

Preventing Extremism & Radicalisation Policy

Version 2: December 2015: Charlotte Kerns: (LINK)

Introduction

New College Group is committed to providing an environment in which students feel safe, and are kept safe. All staff and volunteers working at New College Group recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake.

Under the Counter Terrorism and Security Act 2015 the college also has a statutory duty to have due regard to the need to prevent people from being drawn into terrorism as outlined in The Prevent Strategy (See Below).

This policy is one element within our overall arrangements to safeguard and promote the welfare of all children and vulnerable adults in line with our statutory duties, and should be read in conjunction with the Safeguarding Policy ([recommend a hyperlink to policy here](#)).

This Policy also draws upon the guidance contained in the Manchester Safeguarding Children Board's (MSCB) Procedures, and the Government's "Keeping Children Safe in Education, 2015"; "Tackling Extremism in the UK", and "Teaching Approaches that help Build Resilience to Extremism among Young People".

What is the Prevent Strategy?

The Prevent Strategy has been developed as a result of the Government's Counter Terrorism and Security Act 2015 (Section 26) and it has the following aims.

- Respond to the ideological challenge of terrorism and the threat we face 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.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf

What is Channel?

Channel is a programme that has a multi-agency approach to offering support to those who may be at risk of radicalisation or becoming involved in terrorist activities. It does this by identifying individuals who could be at risk, assessing the nature and seriousness of the risk

and providing a support package to someone who is thought to be at risk. It is to Channel, that any person who is felt to be at risk, will be referred by the College.

College Ethos and Practice

When operating this policy, New College Group uses the following accepted Governmental definition of extremism which is:

‘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; and/or calls for the death of members of our armed forces, whether in this country or overseas’.

There is no place for extremist views of any kind in our college, whether from internal sources; students, staff or governors, or external sources; college community, external agencies or individuals. We 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. Education is a powerful weapon against this, and we aim to equip our students with the knowledge, skills and critical thinking, to challenge and debate in an informed way. We want our college to be a safe place, where students can explore controversial issues safely, and where our teachers encourage and facilitate this. Therefore, we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our students understand and become tolerant of difference and diversity; and also to ensure that they thrive, feel valued and not marginalised.

Any prejudicial, discriminatory or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Behaviour and Discipline Policy for students and the Code of Conduct for staff.

As part of wider 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.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites

- 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, 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

Teaching Approaches

At New College Group we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage students to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our students safe and help them understand life in modern multi-cultural Britain.

We appreciate that challenging people's views and beliefs is a very sensitive area, and we by no means advocate suppressing freedom of speech or thought. However, as a college, we have a wide nationality mix, and people may hold beliefs or attitudes that could appear as prejudicial or in certain cases extreme. To guard against possible extremist views and minimise the risk of radicalisation, we believe that education about each other's' cultures and British values is imperative, and endeavour to create better understanding and tolerance by:

- Embedding British values education into the curriculum; either as opportunity arises, or within the Skills' Classes Curriculum (See the Teaching & Learning Policy: [LINK](#)).
- Encouraging open discussions about people's beliefs, customs, cultures and diversity.
- Holding whole college events, which centre on the sharing of cultures, customs and beliefs.

We will ensure that all of our teaching approaches help our students build resilience to extremism and give students a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities, and where we believe a student is being directly affected by extremist materials or influences we will ensure that that student is offered support by a member of the Welfare & Safeguarding Team. Additionally, in such instances our college will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

Use of External Agencies and Speakers

At New College Group we encourage the use of external agencies, trainers or speakers to enrich the experiences of our students and offer a wider range of courses. However, we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our students. 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 complete opposition to, the college's values and ethos.

Our college will complete a risk assessment (See Appendix C) on all input from external agencies or individuals to ensure that:

- Any messages communicated to students are consistent with the ethos of the college 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 students through extreme or narrow views of faith, religion or culture or other ideologies

Referring Concerns

Where there are concerns of extremism or radicalisation, students, families and staff will be encouraged to make use of our internal systems to raise any issue in confidence with senior management. Our lead person for Prevent is the Designated Safeguarding Lead who would normally be the first point of contact should there be concerns. If for any reason this creates a difficulty for the referrer, they can contact the Local Authority 'Prevent' co-ordinator; contact details can be found at the end of this policy document. The procedures for dealing with a concern can be found in Appendix A.

Training

The Designated Safeguarding Lead will ensure that all staff working in the college receive appropriate levels of training, guidance and support in regard to safeguarding students from extremism and radicalisation.

The aim of the training is to raise the awareness and confidence of staff in recognising, and dealing with, those who may be potentially vulnerable to radicalisation and extremism; and those who are possibly promoting such ideology. All staff receive both Safeguarding to Level 2 or 3, and Prevent Training; managers have completed the online course for leaders (<http://www.foundationonline.org.uk/login/index.php>) and all other staff have completed the online awareness course (http://course.ncalt.com/Channel_General_Awareness/01/index.html).

Recruitment and staff conduct

The arrangements for recruiting all staff, permanent and volunteers, to our college 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 college so as to unduly influence our colleges 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 college and staff team we will minimise the opportunities for extremist views to prevail. (See of Recruitment Policy: [LINK](#))

Role of Senior Management

The Senior Management comprises of the Managing Director and the Principal; it is their responsibility to approve, monitor, and amend this policy. This is done on an annual basis, but may be more frequent, if any new legislation or guidance requires the policy to be updated. They are also responsible for working with the Designated Lead to ensure all staff adhere to the policy and that the ethos and values of the college are upheld.

Useful Documents

Manchester Safeguarding Children Board: 4.36 Safeguarding Children and Young People Vulnerable to Violent Extremism:

http://greatermanchesterscb.proceduresonline.com/chapters/p_sg_vio_ext.html

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

DfE: Keeping Children Safe in Education:

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Government: Tackling Extremism in the UK

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/263181/ETF_FI_NAL.pdf

DfE: Teaching Approaches that help Build Resilience to Extremism among Young People

<https://www.gov.uk/government/publications/teaching-approaches-that-help-to-build-resilience-to-extremism-among-young-people>

Useful Contacts

Local Authority Designated Officers (LADO)

All Local Authorities have a Local Authority Designated Officer (LADO) who works within Children's Services and must be alerted to all cases (from within any agency) in which it is alleged that a person who works with children has: behaved in a way that has harmed, or may have harmed, a child possibly committed a criminal offence against children, or related to a child behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

The LADO will provide advice, guidance and help to determine what procedures to follow. They also help co-ordinate information-sharing with the right people and will monitor and track any investigation.

LADO for Manchester

Majella O'Hagan

Ground Floor- R&D Block, Wenlock Way Offices, Wenlock Way, West Gorton. M12 5DH

E: majella.ohagan@manchester.gov.uk T: 0161 274 6211

LADO for Liverpool

Jackie Shaw

Safeguarding Unit, The Ray Hurst Centre, Pendine Close Liverpool, L6 3BH

E: Jackie.shaw@liverpool.gov.uk T: 0151 225 8101/225 8103

Channel Manchester

Regional Channel Manager: Gaynor Egerton – 0161 856 6325 or gaynor.egerton@gmp.police.uk

GMP Channel Lead: DS Julie Haworth - 0161 856 636 or julix.haworth@gmp.pnn.police.uk

DC Paul Meadows: paul.meadows@gmp.pnn.police.uk 66373 Metropolitan South Manchester
Trafford

Appendix A

Procedures for Reporting a Prevent Concern

All staff must follow the steps below if they have any concerns about a student.



Appendix B

The purpose of this assessment is to ensure that any external training or event is complying with the College's overall Safeguarding Policy and Prevent Duty. If you are unsure whether the contents of a presentation, speech

Risk Assessment External Speaker/Trainer or Event

or course are meeting the requirements or not then please speak to the Designated Officer, who will be happy to advise. The form needs to be completed and approved (by a member of the SMT), at least one week prior to the training or event taking place.

| | | | |
|---|---------|---|--|
| Name of Speaker/Trainer | | Name of NCG Staff Responsible for Organising the Training/Event | |
| Course/Event Title No. of Attendees. | | Date & Time of Session/s or Event | |
| Resources to be used | | | |
| Contents checked and suitable? | Yes/ No | Please sign & date to confirm content checked: | |
| Have any actions been put in place as a result of the content assessment? | | | |
| SMT Approval: Please sign and date to confirm you are happy for the event/training to go ahead. | | | |

