



Radicalisation and Extremism Policy

1. POLICY STATEMENT

Ethical Education Enterprise is fully committed to safeguarding and promoting the welfare of all its students and trainees. 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. NATIONAL GUIDELINES

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

- PREVENT Strategy HM Government – Counter Terrorism Act 2015
- Keeping Children Safe in Education DfE 2015
- Working Together to Safeguard Children HM Government 2013.

3. AIMS AND PRINCIPLES

This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. This policy clearly sets out how the this organisation will deal with such incidents.

- All staff will have an understanding of what radicalisation and extremism are is and why we need to be vigilant.
- All staff will know what the policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All students and trainees 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 parents/carers and partners will know that the organisation has policies in place to keep students and trainees safe from harm and that the organisation 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 and ensure that we work alongside other professional bodies and agencies to ensure that our students and trainees are safe from harm.

4. DEFINITIONS AND INDICATORS

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.

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

There are a number of behaviours which may indicate a student or trainee 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.

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- 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 / RISK ASSESSMENTS

Although serious incidents involving radicalisation have not occurred within Ethical Education Enterprise 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. 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)

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 practise.

The Designated Senior Officers for Child Protection and Safeguarding will deal swiftly with any referrals made by staff or with concerns reported by staff. The Safeguarding Officer 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. GOVERNORS, LEADERS AND STAFF

The Safeguarding Officers are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no Safeguarding Officers are available, all staff know the channels by which to make referrals via the information in the Organisation's Safeguarding Policy.

Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a student or trainee, or if they need to discuss specific students/trainees whom they consider to be vulnerable to radicalisation or extremist views.

The Safeguarding Officers will work in conjunction with external agencies to decide the best course of action to address concerns which arise.



8. STAFF TRAINING

Through staff meetings, 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 an organisation to ensure that our students and trainees are resilient and able to resist involvement in radical or extreme activities. (See Appendix 2- Staff training)



Appendix 1 – Dealing with referrals

We are aware of the potential indicating factors that a student or trainee 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 Designated Officer.
- All incidents will be fully investigated and recorded in line with the Incident Reporting Sheet and records will be kept in line with procedures for any other safeguarding incident.
- Where necessary, parents/carers 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 will be kept alongside the initial referral.
- The Safeguarding Officers 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 would be held if there is not a significant positive change in behaviour.
- To report a concern and for further advice go to:
<https://www.manchestersafeguardingpartnership.co.uk/resource/prevent-radicalisation-extremism-resources-practitioners/>