Preventing

Radicalisation

Policy

Adopted by the Governing Body: September 2015

Preventing Radicalisation Policy

SAFEGUARDING STUDENTS WHO ARE VULNERABLE TO EXTREMISIM,

Background

This 'Preventing Radicalisation Policy' is part of our commitment to keeping children safe. Since the 'Education and Inspection Act 2006' companies have a duty to promote community cohesion. Over the last few years, global events have led to the growth of extremist viewpoints, including advocacy of violent extremism.

Companies have an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. In March 2015, new statutory duties were placed on companies by the Counter Terrorism and Security Act (2015) which means they must work to prevent children being drawn to extremism.

Safeguarding children from all the risks of harm is an important part of a company's work and protecting them from extremism is one aspect of them.

Ethos

At NITAL we ensure the through our company vision, values, rules, diverse curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The governing body also ensures that this ethos is reflected and implemented effectively in company policy and practice and that there is an effective risk assessment in place to safeguarding and promoting student welfare.

We have a duty to prepare our children for the life in modern Britain and to keep them safe.

Student who attend our learning programmes have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

Statutory Duties

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)

- Keeping Children Safe is Education (2015)

- Prevent Duty Guidance (2015)

- Working together to Safeguarding Children (2015)

NITAL values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. Both students and assessors have the right to speak freely and voice their opinions. However, freedom come with responsibility and free speech that is designed to manipulate the vulnerable or the leads to violence and harm of

other goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme view may also make children and young people vulnerable to future manipulation and exploitation. NITAL is clear that this exploitation and radicalisation should be views as a safeguarding concern.

Definition of radicalisation and extremism, and indicators of vulnerability of radicalisation are in appendix 1.

NITAL seeks to protect children and young people against the messages of all violent extremism including, but not restricting, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

Risk

The NITAL governors, the Chief Executive Officer and the Designated Safeguarding leader will assess the levels of risk within NITAL and put actions in place to reduce that ricks. Risk assessment may include consideration of the use of IT policy, Safeguarding and other issues specific to the NITAL profile, community and philosophy.

Response

NITAL are required to identify a Prevent Single Point of Contact (SPOC) who will be lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the Designation Safeguarding Lead. The SPOC for NITAL is Alan Smith (CEO) and Timothy Beasley (Operations Manager). The responsibility of the SPOC are described in appendix 2.

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC and to the Designated Safeguarding Lead if this is not the same people. This process can be found in appendix 3.

Numerous factors can contribute to and influence the range of behaviours that are defined as violent extremism, but most young people do not become involved in extremist actions. For this reason the appropriate interventions in any particular case may not have any specific connection to the threat of radicalisation, for example they may not address mental health, relationship or drug/alcohol issues.

Internet Safety

The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The Acceptable Use of ICT Policy (AUP) used in our Training Academy ensures learners are monitored at all times whilst using the IT equipment.

Search and web addressed are monitored and the ICT technicians will alert senior members of staff where there are concerns and prevent further access when new sites that are unblocked are found.

Where staff, students or visitors find unblocked extremist content they must report it to a senior member of staff.

We are aware that children and young people have access to unfiltered internet when using their mobile phones and staff are alerted to need for vigilance when students using their phones.

The Acceptable Use of ICT Policy (AUP) refers to preventing radicalisation and related extremist content. Students and staff are asked to sign the AUP at induction or as part of their employment contract to confirm they have understood what is acceptable.

Students and staff know how to report internet content that is inappropriate or of concern.

Staff Training

Staff will be given training to help them understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction safeguarding training. Staff are updated as necessary on safeguarding issues.

Safer Recruitment

We will ensure that the staff we appoint to NITAL are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education (2015).* Vetting and barring checks are undertaken on relevant people, including governors and volunteers.

Visitors

Visitors to NITAL are supervised at all times and will not be allowed to speak to children without a member of staff being present.

Staff must not invite speakers into NITAL without first obtaining permission from the principals.

'No platform for extremists'

NITAL is vigilant to the possibility that hire of NITAL premises may be requested by people wishing to run an external event. NITAL does not aspect bookings from individuals or organisations that are extremist in their views.

Signs of Vulnerability

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are a number of signs that's together increase the risk. Signs of vulnerability include:

- underachievement

- being in possession of extremist literature

- poverty

- social exclusion

- traumatic events

- global or national events

- religious conversion

- change in behaviour

- extremist influences

- conflict with family over lifestyle

- confused identify

- victim or witness to race or hate crime

- rejection by peers, family, social groups of faith

Recognising Extremism

Early indicators of radicalisation or extremism may include:

- Showing sympathy for extremists causes

- Glorifying violence, especially to other faith or cultures

- making remarks or comments about being at extremist events or rallies outside NITAL

- Evidence of possessing illegal or extremist literature

- Advocating message similar to illegal organisations or other extremists groups

- Out of character changed in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)

- Secretive behaviour

- Online searches or sharing extremist messages or social profiles

- Intolerance of difference, including faith, culture, gender, race or sexuality

- Graffiti, art work or writing that displays extremist themes

- Attempts to impose extremist views or practices on others

- Verbalising anti-Western or anti-British views

- Advocating violence towards others

Monitoring and Reviews

This policy will be monitored by the governing body at the least annually by receiving a report from the Designated Safeguarding Lead.

This is not a statutory policy and will be reviewed an appropriate time not later than two years after ratification by the governing body.

Appendix 1

INDICATORS OF VULNERABILITY TO RADICALISATION

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

Extremism is defined by the government 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 difference faiths and beliefs. We also include in our definition of extremism cells of death of members of our armed forces, whether in this country or overseas.
Extremism is defined by the Crown Prosecution Service as:
The demonstration of unappreciable behaviour by using any means of medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;

- Seek to provoke others to terrorist acts;

- Encourage others serious criminal activity or seek to provoke others to serious

  criminal acts; or

- Foster hatred which might lead to inter-community violence in the UK

There is no such things as a '"typical extremist": those who become involved in extremist actions come from a ranged of backgrounds and experiences, and most individuals, even those who had radical views, do not become involved in violent extremist activity.

Students may become susceptible to radicalisation through a range of social, personal and environmental factors – it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that NITAL staff are able to recognise those vulnerabilities.

Indicators of vulnerability includes:
- Identity Crisis – the student / pupil is distanced from their culture / religious heritage and experiences discomfort about their place in society;

- Personal Crisis – the student / pupil may be experiencing family tensions' a sense of isolation; a low self-esteem; they may have dissociated from the existing friendship group and become involved with a new and difference group of friends; they may be searching for answers to questions about identity, faith and belonging;

- Personal Circumstances – migration; local community tensions; and events affecting the student / pupil's county or religion of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

- Unmet Aspirations – the student / pupils may have perceptions of injustice; a feeling of failure; rejection of civic life;

- Experience of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;

- Special Educational Need – Pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purpose of violent extremism

More critical risk factors could include:
- Being in contact with extremist recruiters

- Accessing violent extremist website, especially those with a social networking element;

- Possessing or accessing violent extremist literature;

- Using extremist narrative and a global ideology to explain personal disadvantage;

- Justifying the use of violence to solve societal issues;

- Joining or seeking to join extremist organisation; and

- Significant changes to appearance and / or behaviour;

- Experiencing a high level of social isolation resulting in uses of identity crisis and / or personal crisis

Appendix 2
ROLES AND RESPONSIBILITY OF THE SINGLE POINT OF CONTACTS (SPOC)
The SPOC for NITAL is Alan Smith (CEO) and Timothy Beasley (Operations Manager), who are responsible for:

- Ensuring that staff at NITAL are aware that you are the SPOC in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students/pupils from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which leads to terrorism;
- Raising awareness about the role and responsibility of NITAL in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Raising awareness within NITAL about safeguarding processing relating to protecting students/pupils from radicalisation or involved in terrorism;
- Acting as the first point of contact within NITAL for case of discussion's relating to pupils who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information from in relation to referrals of vulnerable pupils into the Channel* process;
- Attending Channel* meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to Chanel* Co-ordinator; and
- Sharing any relevant additional information in a timely manner.

*Channel is a multi-agency approach to provide a support to individuals who are at risk of being drawn to terrorist related activity. It is led by the Devon and Cornwall Police Counter-Terrorism Unit, and its aim to

- Establish an effective multi-agency referral and intervention process to identify vulnerable Individuals
- Safeguarding individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist- related activity; and
- Provide early intervention to projects and divert people aware from the risks they face and reduce vulnerability.

Appendix 3

WHAT WE DO WHEN WE ARE CONCERNED

Where risk factors are present but there is no evidence of any particular risk then our DSL/SPOC advises us on preventative work that's van be down within NITAL to engage the pupil into mainstream activities and social groups. The DSL may well be the person who talks to and has conversations with the pupils/student's family, sharing NITAL's concern about the young people's vulnerability and how the family and college can work together to reduce the risk.

In this situation, depending on ow worried we are and what we agree with the parent and the young people (as far as possible) –

- The DSL/SPOC can decide to notify the Multi-agency Safeguarding Hub (MASH) of the decision so that a strategic overview can be maintained and any themes or common factors can be recognised; and
- NITAL will review the situation after taking appropriate action to address the concerns.

The DSL/SPOC will also offer and seek advice about undertaking an early help assessment such as the family Devon Assessment Framework (DAF) and/or making a referral to children's social care. The local family support and safeguarding hub can assist us.

If the concerns about the pupil/student are significant and meet the additional needs/complex need criteria, they will be referred to the MASH. This includes concerns about a child/young person who is affected by the behaviour of a parent or other adult in their household.

If deemed necessary, serious incidents will be discussed and referred to the Prevent Team at Devon and Cornwall Police.