



Suffolk  
New  
College

## Preventing Extremism and Radicalisation Safeguarding (PREVENT) Policy

Policy Title:	Preventing Extremism and Radicalisation Safeguarding Policy
Approved date (m/y):	September 2019
Author (s)	Vice Principal
Approved by:	Safeguarding Steering Group
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Related Policies & Procedures:	Safeguarding and Child Protection Policy External Speakers Policy, Student Performance & Behaviour Policy, Anti-Bullying & Harassment Policy, Work Experience Policy, Lockdown Policy



## Equality Impact Assessment Tool

**Name of Policy:** Preventing Extremism and Radicalisation Safeguarding (PREVENT) Policy

		Yes/No	Comments
1	<b>Does the policy/guidance affect one group less or more favourably than another on the basis of:</b>	<b>No</b>	
	Race or ethnicity	-	
	Disability	-	
	Gender	-	
	Religion or belief	-	
	Sexual orientation	-	
	Age	-	
	Marriage and Civil Partnership	-	
	Maternity and Pregnancy	-	
	Gender Reassignment	-	
2	<b>Is there any evidence that some groups are affected differently?</b>	<b>No</b>	
3	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	<b>N/A</b>	
4	<b>Is the impact of the policy/guidance likely to be negative?</b>	<b>No</b>	
5	<b>If so, can the impact be avoided?</b>	<b>N/A</b>	
6	<b>What alternatives are there to achieving the policy/guidance without the impact?</b>	<b>N/A</b>	
7	<b>Can we reduce the impact by taking different action?</b>	<b>N/A</b>	

# 1 Introduction

Suffolk New College is fully committed to safeguarding and promoting the welfare of all its students. Every member of staff recognises that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for students or not. Safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society.

This Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views and sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and promptly providing them with support. This policy should be read in conjunction with the College's Safeguarding & Child Protection Policy.

The following national guidelines should also be read when working with this policy;

- PREVENT Strategy HM Government March 2015
- Keeping Children Safe in Education DfE September 2018
- Working Together to Safeguard Children HM Government July 2018

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our students are safe from harm.

Staff working in pastoral roles, such as Learning Support Assistants, Personal Tutors and Student Support Officers are ideally placed to recognise changes in student behaviour and may be the first point of contact in terms of receiving a disclosure. It is important that all staff are aware of how to report their concerns and who they should speak to.

## 2 Definitions and Indicators

### What is Radicalisation?

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

### What is Extremism?

The government has defined extremism in the 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." This also includes calls for the death of members of the British armed forces

## **What are British Values?**

British values are defined as "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with 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.

There are a number of behaviours which may indicate a child is at risk of being radicalised or exposed to extreme views.

These include;

- Spending increasing time in the company of other suspected extremists.
- Changing their style of dress or personal appearance to accord with the group.
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group/cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.
- Increase in prejudice-related incidents committed by that person – these may include;
  - physical or verbal assault
  - provocative behaviour
  - damage to property
  - derogatory name calling
  - possession of prejudice-related materials
  - prejudice related ridicule or name calling
  - inappropriate forms of address or refusal to co-operate
  - attempts to recruit to prejudice-related organisations
  - condoning or supporting violence towards others.

We believe that it is possible to intervene to protect people who are vulnerable. Early intervention is vital. Staff must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.

## **3 Ethos and approach**

There is no place for the expression of extremist views of any kind in our college, whether from internal sources – students, staff or governors, or external sources – the college community, external agencies or individuals. This aim of this policy is not about the restriction of freedom of speech, but allowing students to shape how their individual views are expressed and in doing so, demonstrating an understanding of those who may have different views and beliefs.

As a college we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge the promotion or expression of extremist views we are failing to protect our students.

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the approaches students may experience elsewhere may make it harder for them to challenge or question these radical influences, this guidance and support should be delivered in tutorials.

We will ensure that all of our support and approaches will help our students build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will develop strategies and staff training to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Disciplinary Policies for students and staff.

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

The College has chaplaincy support, prayer and faith facilities which are available for students to use.

#### **4 Use of External Visitors and Guest Speakers**

At Suffolk New College we encourage the use of external visitors or guest speakers to enrich the experiences of our students, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our students. Staff will intervene in any presentation or discussion led by an external speaker where they judge the content is inappropriate and may lead to positive reinforcement of actions that promote extremism.

External visitors and guest speakers must be supervised by a College member of staff at all times. The College recognises that there may be occasions where external visitors or guest speakers will use the College facilities and will not be supervised. In these instances you must follow the guidance outlined within the External Speakers Policy regarding vetting and risk assessments.

## **5 Reporting Procedure**

The Colleges Designated Safeguarding Leads are also the named contact in relation to PREVENT.

Where there are concerns of extremism or radicalisation Students and Staff must raise any issue in confidence to the Designated Safeguarding Leads or deputies as soon as possible and in any event, within two hours. If this is not possible, a member of Executive must be notified.

As part of wider safeguarding responsibilities college staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of college, such as in their homes or community groups, especially where students have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Reports of Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner colleges, local authority services, and police reports of issues affecting students in other colleges or settings
- Students 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

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

Please refer to our Safeguarding Policy for the full details on our Safeguarding duties.

## **6 Training**

Whole college in-service training on Safeguarding is organised for staff and governors every two years with annual briefings and will comply with the prevailing arrangements agreed by the Local Authority and Suffolk Local Safeguarding Children’s Board and will, include training on extremism and radicalisation and its safeguarding implications.

The Designated Safeguarding Leads will attend training courses as necessary and the appropriate inter-agency training organised by the Suffolk Local Safeguarding Children's Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications. They will refresh their knowledge and skills on an annual basis.

Training on the prevent strategy will be provided to all staff and regular visitors to the College. A briefing will also be provided to new staff during their induction process.

Information on PREVENT will also be shared with all students including apprentices, employers and parents/guardians.

## **7 Recruitment**

The arrangements for recruiting all staff, permanent and volunteers, to our college will follow 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.

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 college so as to unduly influence our college's character and ethos. We are aware that such persons seek to limit the opportunities for our students 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 college and staff team we will minimise the opportunities for extremist views to prevail.

For further information, please contact the Designated Safeguarding Leads or visit the safeguarding section of the College Intranet.

## 8 PREVENT – Student Guide

### What is Prevent?

Prevent is part of the Government counter-terrorism strategy. It's designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming terrorists themselves.

It is about supporting individuals who are at risk of radicalisation away from becoming terrorists, or supporting terrorism

### What is Extremism and Radicalisation?

The government has defined extremism 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”

### What Signs and Symptoms of Radicalisation should you be aware of? These are some of the signs that may indicate a more serious concern

- Change of appearance and behaviour, this may include:
  - Wearing clothing that shows affiliation to a group
  - Accessing extremist material online, including through networking sites (eg. Facebook, YouTube).
  - Change in friendships or actions and requests for support
- Use of extremist or hate terms to exclude others or incite violence
- Racist language and targeting certain groups or individuals

Early warning signs may or may not indicate a serious problem – they do not necessarily mean that a student is prone to violence towards themselves or others. For more information, click on:

[http://safe.met.police.uk/terrorist\\_or\\_extremist\\_activity/get\\_the\\_facts.html](http://safe.met.police.uk/terrorist_or_extremist_activity/get_the_facts.html)

### What to do you do if you are worried?

- Tell someone! Any student can approach any member of staff about PREVENT and radicalisation and they will listen to you.
- The College has procedures in place to investigate and deal with this issue and take them seriously.
- So if you have concerns about your well-being or that of others please share them with; your personal tutor, or with any member of staff.