the power to regulate and, if necessary, to impose conditions or restrictions upon events and activities taking place on its premises.

## **Data Protection**

All data relating to Prevent, Child Protection and Safeguarding concerns is held in accordance with Premier Group's Data Protection Policy. This policy conforms to the Data Protection Act 1998 (Implemented March 2000) and its eight principles.

In relation to the second principle, data on Prevent, Child Protection and Safeguarding concerns will be held for the specific purpose of enabling the Company to put in place any support, guidance and advice which these Apprentices / employees may need above and beyond that offered to other employees. In some instances, the need to prevent harm or the risk of harm, in conjunction with police request, may override data protection considerations.

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