

2024

# KMP 036 Policy to Support the Prevention of Extremism & Radicalisation (PREVENT)



**Policies and Procedures**

# Policy to Support the Prevention of Extremism & Radicalisation

## Introduction

Section 26 (1) of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”.

The Government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST.

The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting, and protecting individuals who might be susceptible to radicalisation.

The Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

The government’s 2011 Prevent Strategy objectives are as follows:

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it.
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support.
- Work with sectors and institutions where there are risks of radicalisation that we need to address.

The United Kingdom currently faces a range of terrorist threats. All terrorist groups that pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack in the near future. The current Government threat level from international terrorism in the UK is ‘substantial’ which means that a terrorist attack is likely.

## Key Definitions

For the purposes of this strategy the following definitions have been adopted;

**Radicalisation** is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups.

**Extremism** is vocal or active opposition to British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

**Non-violent extremism** is extremism, as defined above, which is not accompanied by violence.

**Having due regard** means that the authorities should place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions.

**Interventions** these are projects intended to divert people who are being drawn into terrorist activity. Interventions can include mentoring, counselling, theological support, encouraging civic engagement, developing support networks (family and peer structures), or providing mainstream services (education, employment, health, finance, or housing).

**Terrorism** is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

## Key Documents and Contacts

This strategy should be read in conjunction with the following documentation;

Internal Documentation	External Documentation
KMP 002 Safeguarding Policy V12 2022-2023	HM Government Contest – The United Kingdom’s Strategy for Countering Terrorism (June 2018)
KMP 005 Equality & Diversity Policy V14 2022-2023	The Counter Terrorism and Security Act 2015
KMP 017 Security Policy V10 2022-2023	Prevent Duty guidance: for Further Education institutions in England and Wales
KMP 038 Social Media Policy V10 2022-2023	Keeping Children Safe in Education (September 2021)
KMP 047 Freedom of speech and expression Policy V10 2022-2023	Working Together to Safeguard Children (July 2018)
KMP 057 External Speakers Policy V3 2022-2023	HM Government Contest – The United Kingdom’s Strategy for Countering Terrorism (June 2018)

## **Aims and Objectives**

### **Aims**

The aim of this Policy is to ensure that GHL is able to identify, monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in radicalisation and extremism (violent and non-violent) in the name of ideology or belief.

### **Objectives**

To develop staff and student awareness of the statutory Prevent duty and the risks associated with radicalisation.

- To safeguard students by ensuring that they are able to recognise and protect themselves from radicalisation.
- To document and recognise current practice across the company which effectively manages the risk of students being exposed to extremism and becoming radicalised.
- To ensure that students and employees are aware of their roles and responsibilities in preventing violent extremism and radicalisation.
- To promote and reinforce shared values, to create space for free and open debate, and support the student voice.

### **Curriculum**

GHL is committed to providing a curriculum which promotes knowledge, skills and understanding in order to build the resilience of all students, by undermining extremist ideology and supporting the student voice. This will be achieved through;

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion.
- Promoting wider skill development such as social and emotional wellbeing.
- Developing a curriculum which recognises local needs, challenges extremism, and promotes British Values.
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity, and inclusion.
- The use of external organisations to raise awareness of the existence of extremist activities and develops students understanding of how to keep themselves safe from Radicalisation.

### **Supporting Students**

To ensure that the company community remains safe the following support will be in place for students;

- An effective referral process to enable employees and Students to report concerns and support for at risk students through safeguarding and pastoral processes.
- Effective support services which provide clear information, advice, and guidance on preventing students from being drawn into extremism and radicalisation.

- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology.
- Guidance for students and staff on how to access support through community partners.
- Mechanisms to ensure that the student voice is heard, and the concerns of the student population are acted upon.
- Clear channels of communication to listen to the voice of the local community and understand local tensions.

## **Responsibilities**

The Managing Director has overall responsibility for ensuring that the Prevent Policy is implemented across the company and any concerns are shared with the relevant organisations in order to minimise the risk of students becoming involved with extremist activity. To ensure that the company effectively manages risks and is able to deal appropriately with issues around radicalisation and extremism GHL will;

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the company.
- Understand and manage potential risks within the company and from external influences including the display of extremist materials and the hiring of company premises.
- Respond rapidly and appropriately to events in local, national, or international news that may impact on the company.
- Ensure measures are in place to minimise the potential for acts of extremism within the company.
- Ensure plans are in place to respond appropriately to a threat or incident within the company.
- Adopt effective ICT security and responsible user policies and promote these to all staff and students.

All staff at have a responsibility to:

- To provide an ethos which upholds the company's mission, vision and values and promotes British Values.
- Report any concerns around extremism or radicalisation via the safeguarding reporting systems.
- Report and remove any literature displayed around the company that could cause offense or promote extremist views.
- Participate in safeguarding refresher training.
- Participate in engagement with local communities, schools, and external organisations as appropriate.

## **The Referral Process**

Where there is an identified/potential risk that a student may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions.

The Managing Director is responsible for contacting the Police for further advice and guidance. Any member of staff who identifies such concerns will report these to a Designated Safeguarding

Lead via the referral system where all information will be documented. Incidents in relation to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a violent act is imminent, or where weapons or other materials may be in the possession of a student or a visitor. In this situation, a 999 call will be made, and the company owner informed as soon as practicably possible.

### Risk Assessment and Action Plan

Although it is perceived that generally our learners are at low risk of radicalisation due to the work and information that is supplied and supported in their holistic approach to safeguarding, it is however appreciated that as a country we are currently faced with a raised threat level for terrorist activity and therefore need to ensure that learners and employers work with us to minimise the risk to our students.

Risk	Mitigation	Contingency	Owner	Progress	RAG
GHL staff are unaware of the procedures in relation to highlighting concerns for learner well-being	GHL staff are trained as part of their induction and annually (or as deemed necessary due to changes in legislation)	Intervention by Designated Safeguarding Leads/IQA highlighted through OTLAs, quality assurance to ensure Prevent is embedded in each contact point with the learner	DSLs, IQA team	Ongoing - no issues to date	Green
Prevent is not embedded during the learner Induction process	Monthly safeguarding updates provided via the trainers and learner handbook contains information regarding Prevent, radicalisation and extremism. Prevent booklet given at Induction	Audit learner files to ensure this is undertaken on reviews and visits by tutors. Proof to be gathered to evidence learner is aware of information.	Tutors, IQA Quality Manager	Ongoing - no issues to date	Green
Learners are radicalised by internal (workplace) or external factors	Embedded as part of the RAP process and visits undertaken by the tutor	Above points will highlight if this has not taken place and therefore create an intervention.	Tutors, DSLs, IQA	Ongoing - no issues to date	Green

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GHL is not aware of regional Prevent related issues that could impact learners and/or employers	DSL to ensure all updates provided by Government and other partners is cascaded to all staff and in turn to learners	Share relevant information with tutors through meetings and emails to develop their knowledge of concerns to be aware of.	DSLs	Ongoing - no issues to date	Green
Learners are exposed to messaging supportive of terrorism which contradicts British values	Learners are advised by tutors of the whistleblowing process and how GHL can support. Learners are signposted to our Designated. Safeguarding Leads	Additional support given to learners to build a greater understanding of what British values represent and this is embedded in sessions with learners.	Tutors, DSLs, IQA team	Ongoing - no issues to date	Green
GHL is not linked with partners that can support with complex issues	GHL has a Prevention of Extremism and Radicalisation Policy that incorporates the key links to external organisations that can support with all issues.	Not applicable as these links are in place.	Senior Management Team	Incorporated into the Prevent policy	Green
GHL places learners within settings that may increase their exposure to radicalisation	Pre-vetting of all settings takes place as a matter of course through the Apprenticeship recruitment process	In the unlikely event of pre-vetting not taking place, this would be picked up during the learner sign-up stage and monitored on an ongoing basis through tutor reviews	Tutors, Business Development Team	Ongoing - no issues to date. Incorporated into the apprenticeship recruitment process	Green
Learners are exposed to literature within GHL and the workplace that promotes extremism	Learners are made aware of the whistleblowing process and our Designated Safeguarding Leads during the sign-up process, and ongoing through interaction with tutors	To be reiterated at each contact point with learners regarding channels of communication and safety established.	Tutors, IQA	Ongoing - no issues to date	Green

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Learner data is made available to external contacts that do not hold the values of Prevent	GHL comply with the requirements of GDPR and do not knowingly share data with external organisations without prior consent or legal duty	Any breaches would be reported to the appropriate body	All GHL staff,	Ongoing - no issues to date	Green
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### More Information

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/ fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching
Isolation and social exclusion	Change in appearance - dress/ body art
Bullied	Change in behaviour within work and learning environment
Media influence	Change in social circles
Seeking purpose of focus for life	
Seeking revenge	
Seeking acceptance / social standing	

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