

Preventing Extremism and Radicalisation Safeguarding Policy

Change Control

Version:	V1.2
New or Replacement:	Replacement
Approved by:	SMT
Date approved:	June 2019
Name of author:	Jane Wood
Name of responsible committee:	Safeguarding Board
Date issued:	June 2019
Review date:	September 2023.

Revision History

Version	Type	Date	History
v1.0	Fresh	May 2019	Replacement
V1.1	Minor edits	September 2020	Slight revision
V1.2	Minor Edits	October 2021	Change of contact details Addition to 3.8 (working together to safeguard children) Addition to 13 (13.6) – regarding staff completing Wrap Training.
V1.3	Minor Edits	September 2022	Change of 24 hour contact line Change to 3.8 (KCSiE 21 replaced with KCSiE 22) Addition to 10 (10.1 &10.2) - Readiness for Life in Modern Britain (British Values)

Contents	
Contacts.....	2
1. Objectives.....	3
2. Scope	3
3. Key principles	3
4. Designated Persons	4
5. Recognising Extremism and Radicalisation.....	4
6. Wider safeguarding responsibilities of staff	7
7. Confidentiality	7
8. Use of external agencies and speakers	8
9. Learners awareness of Safeguarding and Extremist views	8
10. Readiness for Life in Modern Britain (British Values)	9
11. Whistle Blowing.....	10
12. Recruitment and selection Procedures.....	10
13. Disclosures and Baring Service.....	10
14. Training	11
15. Monitoring and Evaluation	11

Contacts

Please find below contact numbers for Company and Local Authority Safeguarding referrals and assistance. Where there is a risk of immediate significant harm to a child or young person at risk a referral should be made to Children's Social Care Services. Anyone can make a safeguarding referral at any time.

Contacts WS Training	
24 Hour Prevent Phone Line	0800 011 3764
Prevent Lead	Charlotte Woolcock. Tel: 01473 604260 Mobile 07841996141 Email CWoolcock@wstraining.co.uk
CEO	Ms. Kirstie Wright Phone 01284 788005 Mobile 07581791609 Email: Kwright@wstraining.co.uk
Prevent Board Advisor	Prof Dave Muller Email: davemuller01@btinternet.com

This Policy is intended to cover all Board Members, Employees, Volunteers, Learners, Partner organisations and Employers.

1. Objectives

- 1.1.** To ensure that all young people and adults at risk who are involved in activities, training, events and placements organised by WS Training Limited are properly safeguarded in the duty of Counter-Terrorism and Security Act 2015.
- 1.2.** To ensure that all WS Training Limited employees and volunteers are aware of and are undertaking full and correct Safeguarding procedures, inclusive of the identification, recording and reporting of suspected cases of abuse, extremism and radicalisation.
- 1.3.** To ensure that WS Training Limited remains up to date with legislation and practice relating to PREVENT strategy.
- 1.4.** To raise awareness and actively promote the principles of PREVENT strategy and the various forms of radicalisation throughout WS Training Limited.
- 1.5.** To work in partnership with young people, adults at risk, their parents, carers and other agencies and key Stake holders.
- 1.6.** To ensure that all staff, volunteers, employers, consultants and learners are equipped to recognise extremism and are skilled and confident enough to challenge it.

2. Scope

- 2.1** To cover all activities carried out by WS Training Limited.
- 2.2** To cover all activities carried out by learners, volunteers, employees and employers.
- 2.3** WS Training Limited partners and settings need to provide their own policies to support the prevention of extremism and radicalisation.

3. Key Principles

- 3.1** For the purpose of this document, 'individual ' or 'individuals' refers to all individuals working with, or in contact with young people or adults at risk at any time as part of their employment. This includes staff, volunteers, employers, consultants and learners. All Employers who have learners on learning programmes with WS Training Limited are required to comply with the safeguarding policy.
- 3.2** WS Training Limited is firmly committed to safeguarding in all relevant aspects of its employment and business. WS Training Limited is committed to both the legal implications and criteria for safeguarding policy and the promotion of health and wellbeing in relation to all relevant customers susceptible to extremism and radicalisation.
- 3.3** WS Training Limited will ensure that all individuals in contact with young people or adults at risk as part of their employment, be they directly

employed by WS Training Limited or working with WS Training Limited in any other capacity, will have enhanced DBS clearance.

- 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 referral process.
- 3.5 WS Training Limited staff will maintain up-to-date knowledge of safeguarding practice and procedures, extended to include the Prevent agenda.
- 3.6 WS Training Limited recognises that the welfare of young people and adults at risk is paramount and will prioritise their safeguarding accordingly.
- 3.7 WS Training Limited 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 tackling extremism in the UK.
- 3.8 WS Training Limited will comply with all applicable regulations set out in:
 - The Protection of Children's Act 1999.
 - The Safeguarding Vulnerable Groups Act 2006.
 - The Children's Act 2004.
 - The Education Act 2011.
 - The Sexual Offences Act 2003.
 - The Protection of Freedoms Act 2012.
 - Keeping Children Safe in Education 2022.
 - Working together to Safeguard Children 2018.
 - The Counter-Terrorism & Security Act 2015

4. Designated Persons

Charlotte Woolcock (Safeguarding Lead).

cwoolcock@wstraining.co.uk

Tel: 01473 604260

5. Recognising Extremism and Radicalisation

- 5.1 There is no place for extremist views of any kind within WS Training. As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should 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 employees, volunteers, employers, consultants and learners.
- 5.2 Extremists of all persuasions aim 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 young people. WS Training Limited will educate and prepare young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

5.3 WS Training Limited is aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

5.4 Engagement: Example needs, susceptibilities, motivations and contextual influences that make individuals vulnerable to engagement with an extremist group, cause or ideology include:

- 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 is 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 rights 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 to develop an intention to cause harm, so this dimension is

considered separately. Intent factors describe the mind-set 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

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 ills
- 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

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, and plots to cause widespread damage take a high level of personal capability, resources and networking to be successful. What the individual is capable or 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 or survival skills).

6. Wider safeguarding responsibilities of staff

6.1. Any prejudice, discrimination or extremist views, including derogatory language, displayed by employees or learners will always be challenged and where appropriate dealt with. As part of wider safeguarding responsibilities WS Training Limited employees will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of college, such as in their homes or community groups, especially where learners have not actively sought these out.
- 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.
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or “hate” terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose, extremist views or practices on others
- Anti-Western or Anti-British views

6.2. Any identified concerns as a result of observed behaviour or report of conversations to suggest that a learner supports terrorism and/or extremism must be reported to the Safeguarding Lead immediately and follow WS Training Limited’s Safeguarding Policies and Procedures for dealing with a disclosure and reporting concerns.

6.3. WS Training Limited will closely follow any locally agreed procedure as set out by the Local Authority and /or Suffolk Safeguarding Board agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

7. Confidentiality

7.1. WS Training Limited employees and volunteers will enlighten the young person or adults at risk at the earliest possible stage of the disclosure that information will be shared with appropriate persons.

7.2. WS Training Limited will ensure that all data about learners is handled in accordance with the requirements of the GDPR legislation set out in the Data Protection Act 2018, and any national laws and legislations and local guidance.

7.3. All WS Training Limited employees or volunteers who gain access to 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.

7.4. WS Training Limited 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 WS Training Limited we encourage the use of external agencies, visits or speakers to enrich the experiences of our learners however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners.

WS Training Limited 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 WS Training Limited 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.

9. Learners awareness of Safeguarding and Extremist Views

9.1. WS Training Limited will issue all learners with induction materials including a contact sheet in learner handbook for reporting safeguarding and equality & diversity matters. This is to ensure that they are made aware of both safeguarding issues and equality & diversity.

9.2. WS Training Limited 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. WS Training Limited will work with local partners, communities and 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 the learner is offered mentoring. Additionally in such instances WS Training Limited will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.
- 9.4. WS Training Limited assures that all policies and procedures, including those on abuse, internet safety and extremism are implemented.
- 9.5. Learners that participate on programmes through WS Training Limited are made aware of methods to report concerns to ensure opportunities are not missed.

10. Readiness for life in Modern Britain (British Values)

10.1 We shall:

- Enable learners to develop their self-knowledge, self-esteem and self-confidence;
- Enable learners to distinguish right from wrong and to respect the civil and criminal law of England;
- Encourage learners to accept responsibility for their behaviour, show initiative, and to understand how they can positively contribute to the lives of those living and working in the locality of their learning setting and to society more widely;
- Enable learners to acquire a broad general knowledge of and respect for public institutions and services in England;
- Further tolerance and harmony between different cultural traditions by enabling learners to acquire an appreciation of and respect for their own and other cultures;
- Encourage respect for other people, and
- Encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

10.2 Examples of how will achieve these are:

- Provide materials on the strengths, advantages and disadvantages of democracy, and how democracy and the law works in Britain, compared to other forms of government in other countries;

- Ensure all learners within the across all departments have a voice that is listened to, and demonstrate how democracy works by actively promoting democratic processes such as a Learner Reps;
- Use opportunities such as general or local elections to hold mock elections to promote fundamental British values and provide learners with the opportunity to learn how to argue and defend points of view;
- Consider the role of extra-curricular activity, including any run directly by learners, in promoting fundamental British values;
- Continue to provide a programme of Enrichment which includes a Fresher's Event, class talks, and agency visits.
- All Staff are required to tackle poor learner behaviour and are offered training in assertiveness and de-escalation to support this.

11. Whistle Blowing

11.1. Where there are concerns of extremism or radicalisation learners and employees will be encouraged to raise any issue in confidence. Please refer to Whistle Blowing Policy.

12. Recruitment and Selection Procedures

12.1 WS Training Limited follows safer recruitment principles when recruiting staff and volunteers who will work with young people and adults at risk. Please see Recruitment of Staff Policy.

12.2 In order to ensure that everyone is protected whilst at WS Training Limited, we will ensure that our employees and volunteers are carefully selected, screened, trained and supervised.

12.3 WS Training Limited 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.

12.4 By adhering to WS Training Limited'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.

13. Disclosures and Barring Service

13.1. All individuals working with young people and adults at risk will be made aware of DBS processes and regulation.

13.2. WS Training Limited will ensure rapid and efficient interaction with DBS with regard to the discovery of new and relevant information relating to any individual.

13.3. DBS checks and any subsequent queries or concerns will be conducted through official channels and in keeping with the Data Protection Act 2018.

14. Training

14.1. WS Training Limited has a duty to promote safeguarding issued 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.

14.2 The Safeguarding Lead is required to undertake training in safeguarding and interagency working and received refresher training at least every two years, in part, including training on extremism and radicalisation and its safeguarding implications.

14.3 Other designated Safeguarding Staff are required to have training in safeguarding and inter-agency working and receive refresher training at least every three years, again this will include training on extremism and radicalisation.

14.4 All employees/volunteers working directly with 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.

14.5 Safeguarding training is mandatory to all WS Training Limited employees/volunteers. Refusal to undertake safeguarding training, will be a matter of gross misconduct, and may lead to dismissal.

14.6 In order to raise awareness of radicalisation, we have workshops with staff to raise awareness about Prevent (WRAP) and include similar discussions with our learner community as part of our PSHE programme and wider organisation curriculum.

15 Monitoring and Evaluation

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

15.3 Through regular safeguarding forums.

15.4 Through Suffolk Safeguarding Board, inter-agency communication, training and feedback.

15.5 This policy is liable to full equality assessment annually.