



## **Preventing Extremism and Radicalisation Policy**

### **1. Introduction**

The Training Trust is committed to providing a secure environment for Learners, and employees where they feel safe and are kept safe.

The Counter-Terrorism and Security Act 2015 places duties on further education: ***"to ensure staff understand the risk and build capabilities to deal with it."***

Training Trust staff recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether they have direct contact with learners or not.

This policy specifically details our legal responsibilities under the PREVENT Duty and how to deal with issues relating to it. Please also note that Prevent is associated under the term 'Safeguarding' and The Training Trust's separate Safeguarding Policy should be consulted in conjunction with an incident regarding anything connected under the Prevent Duty.

### **2. Training Trust Ethos and Practice**

When operating this Policy, we use the following accepted Governmental definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.*

There is no place for extremist views of any kind at The Training Trust, whether from internal sources – learners, staff or trustees – or external sources – community, employers or external agencies.

As a training provider we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for young people 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 learners and our staff.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice, thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

We are 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, and at times pupils may themselves reflect or display views that may be discriminatory, prejudiced or extremist,

including using derogatory language. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line with our Behaviour and **Discipline Policy** for learners and the **Code of Conduct** for staff.

As part of wider safeguarding responsibilities The Training Trust staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of our provision, 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 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

All concerns should be reported immediately to the Training Trust's Designated Safeguarding Officers: **Mark Durham** (Senior), **June Gray** (Deputy), and **Alison Berkoff** (Deputy).

We will closely follow any locally agreed procedure as set out by the Local Authority and/or the Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

### **3. Teaching Approaches**

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences.

We will ensure that all of our teaching approaches help our learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills.

We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

We will also work with local partners, employers and communities in our efforts to ensure our learners understands and embraces our local context and values in challenging extremist views. 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 pupil is offered mentoring. Additionally in such instances seek external support from the Local Authority and/or local partnership to prevent extremism.

#### **4. Whistleblowing**

Where there are concerns of extremism or radicalisation learners and Staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence.

Please refer to the separate Whistleblowing Policy.

#### **5. Training**

In-service training on Safeguarding will be organised for staff and Trustees at least every year for external training and briefed/updated at every monthly staff meeting internally. Training Trust will comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children Board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

The Designated Senior Person and Deputies will attend training courses and regional updates throughout the year and will be trained to level 4; this will include training on extremism and radicalisation and its safeguarding implications.

#### **6. Recruitment**

The arrangements for recruiting all staff to our team will follow government guidance on safer recruitment best practice in education settings, including ensuring that DBS checks are always made at the appropriate level, that references are always received and checked.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.

We will be alert to the possibility that persons may seek to gain positions within our provision so as to unduly influence our character and ethos. We are aware that such persons seek to limit the opportunities for our learners thereby rendering them vulnerable to extremist views and radicalisation as a consequence.

Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our school and staff team we will minimise the opportunities for extremist views to prevail.

#### **SIGNS**

There is no catch-all description, or foolproof signs that we can look out for. There are certain behaviour changes that we may notice which indicate that a young person, or employee may have fallen under the influence of an extremist group such as ISIS or other far right groups and are at risk of acting upon their new beliefs;

- Have they become more argumentative and domineering?
- Are they quick to condemn those who don't agree, and do they ignore viewpoints which contradict their own?
- Do they express themselves in a divisive 'them and us' manner about others who do not share their religion or beliefs?
- Has their language changed? Have they asked inappropriate questions, or expressed themselves in a way that sounds scripted? Have they used derogatory terms such as 'kaffir' or 'rafidi', or terms such as 'dawlah' or 'khilafah'?
- Has their circle of friends changed, including on social media, and are they distancing themselves from friends they were previously close to?
- Do their friends express radical or extremist views?
- Have they lost interest in activities they used to enjoy?
- Are they spending increasing amounts of time online, and are they overly secretive about what they are doing?
- Have they changed their style of dress or personal appearance to fit with newfound ideas?
- Have they expressed sympathy with violent extremist groups such as ISIS, condoning their actions and ideology?
- Have they expressed sympathy or understanding for other young British people who have joined these groups?
- Have they started to add certain symbols or numbers such as swastika or 88 on their books or personal items?
- Have they been seen viewing inappropriate material on their phone or on-line?

**If you have serious concerns about a learner or employee you should contact the Senior Designated Lead or Deputies as previously detailed or your Local PREVENT team by following the 'Raising a PREVENT concern, escalation process' chart supplied and maintained by The Training Trust.**

**SDL – Mark Durham – [markdurham@trainingtrust.org.uk](mailto:markdurham@trainingtrust.org.uk) 07984 463 148**

**SDL Deputy – June Gray – [junegray@trainingtrust.org.uk](mailto:junegray@trainingtrust.org.uk) 07944 038 612**

**SDL Deputy – Alison Berkoff – [alisonberkoff@trainingtrust.org.uk](mailto:alisonberkoff@trainingtrust.org.uk) 07946 534 010**

**Training Trust Confidential service – [safeguarding@trainingtrust.org.uk](mailto:safeguarding@trainingtrust.org.uk) 07931 707 394**

**Regional PREVENT Coordinator:**

**Faye Hussain – [faye.hussain@redbridge.gov.uk](mailto:faye.hussain@redbridge.gov.uk) 07741 330 624**

This Preventing Extremism and Radicalisation Policy is reviewed annually or whenever there are significant changes in current situations, or as advised by local authority or regional Prevent teams.

Details within this policy will be shared with all staff and learners at their Inductions and they will be expected to commit to the information contained. Information will be further promoted with every learner while on programme through the 'Fast Facts' sheets issued at Learner Reviews.



**Mark Durham**  
**Chief Executive     March 2021**

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**January 2020**  
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