

# Preventing Extremism and Radicalisation

## Introduction

Norton Webb Ltd is committed to providing a secure environment for learners where they feel safe and are kept safe. All staff at Norton Webb Ltd recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake and whether or not their role has direct contact with learners.

## Definitions

**Ideology** - a set of beliefs.

**Extremism** - a 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.

**Radicalisation** - the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

**Terrorism** - an action that endangers or causes serious violence damage or disruption and is intended to influence the Government or to intimidate the public and is made with the intention of advancing a political, religious or ideological cause.

## Guidance and Legislation

The Preventing Extremism and Radicalisation Safeguarding Policy draws upon the guidance contained in:

- Leeds Safeguarding Children and Adults Board procedures.
- Keeping Children Safe in Education; DfE: September (2018).
- Teaching Approaches that help Build Resilience to Extremism among Young People; DfE (2011).
- Promoting Fundamental British Values as part of SMSC in Schools.
- OFSTED Inspection Handbook.
- Prevent duty guidance.

In adhering to this policy and the procedures therein, staff and visitors will comply with our statutory duties to:

- Have due regard to the need to prevent people from being drawn into terrorism, as set out in s26 of the Counter-Terrorism and Security Act (2015).

## **Ethos and Practice**

Norton Webb Ltd recognises the Governments concern that the UK continues to face a threat from terrorism. One security concern is the potential for British citizens and residents to become radicalised and commit acts of violence or terrorism.

Violent Extremism is defined by the Crown Prosecution Service (CPS) as:

“The demonstration of unacceptable behaviour by using any means or medium to express views, which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts;
- Foster hatred which might lead to inter-community violence in the UK.”

Extremism can take many forms including that linked to Far Right / Neo Nazi / White Supremacist, Al Qaeda/Daesh ideologies, Irish Nationalist and Loyalist paramilitary groups, and that linked to Animal or Environmental Rights movements.

Norton Webb Ltd is a safe place where apprentices can explore controversial issues safely and where tutors encourage and facilitate this – we have a duty to ensure this happens. However, there is no place for extremist views of any kind, whether from internal sources – apprentices, staff or governors; or external sources – work community, external agencies or individuals.

As a company we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for apprentices 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 our apprentices.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of people. Education is a powerful weapon against this; equipping apprentices with the knowledge, skills and critical thinking skills, to challenge and debate in an informed way.

Furthermore we are aware that individuals can be exposed to extremist influences or prejudiced views, which emanate from a variety of sources, including the internet, and at times apprentices may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by apprentices or staff will always be challenged.

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

- Disclosures by individuals of their exposure to the extremist actions, views or materials of others
- Graffiti symbols, writing or art work promoting extremist messages or images.
- Individuals accessing extremist material online, including through social networking sites.

- Reports of changes in behaviour, or actions and requests for assistance.
- Local authority services, and police reports of issues affecting our community
- Individuals 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, sexuality, ethnicity or culture.
- Attempts to impose extremist views or practices on others.

Norton Webb Ltd will closely follow any locally agreed procedure as set out by the Local Authority and the Local Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

## Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some individuals becoming alienated and disempowered.

We will ensure that all of our teaching approaches help apprentices build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills.

We will ensure that all of our staff are trained to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches as appropriate, so as to address specific issues to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success following the three broad categories of:

- Making a connection with apprentices through good [teaching] design and a pupil centred approach.
- Facilitating a 'safe space' for dialogue, and
- Equipping apprentices with the appropriate skills, knowledge, understanding and awareness for resilience.

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 achieve this by using a curriculum that includes:

- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum.
- Promotion of British Values.

We will also work with local partners, employers and communities in our efforts to ensure that Norton Webb Ltd understands and embraces our local context and values in challenging extremist views, and to assist in the broadening of apprentice's experiences and horizons.

We will promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We will encourage apprentices to respect one another and to respect difference, especially those of different faith or no faith. It is indeed our most fundamental responsibility to keep our apprentices safe and prepare them for life in modern multi-cultural Britain and globally.

We will help support individuals who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe an individual is being directly affected by extremist materials or influences, we will ensure that that apprentice is offered support through referral to Leeds City Council Channel programme.

## **Use of External Agencies and Speakers**

We encourage the use of external agencies or speakers to enrich the experiences of apprentices. We will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities.

Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in opposition to, the company's values and ethos.

Norton Webb Ltd will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated are consistent with the ethos of the Norton Webb Ltd and do not marginalise any communities, groups or individuals.
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies.

We recognise, however, that the ethos of Norton Webb Ltd is to encourage individuals to understand opposing views and ideologies, appropriate to their understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

## **Whistle Blowing**

Where there are concerns of extremism or radicalisation, apprentices, workplace managers and tutors are able to discuss this with the Designated Safeguarding Lead. If, for any reason they feel unable to do this, then they are able to make use of our internal systems to Whistle Blow or raise any issue in confidence. Please refer to Norton Webb's Whistle Blowing Policy.

## **Child Protection**

Please refer to our Safeguarding and Child Protection Policy for the full procedural framework.

Staff will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or children may be at direct risk of harm or neglect.

## **Role of the Designated Safeguarding Lead (DSL)**

The DSL is Alison Walsh

The Deputy DSL's are Lesley Charnock and Jill Hyde.

The role of the DSL is set out in our Safeguarding Policy.

The DSL is the focus person who apprentices, staff, and others, may come to if they have concerns about an individual's safety or well-being, and they are the first point of contact for external agencies.

The DSL is also the person who leads on concerns regarding extremism or radicalisation. Where there are concerns regarding extremism and radicalisation, the DSL will liaise with Leeds City Council's Channel Coordinator and make referrals where appropriate.

## **Training**

Training updates on Safeguarding and Prevent will be organised for staff and governors at least every three years. This training will, in part, include training on extremism and radicalisation and its safeguarding implications.

The DSLs will attend training courses as necessary and the appropriate inter-agency training organised by the Local Safeguarding Children Board at least every two years.

All staff will undertake Home Office approved WRAP Training (Workshop to Raise Awareness of Prevent ;) also sometimes referred to as 'Prevent training.'

## **Recruitment**

The arrangements for recruiting all staff, (permanent, temporary and volunteers ;) to our company will follow statutory guidance in Keeping Children Safe in Education (2018)

We will apply safer recruitment best practice principles and sound employment practice in general, which include, but are not limited to, ensuring that DBS checks are 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.

Therefore, by operating safer recruitment best practice and by ensuring an ongoing culture of vigilance within Norton Webb Ltd and external partners we will minimise the opportunities for extremist views to prevail.

## **Role of Governing Body**

The Governing Body will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties.

The Governing Body will support the ethos and values of Norton Webb Ltd and will support the company in tackling extremism and radicalisation

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education (2018)' the governing body will challenge the senior management team on the delivery of this policy and monitor its effectiveness.

Governors will review this policy annually and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

## **Leeds PREVENT Programme**

The Prevent Programme is Leeds City Council's response to the Government's national counter-terrorism strategy, which aims to stop people being drawn into or supporting terrorism. The national strategy focuses on three key areas which are:

- respond to the ideological challenge of terrorism and the threat from those who promote it
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- work with sectors and institutions where there are risks of radicalisation that we need to address

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. They also include in their definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

The Leeds Prevent Programme is designed to:

- divert vulnerable individuals away from the radicalisation process and ensure that they are given the appropriate advice and support through local safeguarding structures
- deter extremist groups from creating disharmony, division and spreading hate
- keep the majority safe from the few who seek to harm others

- ensure that sectors and institutions develop an appropriate response to tackle extremism
- ensure that media and wider public recognise that the illegal or extreme actions of a few individuals from a particular background do not reflect the values and views of others with the same background, faith or belief
- ensure that the reputation of the city and its residents is maintained and enhanced.

For further information about the Leeds Prevent Programme please contact Jabar Rehman Community Prevent Co-ordinator at Leeds City Council on 01137897424 or Nadeem Siddique on 07891275424.

## **Channel Panel**

Leeds has a multi-agency group – the Channel Panel, to provide support to people at risk of being radicalised, recognising that the radicalisation of vulnerable children and adults is a safeguarding issue. The Channel Panel is chaired by a senior Safeguarding Manager from Leeds City Council.

The objectives of the Channel Panel are to:

- to identify individuals at risk of being drawn into violent extremism
- to assess the nature and extent of that risk
- to develop the most appropriate support for the individuals concerned.

**It is important to trust your professional judgement – if you are concerned that someone is at risk of getting involved in extremism, you should discuss this with your DSL without delay.**

The DSL will liaise with West Yorkshire Police Prevent Team to discuss and make a referral if necessary.

When a referral is received, the Prevent team will, in partnership with other safeguarding professionals, investigate further to assess the nature and extent of the risk and develop the most appropriate support package for the individual concerned.

**Police Prevent Team can be contacted on:**

Tel: 0800789321 **E-mail: [intel@wyp.pnn.police.uk](mailto:intel@wyp.pnn.police.uk)**

## **Reporting online material promoting terrorism or extremism**

The internet is used by some people to promote terrorism and extremism. Norton Webb Ltd is committed to ensuring that individuals are not be able to access extremist ideas or materials online in our office. We will challenge and report any terrorist and extremist content found online, which is offensive or illegal.

As private citizens, members of staff can also report such material, anonymously if necessary.

Examples include material such as:

- articles, images, speeches or videos that promote terrorism or encourage violence
- content encouraging people to commit acts of terrorism
- websites made by terrorist or extremist organisations
- videos of terrorist attacks

The national Counter Terrorism Internet Referral Unit (CTIRU), which investigates the material, will try to secure the removal of the material as quickly as possible.

### **Department for Education – Preventing extremism in schools and children’s services**

The DFE have set up a helpline that organisations working in education can contact if they have concerns about radicalisation:

Tel: 020 7340 7264 E-mail: [counter.extremism@education.gov.uk](mailto:counter.extremism@education.gov.uk)

If there is a concern about extremism in a college or another organisation or if an individual might be at risk of extremism, contact their helpline.

Open Monday to Friday from 9am to 6pm (excluding bank holidays).

## **Appendix 1 - Prevent Resources, Support and Guidance for Education Settings**

### **National Online Resources**

#### **Educate Against Hate**

A website jointly developed by the Home Office and Department for Education which contains details of resources that educational establishments may use

- <http://educateagainsthate.com/>

#### **Miriam's Vision**

Materials produced by Miriam Hyman Trust as a result of 7/7.

- <http://www.miriamsvision.org>



## **Hammersmith and Fulham Prevent Resources Pack**

Lesson materials produced by H&F LA covering digital awareness, conspiracy theories and extremism.

- <https://www.lbhf.gov.uk/children-and-young-people/schools-and-colleges/school-staff-zone/prevent-and-schools/prevent-and-schools-resources-and-lesson-plans>

## **Prevent Tragedies**

A UK Police and partners initiative to help prevent people getting drawn into violent extremism and terrorism.

- <http://www.preventtragedies.co.uk/>

## **Anne Frank Trust**

To use Anne Franks life to empower people with the knowledge, skills and confidence to challenge all forms of prejudice and discrimination.

- <http://www.annefrank.org.uk/>

## **Getting on Together**

A suite of curriculum material covering modules on extremism, open debate and critical thinking.

- <http://www.got.uk.net/>

## **Leeds Safeguarding Online Information**

### **Leeds Adult Safeguarding Board**

- [leedssafeguardingadults.org.uk](http://leedssafeguardingadults.org.uk)
- Social Care: 0113 222 4401
- Out of hours: 07712 106 378

### **Confidential Anti-Terrorist Hotline**

- 0800 789 321

## Local Resources

### Community Cohesion Team

- Sessions on cohesion, extremism and hate crime delivered to pupils.
- Assist organisations in building links with local communities and faith institutions.
- Deliver Faith workshops.
- One to one & group support to assist organisations in addressing tension in the community.
- Provide support to on cultural awareness.
- Prevent & Cohesion awareness sessions for staff and governors.

### Children's Safeguarding Partnership

- <http://lscp.info.leeds.gov.uk>
- 0113 3786018

### Channel Panel

Information, advice and support about the Channel Panel.

- [prevent@leeds.gov.uk](mailto:prevent@leeds.gov.uk)

### Prevent

Information about local Prevent activities and to access the support of the Prevent education Officer.

- 0113 3760336

### West Yorkshire Police Prevent

Information about Prevent and to make a referral if you are concerned that an individual is being radicalised.

- [prevent@westyorkshire.pnn.police.uk](mailto:prevent@westyorkshire.pnn.police.uk)

## National Guidance

### Channel Duty Guidance - Home Office

- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/118187/vul-assessment.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118187/vul-assessment.pdf)

## **Prevent Duty Guidance for England and Wales**

- <https://www.gov.uk/government/publications/prevent-duty-guidance>

## **Protecting children from radicalisation: the prevent duty**

- <https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

## **The use of social media for online radicalisation**

- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/440450/How\\_social\\_media\\_is\\_](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/440450/How_social_media_is_)

## **Promoting Fundamental British Values as part of SMSC – Nov 2016**

- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/380595/SMSC\\_Guidance\\_Mainta](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Mainta)

## **Schools Inspection Handbook- Ofsted**

- <https://www.gov.uk/government/publications/school-inspection-handbook-from-september-2015>

## **Keeping Children Safe in Education , DfE – September 2018**

- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe)

## **Governance Handbook, DfE**

- [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/582868/Governance\\_Handbook\\_January\\_2017.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/582868/Governance_Handbook_January_2017.pdf)

## **Christopher Sybenga**

- [Chris.sybenga@education.gov.uk](mailto:Chris.sybenga@education.gov.uk)

## Proscribed terrorist groups and organisations

- <https://www.gov.uk/government/publications/proscribed-terror-groups-or-organisations-2>

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