Preventing Extremism and Radicalisation Policy

OWNED BY:	Vice Principal Student Experience and External Relations						
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APPROVAL:	SLT						
APPLIES TO:	Staff	✓	Student	✓	Public	✓	

1. Context

From '' A Toolkit to help schools contribute to the prevention of Extremism''

Dealing with violent extremism is nothing new. Throughout history there have been groups prepared to use violence to achieve their aims…A small minority seek to radicalise young people with an ideology which justifies the use of violence…While violent extremism influenced by faith-based extremists currently pose the greatest threat to life, other forms of extremism and prejudice are also affecting individuals and communities across the country and can be a catalyst for alienation and disaffection and potential lead to violence''. '' Extremists of all persuasions try to paint the world as black and white accentuating division and difference, and exploiting fears based on ignorance or prejudice. Education can be a powerful weapon against this, equipping young people with the knowledge skills and reflex to think for themselves, to challenge and to debate; and giving young people the opportunity to learn about different cultures and faiths and, crucially to gain an understanding of the values we share. Exploring ideas, developing a sense of identity and forming views are a normal part of growing up. Schools can support young people in this; providing a safe environment for discussing controversial topics.

2. Introduction

Cirencester College is committed to providing a secure and safe environment for all of our students, staff and stakeholders.

Cirencester College values freedom of speech and the expression of fundamental rights underpinning our society and values. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others, 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.

Cirencester College actively promotes and lives the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs whilst safeguarding against the threats of extremism.

The normalisation of extremism views make children and young people vulnerable to future manipulation and exploitation. Cirencester College is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

This policy draws upon the guidance contained in 'The revised Prevent Duty Guidance for England and Wales' and 'Keeping Children Safe in Education, revised September each year.

Definition of radicalisation and extremism, and indicators of vulnerability to radicalisation are to be found in Appendix 1.

In adhering to this policy, and the procedures therein, staff, governors, volunteers and visitors will contribute to Cirencester Colleges' delivery of the outcomes to all children, as set out in the Children Act 2004 and the Prevent Duty 2015.

3. College Ethos

There is no place for extremist views at Cirencester College. It is imperative that our students and parents see our college as a safe place where they can discuss and explore controversial issues safely and in an unbiased way, and where staff encourage and facilitate this.

As a college, we recognise that extremism and exposure to extremist materials influences can lead to poor outcomes for students. We also recognise that if we fail to challenge extremist views we are failing to protect our students. 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 young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills, critical thinking, to challenge and debate in an informed way.

At Cirencester College we provide a broad and balanced curriculum delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and are not marginalised.

Please refer to The Student Charter and Code of Conduct Policy.

As part of college wide 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
- Writing or art work promoting extremist messages or images including graffiti
- Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendships or actions and requests for assistance

- Employer reports of changes in behaviour, actions or requests for assistance
- Local schools, Local Authority services and police reports of issues affecting young people in other settings (see Appendix 1 and reference to 'Channel'.)

- Students voicing opinions drawn from extremist ideologies and narratives
- Use of Extremist or ' hate' terms to incite violence
- Intolerance of difference, whether secular or religious or, in line with our Student Code of Conduct (Respect) based on but not exclusive to, race, sexuality, gender, disability or learning difficulty, class or social experience.
- Attempts to impose extremist views or practices on others
- Opposition to Fundamental British Values.

4. Teaching and Learning

Cirencester College will strive to eradicate myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches young people may experience elsewhere, may make it harder for them to challenge or question radical influences.

We will continue to ensure that our teaching and learning agenda helps students build resilience to extremism and allow students to foster a positive sense of identity through the development of critical thinking skills through the academic and tutorial curriculum and the ethos of the college.

We will ensure that all staff are trained and equipped to recognise extremism and confident to challenge and refer as part of the Prevent Duty.

We will continue to work with local partners, parents and communities in our efforts to ensure that the college understands the local context and values in challenging extremism.

We will actively promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs.

5. Use of External Agencies and Speakers

Cirencester College encourages the use of speakers to enrich the student experience.

We will assess the suitability and effectiveness of guest speakers to ensure that they support the curriculum and that messages are consistent with the ethos of the College with regards to the Prevent Duty and the promotion of Fundamental British Values.

Speakers are not left unsupervised with students and a list of approved speakers is kept by Faculty Administrators.

6. Protecting Apprentices

The remoteness of apprentices requires extra consideration; in addition to the elements of this policy, our apprenticeship delivery, will have processes in place to ensure employers are given information about, and understand their role in the application of Prevent Duty.

Apprentices receive regular training sessions on different Prevent themes, starting at induction, and integrated into the progress review system. Resources, guidance and links to training materials are maintained on the e-portfolio system used by apprentices and line managers.

The progress review system has a structured opportunity for issues and concerns to be raised, discussed and documented. Where necessary, follow up actions are implemented with the safeguarding team in line with the policy for full-time students.

7. Risk Reduction

The College has a Designated Safeguarding and Prevent Lead. The designated Prevent Lead has assessed the level of risk and has put actions in place to reduce the risk. (See Prevent Risk Assessment). The risk assessment will be reviewed on an annual basis and reported back to Senior Management.

8. Training

As a minimal level of training, all staff will complete an TES online Level 2 course called 'The Prevent Duty' which they will complete at induction and will be refreshed every three years. They will also complete the ACT (Action Counters Terrorism) training from Counter Terrorism Policing as part of their induction.

9. Response

College staff are alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue, there may be some instances where a child or young person may be at direct risk of harm or neglect. For example, this could be due to a child displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with.

Staff may become aware of information about a student's family that may equally place a child or young person at risk of harm. Therefore, all staff working at Cirencester College are required by duty to report instances through the safeguarding reporting procedure, where they believe they may be at risk of harm or neglect or if they have concerns that a student may be at risk of radicalisation or involvement in terrorism.

The Safeguarding leads will act in accordance with the Safeguarding Policy and Procedures

Data Protection

When managing a student's personal data information it will be collected in accordance with the College's data protection policy. Data collected is held securely and accessed by, and disclosed to, individuals only for the purposes of information relating to this policy. Inappropriate access or disclosure of student data constitutes a data breach and should be reported in accordance with the organisation's data protection policy immediately. It may also constitute a disciplinary offence, which will be dealt with under the College's disciplinary procedure.

Equality

As with all College Policies and Procedures due care has been taken to ensure that this policy is appropriate to all students regardless of sex, age, race, ethnicity, disability, gender

identity, sexual orientation or religion/faith. The policy will be applied fairly and consistently whilst upholding the College's commitment to providing equality to all.

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. 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 different faiths and beliefs. We also include in our definition of extremisms calls for the death of members of our armed forces, whether in this country or overseas.

- **Normal social processes** are used to influence us in our daily lives and we use them to influence others. Radicalisers use exactly the same processes of influence when trying to radicalise vulnerable people.

- **Prevent can be applied to all forms of terrorism and extremism**.

- Terrorism is a criminal issue and not a religious one. It just so happens that religion is one of the tools some criminals abuse in order to radicalise some people.

- Most terrorists and extremists will use a **narrative or ideology** as their way of legitimising their violent objectives. This narrative or ideology often takes the form of a distortion of history or religion which is designed to incite anger or invoke a sense of injustice.

- **There is no profile of a terrorist**. Many different factors may make a person susceptible to radicalisation. **Everyone is different** and so a person susceptible to radicalisation may have one, all or none of the factors.

Vulnerability Factors

Some factors which may make someone susceptible to radicalisation:

Identity	personal crisis	loss/bereavement	drug/alcohol abuse
Isolation	mental health	Internet	grievances
Ideology	peer pressure	group identity	Islamaphobia
media	hate crime	Lack of theological Knowledge	