



Preventing Extremism and Radicalisation Safeguarding (PREVENT) Policy

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Introduction

Inspire Suffolk 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.

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

- PREVENT Strategy HM Government June 2011
- Keeping Children Safe in Education DfE July 2015
- Working Together to Safeguard Children HM Government March 2015.

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 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 staff are aware of how to report their concerns and who they should speak to.

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;
 - o physical or verbal assault
 - o provocative behaviour
 - o damage to property
 - o derogatory name calling
 - o possession of prejudice-related materials
 - o prejudice related ridicule or name calling
 - o inappropriate forms of address
 - o refusal to co-operate
 - o attempts to recruit to prejudice-related organisations
 - o 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.

Ethos and approach

There is no place for the expression of extremist views of any kind in our organisation, whether from internal sources – students, staff or external sources – the Inspire 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 an organisation 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 organisation 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.

Reporting Procedure

The Designated Safeguarding Lead is 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 Lead as soon as possible and in any event, within two hours. If this is not possible, a member of the Senior Management Team must be notified.

As part of wider safeguarding responsibilities 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

We 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.

Recruitment

The arrangements for recruiting all staff, permanent and volunteers, to Inspire Suffolk 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 organisation 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 organisation and staff team we will minimise the opportunities for extremist views to prevail.

For further information, please contact the Designated Safeguarding Lead.

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

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.

Room Hire, Guest Speakers and External Marketing Policy

1 Introduction

Inspire Suffolk welcomes events and opportunities for individuals or organisations to speak to students and staff. It is our responsibility to make sure that everyone attending an event feels safe and that student's potential vulnerability is not targeted. In the context of this policy, Guest speakers are defined as anyone who is an individual or organisation wishing to use Inspire Suffolk for events, and individuals or organisations/bodies wishing to hire or use the Inspire Suffolk buildings.

2 Freedom of Expression

Freedom of expression and speech are basic human rights that are protected by law. Student safety and welfare is at the heart of Inspire Suffolk's policies and practices. The freedom to express views needs to be balanced with the need to secure freedom from harm for students and communities. Inspire Suffolk expects all activities to be safe, without risk to the reputation of Inspire Suffolk and within the law. In allowing speakers to attend events or Inspire Suffolk buildings to be used for events they will be approved based on the understanding that they act within the law and regulations set by Inspire Suffolk.

Staff and students of Inspire Suffolk and all other persons attending meetings held on the premises must behave in a lawful manner and avoid taking any action or using any language which is offensive or provocative. Our objective to promote freedom of speech is limited by legislation which protects individuals and groups of individuals from hate speech. This includes communication which is hateful, threatening, abusive or insulting and is intended to harass, alarm or distress, as well as actions that can be seen as extremist. Communication which targets a person based on their skin colour, race, nationality, ethnicity, religion or sexuality is forbidden. All speakers as well as event attendees must be respectful of the beliefs and opinions of others. Inspire Suffolk also reserves the right to refuse an external or internal event or speaker where it is felt the content is inappropriate for the student cohort or that a connection with it would impact on the reputation of Inspire Suffolk.

3 Assessing and Managing Risk

Risks around events will be considered and where they include but are not limited to: safeguarding concerns, reputational damage, security of premises, safety of persons attending or in the vicinity; interruption of the work of students and staff not directly involved; welfare of students and staff and the ability to ensure good conduct of speakers and participants. With regards to the need to manage and mitigate risks to protect staff and students there may be occasions where conditions are attached to the approval of external speakers. These may include:

- Requesting submission of speeches, presentations, discussion topics or questions in advance of the meeting.
- Limitation on attendees, either by number or student status.
- Limitations on promotion and advertising of the event by approval of any advertising material, restriction of where material can be placed, or limitation of what types of material can be used.
- Declaration of attendees in advance of the meeting.

- Approval of marketing materials.
- Stewards to be provided by the organisation.
- Presence of staff to ensure good order.
- Limitation on what attendees may bring to the event.
- Not allowing banners, flags or place cards or similar items into the building or onto relevant parts of the site.
- Closing down of the event if there is reasonable need, even if the event is already underway.
- Limiting the presence of press/media or media production equipment.

An event may also be cancelled if there are concerns that the event may risk student safety, violation of health and safety requirements or if the event risks violating legislation regards hatred, discrimination or incitement.

4 Room Hire

An external organisation may request venue hire at Inspire Suffolk. The organisation will be required to complete a hire booking form. This request will be reviewed by the Operations Director, to ensure that the risks associated with safeguarding, health and safety and criminal acts are reduced. Inspire Suffolk has the right to request more information when there are concerns. We also withhold the right to monitor the event and close down if any concerns are raised.

5 External Media and Communications

All external marketing of events and organisational values will be screened prior to any agreed promotion on Inspire Suffolk noticeboards etc.