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Sense College - Operational Policy

**Tackling Extremism and Radicalisation**

**Information and Process**

This policy is for Sense College East and Sense College Loughborough

# Outcomes

This policy sets out the approach taken by Sense College to preventing and tackling extremism and radicalisation, with a view that:

* Everyone should be able to learn and work in an environment in which they feel safe and supported, that is free from promotion of extremist views of any kind
* Students, staff and visitors should know how to raise any concerns
* Students, staff and visitors should feel confident that any concerns raised will always be taken seriously
* The response to concerns raised must be reasonable, proportionate and consistent

For the college tackling extremism and radicalisation policy to be effective, it is important that staff are clear about its purposes and understand the processes. All Governors and staff teams, including non-teaching staff, need to have an understanding of what radicalisation and extremism is and be clear on why we need to be vigilant in the college.

Staff will know what the college policy is on tackling extremism and radicalisation and will follow the process (in conjunction with Sense Safeguarding policies) swiftly when issues arise. They will take appropriate steps to ensure extremist views are not promoted at the college and will exemplify, uphold and promote the Fundamental British Values (FBV) of *democracy; the rule of law; individual liberty, and mutual respect and tolerance of those with different faiths and beliefs,* in all aspects of their work.

* All students will be provided with the opportunity (as appropriate) to understand the dangers of radicalisation and exposure to extremist views; building resilience and knowing what to do if they experience them
* All parents/carers, relatives, support staff and students will know the college has policies and strategies in place to keep students safe from harm and that the college regularly reviews its systems to ensure they remain appropriate and effective
* Training and guidance will support staff to be fully engaged in being vigilant about radicalisation
* Staff will be supported in overcoming professional disbelief and the view that such issues ‘will not happen here’
* The college will work alongside other professional bodies and agencies to ensure that students are safe from harm
* The college will meet its strategic aims with regard to the Prevent duty.

If there is any doubt, a referral will be made to the local Multi-Agency Safeguarding Hub (MASH) for assessment and further referral to Channel, if necessary.

**Who is the Policy for?**

* All Sense College staff
* Sense College Governors
* Parents and Carers
* Students

# What is this Policy about?

The Sense College Tackling Extremism and Radicalisation Policy is intended to provide an operational framework, which complements, the overarching Sense Safeguarding policies and procedures, for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. It sets out the college approach to discharging its duty under the Prevent Policy (2011). The college recognises it is well placed to be able to identify incidents or opportunities where students could be vulnerable to such risks. This policy clearly sets out how the college will deal with such incidents and identifies how the curriculum and ethos underpins this.

1. **Please Note:**

Due to the differing college management structures of Sense College East (SCE) and Sense College Loughborough (SCL), the role terminology will be different for each college.

* For SCE the senior reporting structure is the Vice Principals and Principal~~.~~
* For SCL the senior reporting structure is the Assistant Principals, Principal.

1. **Terminology**

* DSL is Designated Safeguarding Lead (senior management level)
* DDSL is Deputy Designated Safeguarding Lead (local management level)

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# Principles

**Position Statement**

Sense College is fully committed to safeguarding and promoting the welfare of all its students. Every member of staff recognises the importance of safeguarding against radicalisation and extremism in today’s society.

The Tackling Extremism and Radicalisation Policy sets out our strategies and processes to protect vulnerable individuals from being radicalised or exposed to extremist views, by promptly identifying those at risk and providing them with appropriate support.

Sense College will not tolerate the promotion of extremist views of any kind in college, whether from internal sources, e.g. students, staff or governors or external sources, e.g. extended college community, external agencies or individuals. Propagation of any social, political, economic or religious ideologies which are extreme or intolerant of others will not be accepted or tolerated.

**Background**

PREVENT is the Government strategy to stop people becoming involved in violent extremism or supporting terrorism, in all its forms. Prevent works within the non-criminal space, using early engagement to encourage individuals and communities to challenge violent extremist ideologies and behaviours.

The Prevent Strategy (2011) is part of the national counter terrorism strategy. The aim of the strategy is to reduce the threat to the UK from terrorism by stopping individuals being drawn into terrorism, becoming terrorists or supporting terrorism.

The government state three specific strategic objectives of the *Prevent* strategy:

* To respond to the ideological challenge of terrorism and the threat the UK faces from those who promote it.
* To prevent people being drawn into terrorism and ensure that they are given appropriate advice and support.
* To work with sectors and institutions where there is the risk of radicalisation.

Preventis one part of the government’s CONTEST strategy to target the threat of terrorism and violent extremism. This focuses on non-criminal activity, and is intended to safeguard vulnerable people from being exploited by violent and extreme ideologies.

The Counter Terrorism and Security Act 2015 sets out the duty on local authorities and partners of local panels to provide support to people vulnerable to being drawn into terrorism. In England and Wales this duty is known as the Channel Programme. Channel forms a key part of the Prevent strategy and is a multi-agency approach led by the local authority.

Sense College will participate in the Channel Programme as required as part of the multi-agency approach. The Channel Programme protects vulnerable people by:

* Identifying individuals at risk;
* Assessing the nature and extent of that risk;
* Developing the most appropriate support plan for the individual.

Section 26 (1) of the Counter-Terrorism and Security Act 2015 (“the Act”) imposes a duty on “specified authorities”, when exercising their functions, to have due regard to the need to prevent people from being drawn into terrorism.

It is an Ofsted requirement and Education and Skills Funding Agency (ESFA) condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of students.

Prevent Duty Guidance for England and Wales notes that compliance with this duty will reflect best practice and should not add significant new burdens on institutions. Its implementation is to be proportionate and risk-based. Our approach reflects the size and nature of our college and student body.

A college Prevent Risk Assessment is in place and action taken to ensure that existing arrangements and links to relevant external agencies with regard to safeguarding encompass any additional areas raised within the Prevent Duty.

At Sense we aim to balance the legal duties in terms of both ensuring freedom of speech and also protecting student and staff welfare. Sense College safeguarding arrangements are robust. We realise that our students are vulnerable members of society and we will not be complacent in our approach.

# Practice

**Part One:** Definitions and Indicators

Sense College uses the following accepted Government definition of extremism:

‘***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’.***

Students will be provided with a safe place where they can explore personal or difficult issues safely and where staff encourage and facilitate this.

There are a number of behaviours which may indicate a student is at risk of being radicalised or exposed to extreme views. Potential indicators include:

* Changing their style of dress or personal appearance to accord with the group (Although a change in style of dress alone may have a quite innocent explanation)
* 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
* Spending increasing amounts of time in the company of other suspected extremists;
* Attempts to recruit others to the group/cause
* Communications with others that suggests identification with a group, cause or ideology
* Using insulting or 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 dress
    - refusal to co-operate
    - attempts to recruit to prejudice-related organisations
    - condoning or supporting violence towards others

The above list is not exhaustive and all, or none, of these behaviours may be present where there is a concern.

Students may also be at risk from attempts to ‘groom’ them for the purpose of advancing a terrorist cause. Students may:

* suddenly have more money/possessions
* be increasingly secretive
* have a new set of friends
* appear to ‘drop’ their old friends
* come and go at different times (a change of routine)
* be anxious
* become involved in petty crime
* become involved in bullying behaviour towards specific groups or individuals
* appear to voice support for extreme causes when they have never shown interest before

The above list is not exhaustive; nor is any factor firm evidence of radicalisation but they may indicate a cause for concern.

**Part Two:** Referring Prevent Concerns

It is important to be constantly vigilant and remain fully informed about the issues which affect the local areas, towns and society in which the college operates. 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 set out below.

Early intervention is vital and staff must be aware of established processes for front line professionals to refer concerns about individuals and/or groups. College staff teams must have the confidence to challenge, the confidence to intervene and to ensure that strong safeguarding practices based on most up-to-date guidance and best practice are in place.

Senior college staff are trained as DSLs and will deal swiftly with any referrals made by staff or with concerns reported by staff. Any concerns arising, which relate to extremism and radicalisation are also safeguarding concerns and it is the responsibility of all staff to maintain their awareness of relevant issues and to ensure they know how to report any concerns they may have.

The Principal (s), will agree with Sense corporate Head of Safeguarding, the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed. If in any doubt, a referral will be made to the local Multi-Agency Safeguarding Hub (MASH) for assessment and further referral to Channel, if necessary. The Group Director of Operational Services, Principal(s), if not already aware, and the Sense College Lead Governor (s) for Safeguarding of the relevant college will also be informed.

As with any safeguarding referral, staff must be made aware that if they disagree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this using the information available at the college.

Process

All staff receive training to ensure they are aware of factors that make a student more susceptible to being radicalised or exposed to extreme views. These include: peer pressure, influence from other people or the internet, bullying, crime, isolation, anti-social behaviour, family situation, race/hate crime, lack of self-esteem or identity, holding and acting upon views which prejudice others and personal or political grievances. Staff are aware these factors could leave students vulnerable to a range of safeguarding concerns.

In the event of potential behavioural indicators being displayed the following process will be followed:

* All incidents of discriminatory behaviour which prejudices others will be reported directly to the DSL and DDSL (as appropriate) who will inform the Principal and Sense Corporate Head of Safeguarding.
* All incidents/concerns will be fully investigated and recorded in line with Sense Fact Find and Investigation procedures. Records will be kept in line with the procedures in place for any other safeguarding incident.
* Relatives, carers and support staff may be contacted by a college senior manager and DSL as appropriate and the incident discussed. The purpose will be to identify motivating factors, any changes in circumstances at home, relatives’ views of the incident and to assess whether the incident is serious enough to warrant a referral to the local Multi-Agency Safeguarding Hub (MASH). This will be decided on a case by case basis.
* All incidents/concerns, if not immediately escalated to a MASH referral, will be monitored and recorded by the DSL and the DDSL. This will be for a minimum period of time, as agreed with the Principal, informed by advice from the FE and HE Regional Prevent officer. The purpose will be to assess whether there is a change in the behaviour and/or attitude which gave rise to the incident or concern. If it becomes necessary to make a referral to MASH, during this period the College will be guided by their recommendations. If there is an immediate danger, the matter will be referred directly to the Police.
* In the event of a referral relating to serious concerns about potential radicalisation or extremism, the college will also contact the Local Police Counter Terrorism Unit (CTU) Security and Partnership Office or the national CTU Anti-Terrorist Hotline 0800 789 321

### Part Three: Roles and Responsibilities

**The Role of Managers and Staff**

The Principal(s) and Vice Principals are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that the Principal(s) and Vice Principals are not available, all staff will know the routes by which to make referrals. These include Sense Corporate Head of Safeguarding, Group Director of Operational Services and Sense College Governor(s) Lead for Safeguarding.

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

The Principal(s), Designated Safeguarding Lead(s) and Sense College Governor Lead(s) for Safeguarding will work with external agencies to decide the best course of action to address concerns which arise.

Discriminatory behaviour can be a factor in radicalisation and extremism. Sense College has procedures for dealing with discriminatory behaviour, as outlined in the Sense College Anti-Bullying Policy and the Sense HR02 Equality, Diversity and Inclusion policy.

Local Managers will source and hold information (i.e. details of local designated named ‘Prevent Lead’ contact details - such as name, role and contact number/address). These will also be held centrally by the college and will be reviewed in accordance with the current AY Safeguarding Process Cycle .

The college(s) Senior Management Team (SMT) will work in partnership with the Sense Director of IT, to ensure all protective safeguards are in place to mitigate any risk to students associated with the use of college IT devices. This requires IT to be made aware of the need for any new IT hardware to be linked to Smoothwall upon a purchase request from the college(s).

Sense College East and Sense College Loughborough use Smoothwall, a content monitoring and filtering system, to block access via college IT network and/or equipment to internet sites which may provide a risk to Student safety, including those which could be extremist-related. The system provides alerts when attempted breaches are identified. The alerts are sent to the Principal, DSL and Data Officer for SCE and the Principal and DSL and IT Technician at SCL who investigate, as appropriate.

Each college’s SMT will ensure staff are kept up to date with developments in the Government response to extremist threats and activity and will ensure that staff receive appropriate training and information to enable them to carry out their duties under Prevent.

College SMT will oversee planning for evacuation/lockdown of college centres in the event of local or national terrorist activity through centre’s specific ‘Preparedness for Emergency Events’ documentation.

Sense College Prevent actions will be included, as appropriate, in the annual Quality Improvement Plans (QuIPs) for each college, to ensure synergy with all aspects of the college’s operations.

**The Role of Governors**

The Prevent duty responsibility for governors is very significant and is highlighted in the Prevent Duty guidance document. Under the Prevent Duty, Governors must:

* Adopt the Prevent duty;
* Actively engage with other partners, as appropriate, to carry out the Prevent duty;
* Undertake appropriate training and development in the Prevent duty;
* Nominate a Prevent governor or board member who will usually already oversee safeguarding;
* Exemplify British values of “*democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs”* in their conduct;
* Be aware that inspection of the Prevent duty by Ofsted will be judged as part of safeguarding which is included in the leadership and management grade.

**The Role of the Curriculum**

Sense College’s curriculum promotes respect, tolerance and diversity. Students 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 in a negative way. Students are encouraged to recognise, respect, understand and acknowledge others views and beliefs. An exposure to plurality of views enhances learning and works towards developing tolerance and respect. Fundamental British Values (FBV) are promoted through activities that are meaningful to our students and celebrate core values such as tolerance, respect and community inclusion.

Students are supported to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. Students are supported to seek advice if they are upset or concerned about anything they read or see on the internet.

Teaching and learning is regularly monitored by the SMT to ensure that the requirements of the Prevent duty are consistently met.

### Part Four: Staff and Governor Training

All college staff and governors receive training in Prevent.

Prevent is included in the Sense Corporate Safeguarding training which all staff undertake. In addition, specific Prevent training is sourced for all college staff, which they are required to complete, from the Home Office and /or other nationally recognised training providers / local authorities. There is a positive culture of continual practice awareness raising, through external and internal training events and meetings. :

Through training opportunities, Sense College will ensure that our staff and governors are:

* fully aware of the threats, risks and vulnerabilities that are linked to radicalisation;
* aware of the process of radicalisation and how this might be identified early on;
* aware of how the college(s) can provide support to ensure that our students are resilient and able to resist involvement in radical or extreme activities.

**Part Five:** **Visitors and the use of College Premises**

Sense College occasionally uses ‘Visiting Speakers’ in centres to promote education in the wider arena. As part of a student’s programme, a visit may also be made to a community venue, place of worship etc.

Fundraising activities, on a small scale (for example holding a MacMillan coffee morning) are also occasionally held within Sense College centres. This is part of community living and wellbeing, offering the people we support an opportunity to contribute to the local and wider community.

The College has guidance in place relating to Visiting and External Speakers (**Appendix One**) and guidance for holding Fundraising Activities in College (**Appendix Two**), which sets out the approach the college takes to ensuring that external speakers and fundraisers do not promote extremism to college students and staff.

We will take appropriate action for reviewing the risks associated with external visitors / speakers / organisations using our premises, or when organising and hosting visits to faith, cultural or community venues.

**Part Six:** **Chaplaincy**

Sense College takes the welfare of its students and staff very seriously and this includes the spiritual, moral and cultural aspects of their transition to adulthood/life and becoming full citizens of their community.

Diversity is celebrated and the college does not promote any particular faith or culture over others. The college respects the rights of individuals to choose to follow the teachings of a faith. Where students or staff members need to take action to fulfil the requirements of their faith during the college day, college management will take all reasonable steps to accommodate need.

Due to space constraints within some college centres, we cannot always provide discrete faith rooms, but if a quiet area is needed for prayer, we will work with individuals to identify a suitable place to use.

Whilst attending Sense College, students will have the opportunity to explore spiritual, moral and cultural themes at levels appropriate to their interests and needs and to develop the theme of citizenship. If students wish to explore faith further, the college will signpost students to community faith settings which will be able to provide information and support.

**Signposting and Responsibilities**

**Staff must refer to the DSL / DDSL at their centre before signposting any students**

Staff will take steps to ensure that:

* they signposting students to community bona fide faith settings
* the signposted settings do not advance beliefs which may lead someone to take extreme or violent actions in contravention of the Fundamental British Values
* they take reasonable steps to satisfy themselves that the individual’s wellbeing will be supported by the faith setting

These steps could include researching the setting’s publicised Vision or Mission Statement, reviewing their Safeguarding Policy and researching publicity around the setting’s local activities. D/DSLs should not just rely on a recommendation. If there is any doubt, the matter should be referred to the SMT Designated Safeguarding Lead for advice.

**Part Seven: Links and Further Resources**

* [*Channel Duty Guidance*](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964567/6.6271_HO_HMG_Channel_Duty_Guidance_v14_Web.pdf). Protecting vulnerable people from being drawn into terrorism. Statutory guidance for Channel members and partners of local panels. HM Government. 2020
* [*Prevent* *Duty Guidance for England and Wales*. HM Government. April 2021](https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales)
* [*Preven*t *Strategy.* HM Government June 2011.](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)
* [*Keeping Children Safe in Education 2023*.](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1161273/Keeping_children_safe_in_education_2023_-_statutory_guidance_for_schools_and_colleges.pdf) Statutory guidance for schools and colleges. Department for Education:
* [*Working Together to Safeguard Children*.](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2#history)  A guide to inter-agency working to safeguard and promote the welfare of children. HM Government updated December 2020
* [*Ofsted Inspecting Safeguarding in Early Year, Education and Skills Settings – Guidance for Inspectors undertaking inspection under the education inspection framework*](https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills/inspecting-safeguarding-in-early-years-education-and-skills)*, Updated 1st September 2022*
* [Ofsted Report: How Well Are Further Education and Skills Providers Implementing the Prevent Duty](https://www.gov.uk/government/publications/the-prevent-duty-in-further-education-and-skills-providers), 2016.

### Quality Assurance

This document will be regularly reviewed in accordance with Sense College internal review processes. The college is aware of the Government stated intent to undertake an independent Review of Prevent and recognise the content of this policy may need to change in due course.

This policy will be reviewed:

* As the need arises;
* Following feedback on the documentation;
* Annually.

### Conclusion

Sense College believes that full awareness and a robust process for tackling extremism and radicalisation can safeguard all students and reduce the impact of inappropriate conduct and in turn enhance the quality of provision by raising standards, increasing Student confidence and awareness, as well as supporting staff to develop and improve their practice.

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| *For Quality Assurance Use only:* | |
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