

Preventing Extremism & Radicalisation Policy

Version	3
Title of Policy	Preventing Extremism & Radicalisation
Policy Owner	Frances Drew
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Authorised by	Kerry Bentley
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Policy Statement

DBC Training is fully committed to safeguarding and promoting the welfare of all of our learners. Every staff member recognises that safeguarding against radicalisation and extremism, is no different to safeguarding against any other vulnerability in today's society. The Preventing Extremism and Radicalisation Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, whilst promoting British values.

Aims & Principles

The Preventing Extremism and Radicalisation Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the company will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

The objectives are that:

- All staff will have undertaken training and have an understanding of what radicalisation and extremism are and the need to be vigilant.
- All staff have access to the company policy which is on tackling extremism and radicalisation and will follow the reporting process when issues arise.
- All staff will promote British values, the values will be underpinned in our curriculum.
- All learners will understand what British values are and have respect for each other.
- All learners will understand the factors that may make them vulnerable to radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- Employers and parents/carers will be provided with literature on the signs of radicalisation.
- All learners, parents/carers and employers will be made aware of the company policies in place to keep learners safe from harm and that the company regularly reviews its systems to ensure they are appropriate and effective.

The main aims of this policy are to ensure that staff, contractors and volunteers are fully engaged in being vigilant about radicalisation and professional disbelief is overcome that such issues could happen here. We will work alongside other professional bodies and agencies to ensure that our learners are safe from harm and refer learners who are at risk to Channel.

Definitions & Indicators

In 2011, the Government published the [Prevent Strategy](#) which raised awareness of the specific need to safeguard children, young people and families from extremism and radicalisation which is

the holding of extreme political or religious views e.g. animal welfare rights, environmentalists, EDL, white supremacy groups, anti-gay groups, Islam, Christian ideology. Extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

[The Counter Terrorism and Security Act 2015](#) places a duty on specified authorities, including local authorities and childcare, education and other children's services providers, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism ("The Prevent duty").

Prevent - is about keeping our learners both safe and within the law. The Prevent Duty is not about preventing learners from having political and religious views, rather to support them to develop and discuss those views or act on them in non-extremist ways. The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. DBC Training is clear that this exploitation and radicalisation should be viewed as a Safeguarding concern and that protecting young/ vulnerable learners from the risk of radicalisation is part of our Safeguarding duty.

Radicalisation - refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism. Learners may become susceptible to radicalisation through a range of social, personal, and environmental factors. It is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that teaching staff can recognize those vulnerabilities.

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.

Responding to suspicions of radicalisation and extremism

We are alert to changes in a learner's behaviour or attitude which could indicate that they need help or protection. When any member of staff has concerns that a learner may be at risk of radicalisation or involvement in terrorism, they should speak with the Designated Safeguarding Lead (DSL) for investigation and action. Disclosure records are held by the Safeguarding team and stored on a secure server. Staff take care not to influence the outcome either through the way they speak to or question learners. We will continue to welcome the learner whilst investigations are being made, however the learner may choose to withdraw from learning activities whilst investigations take place.

We follow the procedures as set by the Local Safeguarding Board in relation to the delivery of services and designated roles and tasks in supporting the learner, family, and employer, subsequent to any investigation. All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Regional Prevent Coordinator HE/FE. Numerous factors can contribute to and influence the range of behaviours that are defined as violent extremism, but youngest people do not become involved in extremist action. For this reason, the appropriate interventions in any case may not have any specific connection to the threat of radicalisation, for example they may address mental health, relationship, or drug/alcohol issues.

Channel

Channel is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the regional Police Counterterrorism Unit, and it aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals.
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity.
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

The Channel programme focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools, and further education settings and universities to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's participation in the programme is entirely voluntary at all stages.

DBC Training has a duty to cooperate with the Channel programme in the carrying out of its functions, and with the Police in providing information about an individual who is referred to Channel (Section 38, Counter Terrorism and Security Act 2015). Further guidance about duties relating to the risk of radicalisation is available in the [Prevent Duty Guidance for FE](#).

Recognition of vulnerability factors can include:

- **Identity Crisis** – the learner is distanced from their cultural / religious heritage and experiences discomfort about their place in society.
- **Personal Crisis** – the learner may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
- **Personal Circumstances** – migration; local community tensions; and events affecting the learner's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- **Unmet Aspirations** – the learner may have perceptions of injustice or a feeling of failure
- **Rejection** – the learner may reject civic life
- **Experiences of Criminality** – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration.
- **Special Educational Need** – learners may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

More critical risk factors could include:

- Being in contact with extremist recruiters.
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing or accessing violent extremist literature.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Justifying the use of violence to solve societal issues.
- Joining or seeking to join extremist organisations.
- Significant changes to appearance and / or behaviour.
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Procedures for Referrals

Staff are encouraged to challenge attitudes, behaviours and interaction with others. We believe intervention is vital 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/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practice. Staff must report Prevent Referrals by completing a Safeguarding Incident form and reporting to the DSL via the safeguarding@dbc-training.co.uk email or contacting the DSL directly via telephone or email.

The Senior Management Team (SMT) and the DSL will deal swiftly with any referrals made by staff or with concerns reported by staff or learners. The Managing Director (MD) and DSL will discuss the most appropriate course of action on a case-by-case basis and a referral to external agencies will be made based to ensure relevant support is given to the individual.

Leadership & Management

In the absence of the DSL or the, staff can make referrals relating to extremism and radicalisation to any member of the SMT.

Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a learner, or if they need to discuss learners who they consider to be vulnerable to radicalisation or extremist views.

The SMT will work in conjunction with the MD, DSL and external agencies to decide the best course of action to address concerns which arise.

The Role of the Curriculum

Our curriculum promotes respect, tolerance and diversity. Learners are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others, whilst British values are promoted to all.

Equality and diversity is embedded across the curriculum. It directs our planning for teaching and learning and underpins the ethos of the company. 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.

Learners are taught how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek adult help or guidance if they are concerned about anything they read or see on the internet.

Staff Training

Through CPD opportunities in company, we will ensure that our staff are fully aware of:

- the threats, risks and vulnerabilities that are linked to radicalisation
- the process of radicalisation and how this might be identified early on
- how we can provide support as a company to ensure that our learners are resilient and able to resist involvement in radical or extreme activities

At start of employment all DBC staff complete DBC mandated training by the Government Home Office in:

- Prevent
- Channel

All staff are required to refresh on a yearly basis and records/cert are held in staff files in a centralised function. All staff will have undertaken training to understand and follow The PREVENT Strategy HM Government national guidelines.

Visitors and the use of Company Premises

If any member of staff wishes to invite a visitor in the company to speak or present to learners, they must first seek, with plenty of lead time, the agreement from the DSL following the External Speakers Policy. Prior to consent being given details of the session are to be provided, along with any resources or presentations to be used by the speaker. The Designated Safeguarding Lead will assess any potential risk and base their decision on the level of risk. All visitors must provide identification and sign in the visitors' book. Learners are NEVER left unsupervised with external visitors.

If any agreement is made to allow non-company groups or organisations to use the premises, appropriate checks will be made before agreeing the contract. Usage will be monitored and in the event of any behaviour not in-keeping with the Preventing Extremism and Radicalisation Policy, the company will contact the police and terminate the contract.

Prevent Risk Register

This register will be reviewed quarterly by the Deputy Safeguarding Lead, and the Designated Safeguarding lead, ensuring risk factors and ratings are updated and any additional actions are noted and delegated accordingly.

Scrutiny and Governance

- The board will review the action plan from the Keeping you Safe committee on a quarterly basis, drawing in any commentary and responsibility for actions where appropriate.
- The board will scrutinise and challenge the Prevent Risk register on a quarterly basis and action associated staff accordingly.
- The board will review all companywide staff training plan ensuring that knowledge is kept up to date and relevant.

Policy Review

The Preventing Extremism and Radicalisation Policy will be reviewed annually as part of the overall Safeguarding policy review.

Resources & Contacts

Derby & Chesterfield

Sam Slack BIS Prevent Officer: 01332 643054
Prevent (Channel Training) Sgt John Booker 101

Nottingham

Prevent (Channel Training) contact
Sam Slack BIS Prevent Officer 01332 643054

Other useful counter terrorism advice and information can be found on the following sites:

- [National Counter Terrorism Security Office Website](#)
- [MI5 Security Service Website](#)

Links to other policies

The Preventing Extremism and Radicalisation Policy links to the following policies;

- Safeguarding Policy
- Equality & Diversity Policy
- DBC Staff Code of Conduct
- E-Safety Policy
- Visitor & External Speaker Policy