



DAYSPRING
PLACEMENT SOLUTIONS LIMITED

Tackling Radicalism and Extremism Policy

Tackling Radicalism and Extremism Policy Information Pack

June 2020

Mission

Our values-based organisation nurtures curiosity and creativity through an inspiring, broad and engaging personnel team, where learning and development is at the heart of all that we do. Our candidates learn to become resilient and self-assured in an environment where safety and quality delivery are the watchwords. Everyone is challenged and encouraged to thrive and achieve as individuals, preparing them for their role as caring and active team members.

Vision statement

“To develop skilled manpower for the healthcare sector”.

Tackling Extremism & Radicalisation Policy

This policy should be read with the following policies:

- Equality Policy
- Anti-Bullying Policy
- Behaviour Policy
- Online Safety Policy
- PREVENT Strategy HM Gov

1. POLICY STATEMENT

Dayspring Placement Solutions (DAYSPRING) is fully committed to safeguarding and promoting the welfare of all its attendees. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. The Tackling Extremism and Radicalisation Policy 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.

2. LINKS TO OTHER POLICIES

DAYSPRING Tackling Extremism and Radicalisation Policy links to the following other policies, such as;

- Equality Policy
- Anti-bullying Policy
- Positive Behaviour Management Policy
- Online Safety Policy.

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

- PREVENT Strategy HM Government
- Keeping Attendees Safe in Education DfE 2016
- Working Together to Safeguard Attendees HM Government 2013.

3. AIMS AND PRINCIPLES

3.1 The DAYSPRING Tackling Extremism and Radicalisation Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the training centre will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

3.2 The objectives are that:

- All training and non-training staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in training centre.
- All training and non-training staff will know what the policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All attendees will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.

- All attendees will know that the training centre has policies in place to keep attendees safe from harm and that the training centre regularly reviews its systems to ensure they are appropriate and effective.

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 so that our attendees are safe from harm.

As part of our safeguarding ethos we encourage attendees to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. We ensure that partisan political views are not promoted in the teaching of any subject at the training centre and where political issues are brought to the attention of the attendees, reasonably practicable steps have been taken to offer a balanced presentation of opposing views to attendees. At our training centre we are committed to contributing community cohesion and reducing the likelihood that our attendees becoming radicalised. To support this process the staff in our training centre will report any concerns they have about our attendees in this respect to the Designated Officer (DO). The DO will then make a referral into the Attendees' Services Contact Centre for further advice and support. We also use the PREVENT strategy if necessary.

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard visitors, citizens, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

Dayspring Placement Solutions values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. The attendees and trainers have the right to speak freely and voice their opinions. 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.

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 views may also make attendees and young people vulnerable to future manipulation and exploitation. DAYSPRING is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 6.

DAYSRING seeks to protect attendees and young people against the messages of all violent extremism including, but not restricted to, 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.

The training centre governors, the director and the Designated Officer will assess the level of risk within the training centre and put actions in place to reduce that risk. Risk assessment may include, the use of training centre premises by external agencies, anti-bullying policy and other issues specific to the training centre's profile, community and philosophy. This will be reviewed as part of routine, annually.

Response

Key members of staff have attended WRAP (Workshop to Raise Awareness of PREVENT) or equivalent training, with relevant certification kept visible for all to see. When any member of staff has concerns that a delegate may be at risk of radicalisation or involvement in terrorism, they should speak with the Director and/or to the DO. They should then follow normal safeguarding procedures. If the matter is urgent then Kent Police must be contacted by dialling 999. In non-urgent cases where police advice is sought then dial 101. The Department of Education has also set up a dedicated telephone helpline for staff and governors to raise concerns around Prevent (020 7340 7264). 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 action. 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 address mental health, relationship or drug/alcohol issues.

Prevention

We recognise that the training centre plays a significant part in the prevention of harm to our attendees by providing attendees with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The training centre community will therefore:

- Work to establish and maintain an ethos where attendees feel secure and are encouraged to talk and are always listened to.

- Include regular consultation with attendees e.g. through safety questionnaires, participation in anti-bullying days (where possible), asking attendees to report whether they have had happy/sad lunchtimes/networking times.
- Ensure that all attendees know there is someone in the training centre whom they can approach if they are worried or in difficulty.
- Include safeguarding across the curriculum, including PSHE, opportunities which equip attendees with the skills they need to stay safe from harm and to know to whom they should turn for help. In particular this will include anti-bullying work, e-safety, road safety, pedestrian and cycle training. Also focussed work in Year 6 to prepare for transition to Secondary training centre and more personal safety/independent travel.
- Ensure all staff are aware of training centre guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

4. DEFINITIONS AND INDICATORS

4.1 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.

4.2 Extremism is defined as the holding of extreme political or religious views.

4.3 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:
 - physical or verbal assault
 - provocative behaviour
 - damage to property
 - derogatory name calling
 - possession of prejudice-related materials
 - prejudice related ridicule or name calling

- inappropriate forms of address
- refusal to co-operate
- attempts to recruit to prejudice-related organisations
- condoning or supporting violence towards others.

5. PROCEDURES FOR REFERRALS

5.1 Although serious incidents involving radicalisation have not occurred at Dayspring Placement Solutions to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any ‘professional disbelief’ that instances of radicalisation ‘could not happen here’ and to be ‘professionally inquisitive’ where concerns arise, referring any concerns through the appropriate channels. (See appendix 1 – Dealing with referrals)

5.2 We believe that it is possible to intervene to protect people who are vulnerable. **Early intervention is vital** and staff must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We 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 practice.

5.3 Key members of the Senior Leadership Team (SLT) are trained as Designated Officers and will deal swiftly with any referrals made by staff or with concerns reported by staff.

5.4 The director and SLT will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed (see appendix 1 – Dealing with referrals)

6. DIRECTORS, LEADERS AND STAFF

6.1 The director and trained members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the director are not available, all staff are aware of the channels by which to make referrals from the contact information on the safeguarding posters displayed throughout the training centre.

6.2 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a delegate, or if they need to discuss specific attendees whom they consider to be vulnerable to radicalisation or extremist views.

6.3 The Designated Officers (DOs) including the director will work with external agencies to decide the best course of action to address concerns which arise.

6.4 Prejudicial behaviour can be a factor in radicalisation and extremism. With this in mind, DAYSPRING has updated procedures for dealing with prejudicial behaviour, as outlined in the Behaviour Policy and Equality Policy.

7. THE ROLE OF THE CURRICULUM

7.1 At DAYSPRING we deliver a broad and balanced curriculum which promotes respect, tolerance and diversity. Attendees are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

7.2 Our Values based curriculum directs our activities and underpins the ethos of the training centre. It is recognised that attendees with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our attendees with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

7.3 Attendees are regularly taught about how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. Attendees are taught to seek adult help if they are upset or concerned about anything they read or see on the internet.

8. STAFF TRAINING

8.1 Through INSET opportunities in training centre, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on and are aware of how we can provide support as a training centre to ensure that our attendees are resilient and able to resist involvement in radical or extreme activities.

9. VISITORS AND THE USE OF TRAINING CENTRE PREMISES

9.1 If any member of staff wishes to invite a visitor in the training centre, this must be in agreement with the Director. Attendees are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

9.2 Upon arriving at the training centre, all visitors including contractors, will read the policy and be made aware of who the DOs are and how to report any concerns which they may experience.

9.3 If any agreement is made to allow non-training centre groups or organisations to use the premises, appropriate checks will be made before agreeing the contract. Usage will be monitored and in the event of any behaviour not in-keeping with the Tackling Extremism and Radicalisation Policy, the training centre will contact the police and terminate the contract.

10. POLICY REVIEW

10.1 DAYSPRING Anti Extremism and Radicalisation Policy will be reviewed annually as part of the overall Safeguarding policy review.

APPENDIX 1 – DEALING WITH REFERRALS

We are aware of the potential indicating factors that an attendee is vulnerable to being radicalised or exposed to extreme views, including peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances. In the event of prejudicial behaviour the following system will be followed:

- All incidents of prejudicial behaviour will be reported directly to the SLT or the DIRECTOR.
- All incidents will be fully investigated and recorded in line with the Positive Behaviour Policy and records will be kept in line with procedures for any other safeguarding incident.
- Sponsors will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder.
- The SLT follow-up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with Sponsors would be held if there is not a significant positive change in behaviour.
- **In the event of a referral relating to serious concerns about potential radicalisation or extremism, the training centre will contact Kent Counter Terrorism Security Advice on 01483 639871 and/or the Anti-terrorism hotline on 0800 789 321**

The Prevent Strategy

The Prevent Strategy forms one of four strands of the UK Government's counter-terrorism strategy, known as CONTEST. The UK faces a continuing threat from both international and domestic terrorism. The Prevent Strategy aims to disrupt extremist organisations from operating within our communities.

Violent extremism can emerge from any community and can be inspired by a wide range of causes. Whilst Al-Qaeda inspired Islamist extremism still undoubtedly poses a threat to the UK, Prevent also seeks to combat extremism motivated by the extreme right wing, as well motivated by single issues such as animal rights. Accordingly, Prevent does not stigmatise any community.

Similar to strategies in child protection and combating racism, Prevent is driven by a multitude of groups with influence at the local level. In the county, the Prevent Steering Group comprises of representatives from Kent County Council, Medway County Council, Kent Police, Youth Justice, Probation

Service, Crown Prosecution Service, Independent Advisory Group to the Police, community groups and voluntary sector.

Each of these groups has an instrumental role to play in monitoring the resilience of our local communities to the threat posed by extremism, as do members of the public.

Potential extremist activity can take many forms. The following list provides some possible examples, but note that this is not exhaustive and is intended for illustrative purposes only:

- Distributing leaflets or displaying posters that carry a violent extremist message.
- Accessing violent extremist forums or websites in internet cafes.
- Extremist groups meeting at community centres.
- Viewing terrorist/violent extremist promotional videos.

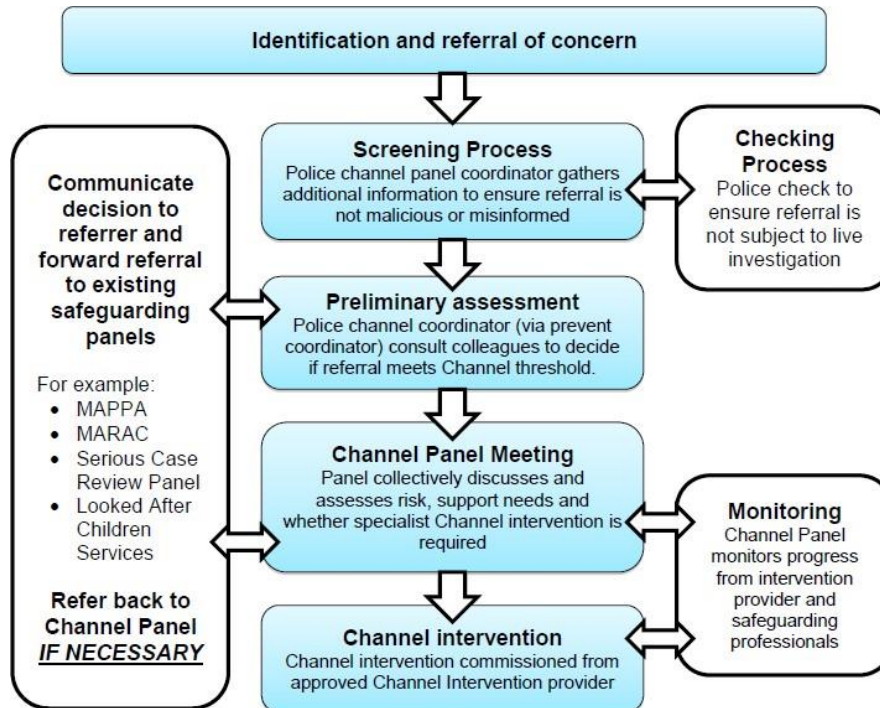
Incidents such as these can be reported to Kent Police Special Branch by calling **101**.

Extremist activity can also be reported via the **Anti-Terrorist Hotline on 0800 789 321**. The line is confidential, anonymous and intended for the reporting of non-life-threatening activity.

To report potentially immediate threats, such as a suspicious vehicle or package, always call 999.

Channel Panel

The Channel process is essentially a safeguarding programme aimed at supporting individuals identified as vulnerable to being drawn into violent extremism or terrorist related activity. As with other safeguarding practices Channel is reliant on a multi agency response and multi disciplinary work to minimise and manage the risk to an individual. Channel is voluntary and so the individual must provide consent. It draws on existing collaboration between local authorities, the police, statutory partners and the local community and has three objectives:



- Identify individuals at risk of being drawn into radical extremism
- Assess the nature and extent of the risk
- Develop the most appropriate support for the individuals concerned.

The Counter Terrorism and Security Act (2015) provides a statutory framework for a joint local authority/ police panel to assess the extent to which identified individuals are vulnerable to being drawn into terrorism and to put in place a support plan. This effectively places Channel on a statutory footing. The Act sets out that these panels are to be chaired by the responsible local authority, which across Kent is the Community Safety Unit. The diagram above illustrates the Channel Panel process.

INDICATORS OF VULNERABILITY TO RADICALISATION

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 extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service 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; or
- Foster hatred which might lead to inter-community violence in the UK.

4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Attendees 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 training centre staff are able to recognise those vulnerabilities.

6. Indicators of vulnerability include:

- Identity Crisis – the attendee is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- Personal Crisis – the attendee may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different 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 attendee’s country or region 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 attendee may have perceptions of injustice; a feeling of failure; rejection of civic life;
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Need – attendees may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

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

8. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.