



Prevent

Radicalisation and Extremism for employees

Policy Document

Last Updated January 2019

Scope and Definition

PREVENT – Preventing radicalisation to extremism. The Prevent strategy forms part of the UK's Counter Terrorism and Security Act (2015). The Government's revised Prevent strategy was launched in June 2011 with its key objectives being to challenge the ideology that supports terrorism and those who promote it, prevent people from being drawn into terrorism, and work with 'specified authorities' where there may be risks of radicalisation.

The scope of the Prevent Duty covers terrorism and terrorist related activities, including domestic extremism and non-violent extremism. The aim is to work with partner agencies, primarily the police, to divert people away from what could be considered to be linked to terrorist activity.

Prevent defines 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. We also include in our definition of extremism calls for the death of members of our armed forces". Radicalisation is defined by the UK Government within this context as "the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups".

Principles and Objectives of Prevent

The Prevent Duty is part of the Counter Terrorism and Security Act 2015.

Section 26 of the Act places a duty on educational institutions to have 'due regard to the need to prevent people from being drawn into terrorism'.

Prevent is one strand of the Government's counter terrorism Strategy, CONTEST. Its main aim is to prevent people from becoming terrorists or supporting terrorism. More information available here: [Protecting the UK against terrorism policy](#)

There are three main objectives:

1. Terrorist ideas should be identified and challenged.
2. Vulnerable people should be supported and protected from becoming terrorists or supporting terrorism.
3. Communities, institutions and the Government should all work together to tackle the problem of extremism.

Radicalisation is the process of causing someone to become a supporter of terrorism, or forms of extremism that lead to terrorism. Any evidence of any aspect of extremism must be reported immediately. We are vigilant on social media which may indicate vulnerability to radicalisation.

Responsibility

Stacey Stone (Quality Manager) oversees the implementation of prevent policy/training.

ALL staff are responsible to comply with the implementation of the policy/training and report any safeguarding issues.

Staff Training

As part of our statutory duties and our own desire to uphold the highest safeguarding standards, we will ensure that staff are fully trained to understand how to minimize the possibility of radicalization. At Varsity we lead by example *and* build resilience at the leadership level. The resilience of the management team will resonate among employees and apprentices. Stress levels both individually and as a group are monitored. We have a management team who can sense when tensions are running high and can help employees and apprentices avoid difficult situations, these are also recorded on 1-1's we carry out with employees and apprentices and implement support if required. It's important to ensure corporate leaders adopt a sense of personal resiliency in the workplace. Learners are encouraged to carry out prevent training and this is part of their programs as learners complete a work book called "your Health and Wellbeing"

Varsity Training ensure that all staff are fully aware of the threats, risks and vulnerabilities that are linked

to extremism and radicalisation. This includes being alert to early indicators, responding to and reporting. Training will include all staff including part time and bank staff. We will follow the recommendations of the Local Authority and ensure staff attend Prevent/WRAP, or other recommended training and that this is relevant to the job role. We ensure staff are also well versed in associated policies and procedures such as Equalities, Inclusion and Diversity.

This will enable teachers and others supporting the delivery of the program to use opportunities in learning to educate and challenge. It will also allow staff exemplify British values in their management, teaching and through general behaviors in organisations, including through opportunities in the curriculum. We expect organisations to encourage learners to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.

Members of staff should have an understanding of the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorist activity. Such staff should have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response. This will include an understanding of when to make referrals and where to get additional advice and support.

If there are concerns that a student is becoming radicalised or attempting to radicalise others this needs to be reported to the safeguarding lead immediately.

Radicalisation Signs and Indicators

As yet, there has been no clear link or exact cause identified for someone becoming radicalised. This creates the sense that 'it could happen to anyone' which, in turn, increases the fear of radicalisation. The lack of an exact cause doesn't mean we know nothing and it's important to focus on what we do know and staying informed of current guidance. Radicalisation is constantly shifting and changing.

What we know as of now is that the main risk factor identified in victims is vulnerability. We also have knowledge on potential indicators and warning signs. Staff are made fully aware of these signs/indicators through continuous training.

Those who are most vulnerable are (but not limited to):

- Younger people from age 13 upwards;
- Those experiencing an identity or personal crisis;
- Individuals with feelings of un-met aspirations or a sense of injustice;
- People with a need for adventure or excitement;
- Pre-existing conviction that their religion or culture is under threat;
- Individuals [who feel socially isolated, and possibly, suffering from depression;](#)
- Those who have a history of criminal behaviour.

Potential indicators include:

- Change in appearance;
- Search for answers - identity, faith and belonging;
- Desire for adventure/excitement;
- Desire to enhance self-esteem;
- Sense of grievance triggered by personal experience of racism/discrimination/aspects of government policy etc.;
- Isolated from peers, associates with only 1 group of people;
- Withdrawal from family members;
- Additional vulnerability risk factors: Special Educational Needs, Mental Health Issues, Alcohol and Drug abuse.

Potential warning signs include:

- Graffiti, symbols or artwork promoting extremist messages;
- Accessing extremist material online;

- Changes in behaviour, friendship and actions;
- Young people voicing opinions drawn from extremist ideologies or narratives;
- Use of extremist or hate terms to exclude others or incite violence.

Process for Radicalisation Concerns

At Varsity Training we work primarily with adult learners. We monitor our learners on a regular basis through taught sessions, one-one reviews plus any additional contact we may have. This enables us to build relationships and monitor any behavioral changes or vulnerabilities and these are recorded using Varsity Training's documentation and reported.

People who are at risk of being drawn into terrorist activity can be supported through the Channel process, which involves several agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities. All staff have a duty to report any concerns about extremist behavior or potential radicalisation.

Disclosures regarding students and staff who display or espouse values contrary to the accepted British values of the rule of law, democracy, individual liberty and respect and tolerance, should follow the same process of recording and reporting to the designated person.

Employees and apprentices' behaviors are monitored for any behavioral changes and these would be addressed with their employers to see if they have noticed a difference. Although serious incidents involving radicalisation have not occurred at Varsity to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the region in which we teach. Staff are reminded to suspend any professional disbelief that instances of radicalisation "could not happen here" and to refer any concerns through the appropriate channels (currently via the Designated Safeguarding Lead, Stacey Stone).

Where there are concerns of extremism or radicalization of learners or staff they are encouraged to make use of our internal systems to whistleblow or raise any issues in confidence.

In instances where the designated person is informed (Stacey Stone) of an individual's or group's potential for extremism and radicalisation, the designated person will refer the concern and information to:

Avon and Somerset Constabulary – 01934 638478

The following sources may also be useful for further information:
www.GOV.uk