

Preventing Extremism and Radicalisation Policy

Introduction

Inspire Middlesex College is committed to providing a secure environment for staff, apprentices and other learners, where they feel safe and are kept safe. All adults in our setting recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children and vulnerable adults or not.

Inspire Middlesex College strives to make a positive contribution to a safe community both in the training environment and workplace.

This document outlines how we will:

- protect apprentices, other learners and our staff from radicalising influences
- build our apprentices and other learners' resilience to extreme narratives
- identify any vulnerabilities or worrying changes in behaviour
- establish a reporting and referral procedure if we have concerns about an apprentice, other learners or member of our staff

All staff, including visiting staff, volunteers, apprentices and learners will adhere to and contribute to the delivery and implementation of this policy.

This Preventing Extremism and Radicalisation Policy is one element within our safeguarding strategy. Overall arrangements to Safeguard and Promote the Welfare of all Children in line with our statutory duties as they apply to places of education and training. Please see the Inspire Middlesex College Safeguarding Vulnerable Adults & Young Children Policy for references to latest documents.

Specific to the Prevent Duty, Inspire Middlesex College's Preventing Extremism and Radicalisation Policy also draws upon:

- Counter-Terrorism and Security Act, 2015
- Guidance to the Prevent Duty, DfE
- Protecting children from radicalisation: the prevent duty; July 2015
- Prevent: Resources Guide, DfE
- Social Media Guidance, July 2015,
- Tackling Extremism in the UK, DfE
- Equality Act 2010 and guidance on its implementation Version 3 Last Review Date: July 2019, Next Review Date: July 2020
- Peter Clarke's Report into allegations concerning Birmingham schools, July 2014.

Ethos and Practice

When implementing this policy, we use the following accepted Government 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 in our setting, whether from internal sources; apprentices, learners, staff or management, or external sources; employer community, external agencies or individuals. Apprentices and other learners see our setting as a safe place where they can ask questions about the world and where our staff encourage and facilitate these opportunities.

□ As a place of education and training, 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 those with whom we work.

□ We aim to provide a broad and balanced training curriculum, delivered by skilled professionals, so that our apprentices and other learners understand and become tolerant of difference and diversity, and to ensure that they thrive, feel valued and respected as individuals.

□ Apprentices, other learners and staff can be exposed to extremist influences or prejudiced views from an early age which originate from a variety of sources and media, including via the internet. There may be times when they may reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

□ Any prejudice, discrimination or extremist view, including derogatory language, displayed by apprentices, other learners or staff will always be challenged and, where appropriate, supported through discussion with the apprentice/learner and their employer or their families (if under 18) and the Code of Conduct for staff.

□ Where misconduct by a member of staff is proven the matter will be referred to the Local Authority.

As part of wider safeguarding responsibilities Inspire Middlesex College staff will be alert to:

□ Disclosures by apprentices and other learners of their exposure to the extremist actions, views or materials of others outside of the Inspire Middlesex College, such as in their homes or community groups.

□ Graffiti symbols, writing or art work promoting extremist messages or images
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□ Apprentices and other learners exposed to extremist material online, including through social networking sites

□ Parental reports of changes in behaviour, friendship or actions and requests for assistance

□ Local authority services, and police reports of issues affecting children or vulnerable adults in other places of education or local community centres

□ 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

□ Inspire Middlesex College will closely follow any locally agreed procedure as set out by the Local Authority and /or the Safeguarding Board’s agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Teaching Approaches; how we build our apprentices and other learners’ resilience to extreme narratives, protect them from radicalising influences and identify vulnerabilities or worrying changes in behaviour.

□ We will ensure our teaching approaches help learners build resilience to extremism and give them a positive sense of identity through Personal, Social and Emotional development

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and the promotion of critical thinking. We will aim to ensure that all our staff are equipped to recognize extremism and are skilled and confident enough to challenge it in a way appropriate to the learner's age and level of understanding.

□ We will facilitate a 'safe place' for learners to speak confidently and openly about any worries or concerns they may have concerning their safety and will equip our learners with the appropriate skills to become self-assured community advocates.

□ This approach will be embedded within the ethos of Inspire Middlesex College so that apprentices and other learners know and understand what safe and acceptable behaviour is in the context 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 work with local partners, employers, stakeholders and communities in our efforts to ensure our setting understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learner's experiences. We will help support individuals who may be vulnerable to such influences as part of our wider safeguarding responsibilities and in such instances seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

□ At Inspire Middlesex College we will promote the values of democracy, the rules of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. Version 3
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We will teach and encourage apprentices and other learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.

Whistle Blowing

□ Where there are concerns of extremism or radicalisation children and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

Please refer to Inspire Middlesex College Whistle Blowing Policy.

Confidentiality

Information will be gathered, recorded and stored in accordance with the Data Protection Policy. All staff must be aware that they have a professional duty to share information with other agencies in order to protect apprentices and other learners.

Safeguarding apprentices and other learners may override confidentiality interests. However, information will be shared on a need to know basis only, as judged by the Designated Safeguarding Lead.

Safeguarding

□ Staff at Inspire Middlesex College will be alert to the fact that whilst extremism and radicalisation is broadly a safeguarding issue there may be some instances where a vulnerable person may be at direct risk of harm or neglect. For example; staff may be aware of information about a family related to extremism that may place an apprentice or other learner at risk of harm. Therefore, all adults working in Inspire Middlesex College (including visiting staff, volunteers and contractors) are required to report instances where they believe an apprentice or other learner may be at risk of harm or neglect to the Designated Safeguarding Lead (DSL) .

Role of the Designated Safeguarding Lead (DSL)

In line with Recommendation 2 of Peter Clarke's Report; at Inspire Middlesex College, the role of the Designated Safeguarding Lead is extended to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy.

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Training

□ Training on Safeguarding and Child and Vulnerable Adult Protection will be organised for staff and management at least every three years and will comply with the prevailing arrangements to meet best practice in apprenticeship training establishments and in line with Ofsted good practice. and the Hounslow Safeguarding Board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

□ The Designated Safeguarding Lead (DSL) will attend training courses and the appropriate inter-agency training organised by the Safeguarding Board as necessary.

Recruitment

□ The arrangements for recruiting all staff, permanent and volunteers will follow LA guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks.

□ Safer recruitment best practice principles and sound employment practice will be applied 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 setting so as to unduly influence Inspire Middlesex Colleges' character and ethos.

□ By adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within Inspire Middlesex College and staff team we will minimise the opportunities for extremist views to prevail.

Reporting and referral procedure where there are concerns about an apprentice, other learners or member of our staff

Procedure showing how we will fulfil the Prevent duty

1. If a member of staff identifies apprentices or other learners at risk of being drawn into terrorism, radicalisation or extremism, they should assess the nature and extent of that risk and consider if it poses an immediate danger.

2. Report to the Designated Safeguarding Lead, initially this can be a verbal report but it should be followed up with a written report using the same report form that we use for Safeguarding (the Safeguarding Referral Record Form).

3. Designated Safeguarding Lead undertakes an initial investigation and considers whether the Prevent Duty concern is also a Safeguarding concern.

4. Designated Safeguarding Lead to liaise with the apprentices' employer (or parent if the learner is under 18) where it is safe and appropriate to do so.

5. Where relevant, develop the most appropriate support plan for the apprentice or member of staff.

6. Or where deemed a Prevent Duty risk the Designated Safeguarding Lead will invoke the Channel Referral Process. As part of the referral process, the Designated Safeguarding Lead will raise an electronic referral, which goes to the Police.

7. Staff and the Designated Safeguarding Lead will cooperate with the authorities who may take the process forward from this point.

Note:

Channel operates in the 'pre-criminal' space. It is not suitable for an individual who you believe has – or is about to – commit a criminal offence, this should be reported to the police.

Policy Adoption, Monitoring and Evaluation

This policy was considered and adopted by Inspire Middlesex College in line with their overall duty to safeguard and promote the welfare of apprentices and other learners as set out in DfE and other guidance.

Apprentices and other learners and staff will be issued with a hard copy of this policy on request. This policy will also be made available to parents (where the apprentice is under 18) and to the

apprentices' employer via the Inspire Middlesex College website.

The effectiveness of this policy will be evaluated by:

- Annual review of this policy, with consideration of its links to Safeguarding
- Annual communication of this policy to promote the importance of Prevent and Anti Radicalisation, ensuring all staff understand their responsibilities,
- Monitoring staffs application of the procedures within this policy as part of their overall duty to safeguard apprentices and other learners
- Checking that related policies are up to date and relevant at least annually
- Preparation of quarterly reports on Prevent or anti-radicalisation incidents and reported concerns for the senior management team to look at patterns or trends in order that we can learn from each incident or concern and mitigate the risk of similar issues being repeated.

Review and Updates

- This policy will be reviewed every 12 months or in the event of: (a) publication of new guidelines/official communications (b) any incident being reported, upon its conclusion; whichever is the sooner