Policy Name: **Preventing Extremism and Radicalisation Safeguarding Policy**

Policy Version: V2

Effective Date: 01/12/2017

Review Date: 01/12/2018

Policy Responsibility: Safeguarding Officers

For Action By: All members of Train for Gains Academy team and Management

Train for Gains Academy is committed to providing a secure environment for all customers and learners, where they feel safe and are kept safe. All adults Train for Gains Academy recognise that safeguarding is everyone’s responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for customers and learners or not.

When operating this policy, Train for Gains Academy 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’.

Train for Gains Academy’s Preventing Extremism and Radicalisation Safeguarding Policy also draws on:

• Guidance in the “London Child Protection Procedures” DfE Guidance “Keeping Children Safe in Education, 2014”

• DCSF Resources “Learning Together to be Safe”, “Prevent: Resources Guide”, “Tackling Extremism in the UK”

• DfE’s “Teaching Approaches that help Build Resilience to Extremism among Young People”

• Peter Clarke’s Report of July 2014 “Report into allegations concerning Birmingham schools arising from the Trojan Horse letter” and

• Training and refresher training delivered to all staff during Induction and annually through Marshall Training

The full Government Prevent Strategy can be viewed at:

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf>

Train for Gains Academy follows the statutory guidance and its responsibilities with regard to Section 26 of the Counter-Terrorism and Security Act 2015 and the ‘Prevent’ Duty and has due regard for the need to prevent people from being drawn into terrorism, and extremism.

In order to fulfil its responsibilities, we will:

* Work with local and national agencies
* Train staff in being able to identify and report concerns about extremism, radicalisation and potential terrorism recruitment.
* Maintain strong links with the Prevent Coordinators of the local Police and have regular meetings with their school/college link representatives.
* Promote the British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.
* Refer students who may be at risk, through Train for Gains Academy ‘s internal safeguarding referral process or directly to the local Police Prevent Coordinator who can support referral.

Detecting Radicalisation and Extremism - There is no stereotype for people who hold extremist views. Vulnerability, isolation and personal grievances added to strong political, religious or social views, can result in a person searching for a cause.

People can become vulnerable for many reasons including:

* Low self-esteem
* Guilt
* Loss
* Isolation
* Family breakdown
* Fear
* Lack of purpose
* Anger
* Peer pressure

We are by no means suggesting that one or all of these characteristics or circumstances will drive someone to terrorism. But they often lead to a sense of injustice – be that on a personal or more far reaching scale. Their vulnerabilities or susceptibilities are then exploited towards crime or terrorism by people who have their own agenda.

There is no typical gender, age, religion or background that extremists will target but they use a sense of “Duty” (belonging to a specific group), “Status” (need for reputation) and “Spiritual Rewards” (test of faith) as a way of drawing them in.

This raises the question of what will those signs of radicalisation look like: They will look a lot like troubling behaviour:

* Emotional – angry, mood swings, new found arrogance
* Verbal – expressing opinions that are at odds with generally shared values
* Physical – appearance (tattoos), change in routine.

What to do if you believe someone to be at risk of radicalisation?

Train for Gains Academy will adopt the ethos of “Notice, Check, Share” where there are concerns that an individual may be vulnerable.

**Notice** – Recognition of any changes in behaviour or appearance.

**Check** – Speak with someone you trust like a tutor or manager and see what they recommend but trust your instinct if you are still concerned.

**Share** – Speak to one of the named contacts to report your concerns. Remember trust your instinct.

If you are concerned about a student, please “Check” and “Share” with the Safeguarding Officer.

If you are concerned about another member of staff please “Check” with your Line Manager and “Share” with the Safeguarding Officer or HR.

If you are concerned about a person who is not a member of Train for Gains Academy but could be in contact with our students e.g. a gym member, please “Check” and “Share” with the Safeguarding Officer.

Responsibilities

As part of wider safeguarding responsibilities our staff will be alert to:

* Disclosures by customers and learners of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes or community groups, especially where customers and learners have not actively sought these out.
* Graffiti symbols, writing or art work promoting extremist messages or images.
* Customers and learners accessing extremist material online, including through social networking sites.
* Parental and or family reports of changes in behaviour, friendship or actions and requests for assistance
* Customers and learners 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

Referral Protocol

Any member of staff may have suspicions that a student or colleague is vulnerable to radicalisation. Concerns may be based on appearance, opinions expressed, language used or changes in any of these over time. Such concerns should be raised with a Safeguarding Officer. You should not approach the person about whom you have the concern.

The Safeguarding Officer will conduct a risk assessment and collect whatever additional information they need but the potential victim of radicalisation will not be contacted at this stage.

If they conclude that the risk is credible they will raise this with a senior member of staff. If the potential victim is an employee of the college, Human Resources will also be consulted.

If it is concluded that the matter is to be reported externally, the local Prevent Coordinator will be contacted for advice in the first instance.

Possible outcomes would be:

* The matter is not to be taken further
* A background investigation will be undertaken by the Police

Having referred a concern to the Prevent Coordinator the College will act under the Coordinator’s advice and will only approach the subject of the concern if requested to do so.

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| **Designated Safeguarding Officers** |
| Name | Role | Email | Phone number |
| William Kamara | Director | Williamkamara87@hotmail.com | 07722918946 |
| Ben Warden | Tutor  | Bjs44@hotmail.co.uk | 07830116768 |

*If a student says they want to discuss something serious with you but seeks assurance that you will keep it confidential:*

You should explain that you can not promise complete confidentiality in all circumstances as there are some things, such as child protection matters, that you have to report to others.

*If the student then decides they do not wish to tell you more:*

If the student does not wish to continue, they should be encouraged to access support.

If the student chooses to disclose to you that abuse has taken place.

You should:

* Listen.
* Stay calm.
* Take him/her seriously.
* Ask clarification questions (if necessary).
* Avoid making assumptions, comments or judgements.
* Inform him/her that they will need to tell someone else.
* Re-assure the student that by telling you they are doing the right thing.

Do not question the student in depth, as asking leading questions or attempting to investigate the allegations could jeopardise any criminal investigation that may follow.

You should:

* Write down what the student told you as soon as you can, using the student’s own words, including the time, the setting and names of those present and give this immediately to a member of the Safeguarding Team. This should include the basic facts of the allegation, information about any visible injuries, the student’s preferred course of action and their contact details.
* Inform the young person that you must pass the information on, but that only those who need to know will be told. Assure them that they will be kept informed of developments.
* Inform the young person that a member of the Safeguarding Team will make contact with them.

This written account should be signed, timed and dated.

* Inform the young person that you must pass the information on, but that only those who need to know will be told. Assure them that they will be kept informed of developments.
* Inform the young person that a member of the Safeguarding Team will make contact with them.

If the disclosure is made by a parent/guardian/carer, you should follow the same procedure and refer them to a member of the Safeguarding Team.

Individual staff should never deal with disclosures in isolation and should always refer to a member of the Safeguarding Team who has responsibility for child/vulnerable adult protection. These are the only people who should make the decision whether or not to report suspected abuse to Social Services or the Police, and are the only people who should make such a report.

No member of staff should give a student their personal phone numbers, email address or home address.

Policy Adoption, Monitoring and Review

This policy was considered and adopted by Train for Gains Academy in line with their overall duty to safeguard and promote the welfare of all participants as set out in the DfE guidance ‘Keeping Children Safe in Education’

Train for Gains Academy will actively evaluate the effectiveness of this policy by monitoring staff understanding and application of the procedures within this policy as their overall duty to safeguard all learners, customers and staff.