

Prevent; Extremism and Radicalisation Policy

PMA is fully committed to safeguarding and promoting the welfare of all its employees and learners. Every employee recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability individuals may face. This policy sets out strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and providing them with the appropriate support.

PMA is committed to the values and practises of safeguarding, including those associated with radicalisation and extremism.

The welfare and safety of all learners and staff is paramount. We expect all those involved with PMA to share this commitment.

Prevent

Section 6 (1) of the Counter-Terrorism and Security Act 2015 imposes a statutory duty on 'specified authorities' when exercising their functions, "to have due regard to the need to prevent people from being drawn into terrorism". PMA are a specified authority.

The fundamental aims of Prevent, as part of the revised 2018 Contest Strategy are "*to safeguard vulnerable people to stop them becoming terrorists or supporting terrorism*".

Aims and objectives

The main aims of this policy are to ensure that employees are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen and that we work alongside other professional bodies and agencies to ensure that learners' and employees are safe from harm.

This policy aims to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that our employees are trained to be able to identify safeguarding issues and this policy clearly sets out how we will deal with such incidents and how our ethos underpins our actions.

The objectives are that:

- All governors, managers and employees have an understanding of what radicalisation and extremism are and why we need to be vigilant
- All governors, managers and employees will know about our policy on tackling extremism and radicalisation and will follow the guidance promptly when issues arise, such as, extremist views; helping learners build resilience against these and ensuring they know how to protect themselves
- All learners will be taught, if they do not know already, the broad types of extremism that exist in modern Britain
- All parents/carers (where applicable), learner's and employees' will know about our policies and will be informed about changes through the review process, this will ensure they are appropriate and effective.

Definitions

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 and diversity

Our ethos is intended to ensure that no-one is treated in any way less favourably on the grounds of race, colour, national, ethnic or social origin, race, disability, gender, sexual orientation, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, religion/ belief or political/ other personal beliefs.

Indicators

There are a number of behaviours which may indicate an individual, particular a young person is at risk of being radicalised or exposed to extreme views. These include:

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to conform to the group
- Day-to-day behaviour becoming increasingly centred on 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 materials or symbols associated with an extremist cause
- Attempts to recruit others to the group/cause
- Communications with others that suggests identification with a group, cause or ideology
- Using insulting to derogatory names for another group.

Increase in prejudice-related incidents committed by that person – these may include:

- Physical or verbal assault
- Provocative behaviour
- Damage to property
- Derogatory name calling
- Possession of prejudice-related materials
- Prejudice related ridicule or name calling
- Inappropriate forms of address
- Refusal to co-operate
- Attempts to recruit to prejudice-related organisations
- Condoning or supporting violence towards others.

Reporting procedures

It is important for us to be constantly vigilant and remain fully informed about the issues which affect the areas, cities and society in which we deliver work based learning. All employees are reminded to suspend any ‘professional disbelief’ that radicalisation ‘could not happen here’ and to be ‘professionally inquisitive’ where concerns arise, referring any concerns to the appropriate external agencies. We believe that it is possible to intervene to protect people who are vulnerable.

Dealing with referrals

We are aware of the potential indicating factors that a learner or employee is vulnerable to being radicalised or exposed to extreme views, including peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, homelessness vulnerability, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances the following system will be followed:

- All incidents of prejudicial behaviour will be reported directly to the DSL or a representative of the Safeguarding team
- All incidents will be fully investigated and recorded in accordance with our safeguarding reporting procedure

- Parents/carers (where applicable) will be contacted and the incident discussed in detail, aiming to identify motivating factors, including; any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. All records of the meeting will be kept alongside the initial referral form
- The DSL (or a member of the Safeguarding team in their absence) will follow-up four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behaviour
- All referrals will be handled with due care; stored and processed in line with the General Data Protection Regulation.

If deemed necessary, serious incidents involving children will be discussed and referred to their local children's safeguarding board via the Integrated Front Door system.

In the event of a referral relating to serious concerns about potential radicalisation or extremism, PMA will also contact a regional Prevent coordinator.

Responsibilities

All employees must be aware of the processes for reporting concerns about individuals and/or groups. They must have the confidence to challenge, intervene and ensure that they maintain strong safeguarding practices based on the most up-to-date guidance and best practice.

The DSL (or a member of the Safeguarding team in their absence) will deal promptly with any referrals made by staff or with concerns reported by staff.

They will agree the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed.

As with any child protection referral, employees must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this.

Tutors 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 specific learners whom they consider to be vulnerable to radicalisation or extremist views.

Senior managers will work together with the designated Safeguarding team and external agencies to decide the best course of action to address concerns which arise.

Teaching, learning and assessment

PMA promotes respect, tolerance and diversity. Learners and employees 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.

Our assessment and review process recognises that learners with low aspirations are more vulnerable to radicalisation and therefore we strive to equip them with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Employees and learners are informed about how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are. Our E-safety policy provides appropriate information and guidance on who to contact in the event that they are subjected to inappropriate behaviours online.

Staff training

Through organisational team meetings, and ongoing resources from the DSL, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; that they are aware of the process of radicalisation and how this might be identified and are aware of how we can provide support as both an employer and training provider to ensure that our learners and employees are resilient and able to resist involvement in radical or extreme activities.

All staff will be trained in:

- Safeguarding adults
- Child protection
- Child exploitation and online safety
- General Channel Awareness

Designated staff will be trained in:

- Safer recruitment
- Female genital mutilation
- Prevent
- Working together to safeguard children
- Designated safeguarding lead training.

Training is tailored around individual roles and a bespoke package is created around their responsibilities.

This policy should be read in accordance with the following policies:

- Safeguarding
- Safeguarding Information Booklet
- Equality and Diversity
- Dignity at Work
- E-safety.

Safeguarding team

You can contact the DSL should you want to know more or have any questions.

Designated Safeguarding Lead (DSL)

Lisa Lindgren

Office: 0330 111 6459

Email: safeguarding@practicemanagersuk.org

Main Contacts:

| Name | Job Title | Address | Mobile phone |
|----------------|--------------------------|--|---------------|
| Ian Jones | Operations Director | ian@practicemanagersuk.org | 07880 788 985 |
| Austin Ambrose | Client Services Director | austin@practicemanagersuk.org | 07726 921 685 |
| Lisa Lindgren | Head of Education | lisa@practicemanagersuk.org | 07751 091 395 |

Should you have any concerns around Safeguarding please email:

PMA DSL, Lisa Lindgren at: safeguarding@practicemanagersuk.org

Please be assured your email will be treated in the strictest confidence and that you will receive a direct reply from Lisa within 24 hours.

Revisions control:

| Date | Summary of changes made | Changes made by (Name) | Version No. |
|----------------|--------------------------------------|------------------------|-------------|
| September 2020 | Full review and complete replacement | Lisa Lindgren | V3.0 |
| | | | |
| | | | |
| | | | |
| | | | |

Next Review Due: August 2021