

# 2021

## Preventing Radicalisation Policy



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# Preventing Radicalisation Policy

**Date:** 04 December 2021

**Purpose of Policy:** Sets out WEBS safeguarding arrangements and actions to ensure that its duty under PREVENT are met

**Approved by:** Nick Crowther (Board)

**Responsibility for Updates:** Lorraine Jameson (Head of Business & QA)

**Policy applies to:** All WEBS employees, Directors, Learners, Employers, Sub- Contractors and Visitors

**Proposed Date of Review:** December 2022

## Links and Dependencies

This policy is part of a suite of support policies defining the learner journey support arrangements and should be read in conjunction with the following policies and procedures

- Disciplinary Policy
- DBS Policy
- Employee Code of Conduct
- Equality & Diversity Policy
- E-Safety Policy
- External Speaker Policy
- Health & Safety Policy
- Managing Behaviour Policy
- Prevent Risk Assessment & Action Plan
- Safeguarding Policy
- Staff Code of Conduct
- Staff Induction Policy
- Whistleblowing Policy

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1	02/03/16	Creation and implementation	Sammy Jones
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**Signed**



**Dated 04.12.21**

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# Preventing Radicalisation Policy

## Background

Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism. This 'Preventing Radicalisation Policy' is part of the WEBS Training Ltd commitment to keeping children and young people safe. We acknowledge that at this time the national threat level has been upgraded to severe which means a terrorist attack in the UK is highly likely. This has been in response to the two 'lone wolf' terror attacks that occurred within the period of October and November 2021.

In accordance with the Children's Act 1989 (updated 2004), a child is any person who has not yet reached their 18<sup>th</sup> birthday. For the purpose of this policy the reference to learners therefore means 'children and young people' throughout.

The Counter Terrorism and Security Act 2015 includes a provision called the **Prevent Duty** which places a general requirement on specified authorities to "have due regard to the need to prevent people from being drawn into terrorism. This was supported by the Department for Education's 'Work based learners and the Prevent statutory duty' – Guidance for providers published in October 2018 and updated in May 2021.

As a provider of training and education, WEBS Training Ltd is classed within the scope of "specified authorities".

WEBS Training Ltd has an important part to play in both educating children and young people about extremism and recognising when learners start to become radicalised. Safeguarding learners from all risks of harm is an important part of a provider's work and protecting them from extremism is one aspect of that.

As a general guide an initial response to a concern of radicalisation to extremism would likely present first as a safeguarding concern and would come under the remit of the safeguarding policy. Handling of the concern would transfer over to this policy and procedures when the risk of radicalisation is suspected or becomes apparent.

## Policy Statement

WEBS Training Ltd places the highest importance on safeguarding, and the safety and well-being of our learners is paramount in all our programmes. Furthermore, the WEBS recognises that employees and learners have an important role to play in safeguarding, in particular the welfare of young people and vulnerable persons and preventing abuse and/or harm. WEBS also acknowledges that at any time any person could be classed as 'vulnerable'.

At WEBS we ensure that through our vision, values, code of conduct, curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The Board also ensures that this ethos is reflected and implemented effectively in provider policy and practice and that there are effective risk assessments in place to safeguard and promote learners' welfare.

We have a duty to prepare our learners for life in modern Britain and to keep them safe. Learners who attend our provision have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

Our objectives are that: -

- All board members, trainers and non-teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant.

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- All board members, trainers and non-teaching staff will know what the WEBS policy is on tackling extremism and radicalisation and will swiftly follow the policy guidance when issues arise.
- All learners will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- All parents/carers, learners and our employers will know that WEBS has policies in place to keep young people safe from harm and that WEBS regularly reviews its systems to ensure that they are appropriate and effective.
- Learners are made aware of how to keep themselves safe when using the internet.
- Learners are supported in making good choices, so they understand the impact and consequences of their actions on others.

### Scope

All staff (and volunteers) have a responsibility to provide a safe environment in which learners can learn. Staff have a responsibility to identify learners who may need extra help or who are suffering, or are likely to suffer, significant harm. Our Designated Safeguarding Officers have a responsibility to take appropriate action, working with other services as needed.

### Statutory Duties

The duty to prevent learners and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Learners Safe in Education (updated 2021)
- Prevent Duty Guidance (2015 updated 2021)
- Working Together to Safeguard Children (2018)

### Non-statutory Guidance

- Promoting fundamental British values as part of SMSC in providers: Departmental advice for maintained providers (DfE 2014)

### Related Policies

- Acceptable Use (ICT) Policy
- Behaviour for Learning Policy
- Safeguarding Policy
- Equality & Diversity Policy
- Staff and learners Codes of Conduct
- Teaching and Learning Policy
- Whistle-blowing Policy
- Staff Training & Development Policy

### Policy Promotion

We will promote this policy by embedding it into WEBS processes and procedures including staff and learner inductions, staff team meetings and learner and employer tripartite reviews.

We will continue to actively promote Fundamental British Values, Prevent and Safeguarding covered in our learner induction and reviews and staff CPD.

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We will ensure that all our representatives, employers, staff members and learners are aware, and kept up to date of WEBS policies and procedures – with copies made available via the website, intranet, student share drive and hard copies upon request.

Hard copies will also be made available at reception.

### Policy Implementation:

Commitment from all sides of the organisation is vital for employee and learner involvement to be effective and successful in implementing this policy. We will do this through: -

- policy consultation and approval, ensuring that the Board and WEBS employees understand their legal and moral duties in relation to this policy and that views and feedback are considered.
- operating safer recruitment practices in accordance with the legislative document 'Safeguarding Children and Safer Recruitment in Education (2011)'.
- ensuring that all employees receive appropriate, relevant and update training and development are equipped with the appropriate skills and knowledge to support learners effectively and help keep them safe including the need to recognize and respond to the signs of neglect, abuse and/or radicalisation amongst our learners.
- raising awareness of safeguarding to all our learners ensuring that the learners who are most vulnerable are equipped with the skills and knowledge needed to keep them safe.
- developing and implementing procedures for identifying, reporting and monitoring cases or suspected cases of abuse and other safeguarding issues.
- establishing a safe environment in which learners can learn and develop including staying protected on-line.

We recognise that because of the day-to-day contact with learners, our staff are well placed to observe the outward signs of abuse including potential radicalisation. WEBS Training Ltd will therefore: -

- ✓ Establish and maintain an environment where learners feel secure, are encouraged to talk and are listened to.
- ✓ Ensure learners know who the designated staff are whom they can approach if they are concerned or worried.
- ✓ Include opportunities within our ongoing assessment process and classroom delivery for learners to develop the skills they need to recognise and stay safe from abuse including radicalisation.
- ✓ Ensure that effective safeguarding procedures are developed, implemented, and monitored to ensure their effectiveness. These procedures are based on the 5R's approach of Recognition, Response, Record, Report, Refer.
- ✓ Ensure that we develop effective links with relevant external agencies, local safeguarding and Prevent coordinators and co-operate with any requirements with any safeguarding referral matters.
- ✓ Ensure that we keep written records of safeguarding concerns, even when there is no need to refer the matter to the relevant agencies.
- ✓ Ensure all records are stored securely and in accordance with the Data Protection Act.

**All Board, staff members, learners and other users will be made aware of systems within WEBS which support safeguarding including radicalisation and these will be explained to them as part of staff /learner induction.**

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## Definitions

**Extremism** is defined in the 2011 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.

**Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

**Terrorism** is defined as action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system.

**British Values** are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

## Managing Risks and Responding to Events

To ensure that WEBS monitors risks and is ready to deal appropriately with issues which arise. It will: -

- Make every endeavour to understand the nature of the threat from violent extremism and how this may impact directly or indirectly on WEBS Training.
- manage potential risks within WEBS from external influences through its PREVENT risk assessment.
- Respond appropriately to events in local, national or international news that may impact on learners and communities.
- Ensure measures are in place to minimise the potential for acts of violent extremism within WEBS.
- Ensure plans are in place to respond appropriately to a threat or incident within WEBS and the workplace including the implementation of Run, Hide, Tell.
- Develop effective ICT security and responsible user policies.

In addition, the Prevent Lead has attended update training given by Sam Slack (EM Prevent Lead) in response to recent events. This is being disseminated to all staff and learners.

## Roles and Responsibilities

### Role of the Board

It is the role of the board to ensure that WEBS meets its statutory duties regarding preventing radicalisation and monitor the implementation of the policy.

The board has a nominated person who will liaise with the Senior Management Team and other staff about issues to do with protecting learners from radicalisation. **The nominated person is Nick Crowther.**

### Role of the Senior Management Team

It is the role of the Senior Management Team to:

- ensure that the policy is communicated to all staff and is effectively implemented.
- ensure staff undertake the necessary training required.

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- keep the board up to date with government policies and directives in relation to Prevent (inc. safeguarding).
- ensure safeguarding and prevent are standard agenda items at board and team meetings.
- ensure that staff respond to preventing radicalisation on a day-to-day basis,
- ensure that the curriculum addresses the issues involved in radicalisation.
- ensure that staff conduct is consistent with preventing radicalisation.

### Role of PREVENT Lead

It is the role of the PREVENT lead to:

- ensure that staff understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.
- receive safeguarding concerns about learners and young people who may be vulnerable to the risk of radicalisation or are showing signs of radicalization.
- working with the lead DSO make referrals to appropriate agencies with regard to concerns about radicalization.
- liaise with partners, including the local authority and the police.
- provide reports to the board of Directors on these matters.
- attend all training associated with updates and new legislation.

### Role of all staff

It is the role of staff to

- exemplify British values into the curriculum and act as role models to learners.
- understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer and report their concerns.
- read the update on 'Keeping Children Safe in Education' KSIE and understand the differences between safeguarding and welfare.
- understand the grooming process i.e. winning the confidence of a victim in order to commit a crime on him or her.
- ensure that learners have their cameras on during any online sessions with staff so that staff are able to make judgements about learner welfare e.g. learner appearance & environment.

### Curriculum

WEBS are committed to ensuring that our learners are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our learners to be inquisitive learners who are open to new experiences and are tolerant of others.

Our curriculum promotes knowledge, skills, and understanding whilst developing respect, tolerance, and diversity. Learners are encouraged to express themselves through discussions with staff and each other as a way of building their resilience to extremist narratives. Learners learn about other faiths and beliefs and are taught about how to stay safe online.

### Internet Safety

The internet provides learners and young people with access to a wide range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. This is a significant issue for everyone.

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The filtering systems used in our provider blocks inappropriate content, including extremist content.

Searches and web addresses are monitored, and the ICT technicians will alert senior staff where there are concerns and prevent further access when new sites that are unblocked are found. Where staff, students or visitors find unblocked extremist content they must report it to a senior member of staff.

We are aware that learners and young people have access to unfiltered internet when using their mobile phones and staff are alerted to the need for vigilance when learners are using their phones.

The Acceptable Use of ICT Policy (AUP) refers to preventing radicalisation and related extremist content. Learners and staff are asked to sign the AUP annually to confirm they have understood what is acceptable.

Learners and staff know how to report internet content that is inappropriate or of concern.

### Staff Training

Staff are given training to help them understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction training.

Staff are updated as necessary through team briefings; toolbox talks and other media.

All staff are required to undertake online annual refresher training.

### Safer Recruitment

WEBS ensures that the staff we appoint are suitable, our recruitment procedures are rigorous, and we follow the statutory guidance published in part 3 of *Keeping Learners Safe in Education (2015)*. Vetting and barring checks are undertaken on relevant people.

### Visitors

Visitors are made aware of our safeguarding policies on arrival.

Visitors who are invited to speak to learners will be informed about our preventing extremism policy and relevant vetting checks are undertaken. We undertake due diligence to ensure that visiting speakers are appropriate. Speakers will be supervised at all times and will not be allowed to speak to learners without a member of staff being present.

Staff must not invite speakers without first obtaining permission from the Board of Directors.

### 'No platform for extremists'

WEBS is vigilant to the possibility that hire of the provider premises may be requested by people wishing to run an extremist event. We do not accept bookings from individuals or organisations that are extremist in their views.

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## Signs of vulnerability

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

## Recognising Extremism

All staff are made aware of the early indicators of radicalisation or extremism and know how to report a concern, these signs may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside provider
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, artwork or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

## Referral Process

Although serious incidents involving radicalisation have not occurred at WEBS Training to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the region and society in which we teach.

Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels, currently via the Designated Safeguarding /PREVENT Leads using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a learner, the PREVENT Lead in liaison with the DSO Lead will make a referral to Channel (Appendix 2).

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This policy is strictly adhered to should issues arise.

### **Monitoring and Review**

This policy will be monitored by the board and reviewed at least annually or following an incident.

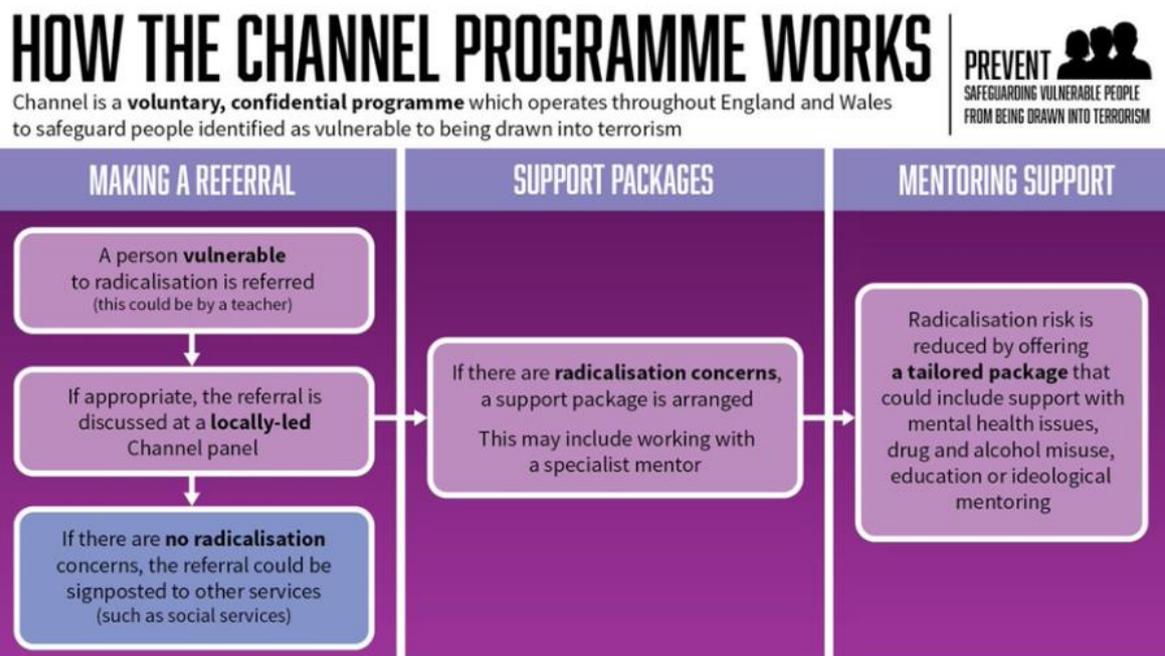
## Appendix 1 – What is Channel

### The Channel Programme - working with individuals vulnerable to radicalisation

Channel is a confidential, voluntary multi-agency safeguarding programme (similar to the CAF, MAPPA or VPP) that supports people who are identified as being vulnerable to radicalisation.

The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk
- assessing the nature and extent of that risk
- developing the most appropriate support plan for the individuals concerned



## Appendix 2 – Prevent Channel Referral & Contacts

### Nottinghamshire Police

#### For guidance or advice

Email: [prevent@nottinghamshire.pnn.police.uk](mailto:prevent@nottinghamshire.pnn.police.uk)

Call: 101 ext. 800 2963/2965 or ask to speak to the Prevent Team.

#### The Prevent Team

Prevent Sergeant Michelle Giddy

Call: 101 ext. 800 2963 or 07525 226877

Email: [michelle.giddy@nottinghamshire.pnn.police.uk](mailto:michelle.giddy@nottinghamshire.pnn.police.uk)

Prevent Officer Kay Slater

Call: 101 ext. 800 2962 or 07971059508

Email: [kay.slater16599@nottinghamshire.pnn.police.uk](mailto:kay.slater16599@nottinghamshire.pnn.police.uk)

**Referral Form** - [Prevent National Referral Form V3 \(5\)\\_0.pdf \(nottinghamshire.police.uk\)](#)

### Derbyshire Police

#### For guidance or advice

Email: [ctp-em-prevent@derbyshire.pnn.police.uk](mailto:ctp-em-prevent@derbyshire.pnn.police.uk)

or [prevent@derbyshire.gov.uk](mailto:prevent@derbyshire.gov.uk)

Police Prevent team

Call: 0300 122 8694

Derbyshire County Council's Prevent Lead

Call: 01629 538473

**Referral Form** - [prevent-referral-form.docx \(live.com\)](#) or

**Make a referral** - [Refer someone to the Prevent Team | Derbyshire Constabulary](#)

### Regional HE/FE Prevent coordinator

Sam Slack

Call:

Email: [Sam.Slack@education.co.uk](mailto:Sam.Slack@education.co.uk)

### National Police

Prevent advice line

Call: 0800 011 3764