

Preventing and Detecting Radicalisation Policy

Version 2 - June 2018

Background and context

The Counter Terrorism and Security Act 2015 includes a 'duty' on specified stakeholders: local authorities, communities, police forces, education, health and care providers to fully understand the need to prevent people from being drawn into terrorism. This is also known as **The Prevent Duty**.

The government has defined extremism in the Prevent Duty as: "vocal and active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs". This also includes calls for the death of members of the British armed forces.

British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those of different faiths and beliefs"; institutions are expected to encourage students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

ESPA

The education services within ESPA are fully committed to safeguarding and promoting the welfare of all its learners. As a service we recognise that safeguarding against radicalisation is not different from safeguarding against any other vulnerability. All staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Links to other policies:

- Safeguarding
- Anti-Bullying
- Positive Behaviour/Risk Taking
- IT Policy

Within ESPA there are a high percentage of people we support that have severe and complex needs. As a result they are vulnerable. However, due to the level of learning difficulties some are unable to understand the concepts involved in radicalisation.

ESPA recognises we need to ensure the safety and wellbeing of our learners and to prevent people being drawn into terrorism and ensure they are given appropriate advice and support.

Wherever necessary we aim to:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent individuals from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with multi-agency teams appropriately if there are risks of radicalisation.

ESPA will seek to support community cohesion and our college will teach learners to celebrate diversity, develop tolerance and follow society's laws and regulations. Where appropriate our learners will be risk assessed to minimise and monitor the threat or likelihood of radicalisation.

All of our staff will be adequately trained in the principles of the Prevent Duty including safeguarding referrals involving the Channel Agency.

In ESPA College we offer a broad and balanced curriculum which promotes spiritual, moral and cultural development to prepare learners for the wider experiences and responsibilities of life.

A good practice example is available via this web link.

www.ofsted.gov.uk/resources/goodpractice

Responsibilities

Leaders and managers are responsible for:

- Actively engaging within the organisation and with other partners, as appropriate, including police and local authority Prevent Coordinators and Channel Referral Partners.
- Having clear and visible policies and procedures for managing whistleblowing and complaints
- Ensuring policies are in place for safe IT use and research.
- Developing a Prevent Action Plan if a risk is identified, notifying relevant parties as necessary
- Demonstrating that staff undertake appropriate and regular training and development
- Exemplifying British values in their management, teaching and outlook.

All staff are responsible for:

- Undertaking training in the Prevent Duty
- Having an awareness of when it is appropriate to refer concerns about a person or colleagues to a Prevent Officer/ Safeguarding Lead
- Exemplifying British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs into their practice.

Processes and Procedures

Trustees

1. All trustees will undertake appropriate training to ensure that they are aware of their responsibilities under the Prevent duty.
2. Trustees will monitor the effectiveness of the Prevent Policy and procedures via the Strategic Safeguarding Committee chaired by the *lead trustee for safeguarding*.
3. The College Principal as operational safeguarding lead for the college and the General Manager of ESPA will update the Strategic Safeguarding Committee on the progress of the Prevent Duty policies at each sitting of the committee together with the update on safeguarding matters.
4. The *lead trustee for safeguarding* together with the College Principal and General Manager will update the Board of Trustees at the regular scheduled trustees meetings.

IT Management

The use of IT equipment and the internet is monitored via a central control system and some people we support (with identified issues) may have their internet usage monitored. ESPA uses an Internet security system with websites blocked that are identified to contain any of the following subject matter:

- a) Criminal activity
- b) Extremism

- c) Dating
- d) Weapons

In addition to the automated system ESPA also has the ability to block individual websites.

Where people we support are identified via the 'Prevent Learner Risk Assessment' process or other appropriate process, to be particularly vulnerable or have an enhanced vulnerability; staff will increase their scrutiny of on line activity and this will be recorded in the individual's behaviour guidelines.

All learners at ESPA College have safe internet practice sessions as part of their College induction.

Estate security and community access

ESPA operates under strict safeguarding protocols owing to the student and service user cohort including many vulnerable adults. As a consequence access to all buildings is restricted by the use of a secure door sometimes with codes or electronic fobs. All visitors are closely supervised. Guests to any site must be authorised by the site manager and guest speakers to lessons or college events must be authorised by the College Principal. Any trips to locations outside the college must be aligned to specific learning outcomes and authorised by the site manager and are subject to detailed risk assessment.

Risk Assessment of learners and service users

All learners in the college are subject to a risk assessment process that aims to identify which learners within the college have the greatest vulnerability to radicalisation influences. The risk assessment process was developed with a consultant educational psychologist specialising in autism and is conducted with input from college managers.

The areas of analysis during the risk assessments are below and are updated termly or when a significant update is required:

- a) Cognitive ability
- b) Ability to understand reality from fantasy
- c) Ability to empathise
- d) Obsessional interests and developmental level of those interests e.g. war, weapons, serial killers.
- e) Past history at ESPA and before ESPA e.g. racial stereotyping and racial abuse
- f) Access to radicalization influences e.g. via friends, via the internet, via independent travel

Where risks are identified during this process, actions must be put in place immediately to mitigate the identified risks. The completed risk assessment is to be presented to the Strategic Safeguarding Committee along with termly updates.

In other areas where ESPA supports individuals the same risk assessment can be applied if deemed appropriate and will follow the same process.

Staff Training

All staff must be given regular appropriate training in the Prevent Duty. Records of this training are to be stored centrally. All staff will have access to generalised government funded training such as that supplied on line by the Education Training Foundation, as well as materials designed to consider the risk inherent in populations of people with learning disabilities and autism. Where possible and appropriate, this training is refreshed annually.

Promotion of British values and teaching and learning strategies

ESPA has a strong ethos of promoting British values and ESPA College curriculum embeds this into teaching and learning. This will continue with the promotion of equality and diversity and upholding the rule of law via sessions such as Citizenship, Preparing for Adulthood and regular events to celebrate British culture (all sites).

In addition to the above, managers will identify via the risk assessment process which people they believe would be able to understand and contextualise specific learning sessions on radicalisation and extremism. Staff that deliver these specifically designed sessions will be given additional training to ensure that learning is appropriately managed.

Staff concerns about a person and making a referral

Staff who have concerns about an individual should report that concern to a responsible person in their site as per the guidelines in the safeguarding policy. The responsible person may make an onward referral to Channel Partners.

Connected policies

- Equality and Diversity
- Safeguarding
- Safer recruitment and selection
- Whistle blowing
- Health and Safety
- Use of IT
- Behaviour Management

Flow chart for ESPA Process and Procedures

