

Policy to Support the Prevention of Extremism and Radicalisation (PREVENT)

Always Consult is fully committed to safeguarding and promoting the welfare of all its learners. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

At Always Consult, all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs.

Links to other policies

This Policy links to the following policies:

- Safeguarding Policy

Aims and Principles

The main aims of this policy are to ensure that staff are fully engaged in being vigilant against radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

The Principle objectives are that:

- All staff will know what the company policy is on radicalisation and extremism and will follow the policy when issues arise.
- All staff will have an understanding of what radicalisation and extremism are, why we need to be vigilant and what to do if we suspect radicalisation or extremist behaviour.
- All learners will know that we have a radicalisation and extremism policy and that the company regularly reviews its systems to ensure they are appropriate and effective.

Definitions

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.

Indicators:

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.

Learners 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 staff are able to recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – the learner is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- Personal Crisis – the learner 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 learner’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 learner 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 – learners may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

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.

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.

Roles and Responsibilities

The responsibility for this policy will come under the responsibilities of the Senior Manager for Safeguarding.

- Ensuring that staff are aware of the roles and responsibilities of the Senior Manager for Safeguarding in relation to protecting learners from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing learners from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Acting as the first point of contact within the Company for case discussions relating to learners who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information from in relation to referrals of vulnerable learners into the Channel* process;
- attending Channel* meetings as necessary and carrying out any actions as agreed;
- Sharing any relevant additional information in a timely manner.

* Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the Police Counter-Terrorism Unit, and it aims to

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

What to do if suspected activities of radicalisation and extremism

1. If you believe someone is at risk of radicalisation you can help them obtain support and *prevent* them becoming involved in terrorism by raising your concerns and making a referral.
2. In the first instance, express your concerns to the Senior Manager for Safeguarding who will refer your concerns to the Police using the Channel referral form
3. The Police will carry out an initial assessment and, if appropriate, set up a multi-agency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns about radicalisation, support will be arranged for the individual through other means such as a Common Assessment Framework (CAF), or through social care or another organisation.
4. Remember that any information given to the Police at this stage will be investigated in the pre-criminal arena; it does not assume that any criminal activity has taken place and the Police will be looking to support and guide rather than to criminalise and arrest.
5. If you see inappropriate web content including speeches calling for racial or religious violence or videos glorifying terrorists who have committed atrocities, inciting racial hatred.
6. There is a dedicated internet page where inappropriate content can be reported. You can visit the site at **www.direct.gov.uk/reportingonlineterrorism**
7. There is a lot of information about Prevent available on the Home Office website:
8. www.gov.uk/government/organisations/home-office

Useful phone numbers

Anti-terrorist hotline on **0800 789 321**

Crimestoppers on **0800 555 111**

If you suspect terrorism or violent extremism is being promoted or related activity is taking place then these concerns should be reported to the local police by calling **101** or in an emergency call **999**.

Appendix 1: The Prevent Scheme

What is PREVENT?

Part of the Counter Terrorism Strategy - The Prevent team works closely with communities and partner agencies such as Local Authorities, Education and Health to safeguard vulnerable individuals from any background who might be at risk from radicalisation.

Institutions - Working with key locations where radicalisation could take place

Ideology - Looking at challenging and counteracting messages of hate and negativity

Individuals - Using a safeguarding approach to help those who are at risk from becoming radicalised.

Don't rely on others. If you suspect it, report it.

Confidential Anti-Terrorist Hotline

Call 0800 789 321

It may seem insignificant, but your call could be vital.

Trust your instincts - it could disrupt terrorist planning and save lives.

That's the message from the Police as we encourage use of the confidential anti-terrorist hotline.

Unusual activity or behaviour which seems out of place may be terrorist-related - and anyone who notices such behaviour is being urged to pass on any information via the freephone hotline on **0800 789 321**

Terrorism. If you suspect it, report it.

Terrorists won't succeed if suspicious activity is reported by members of the public, and that somebody could be you.

If you think you have seen something suspicious or you are unsure about somebody's activities or behaviour, however insignificant it may seem at the time, call the hotline. Calls are taken in confidence by specialist officers who will analyse your information. They'll decide if and how to follow it up. Your call could be vital to us, however unsure you may be.

There is no room for complacency.

The terrorist threat remains real and there is no room for complacency. The public should remain alert and aware of their surroundings at all times. If something strikes you as suspicious and out of place then trust your instincts and call the police.

Terrorists have to live somewhere. They store their equipment and materials somewhere. They need vehicles. They have people who help them - and these people might come and go at strange times of the day and night. They may make unusual financial transactions or use false documents to hide their real identities. Perhaps someone you know has been behaving differently lately?

The following are just some of the things you should be looking out for:

- **Transport** – Terrorists need transport. If you work in commercial vehicle hire or sales, has a sale or rental made you suspicious?
- **Documentation** – Terrorists use multiple identities. Do you know someone with documents in different names for no obvious reason?
- **Mobile phones** – Terrorists need communication. Anonymous, pay-as-you-go and stolen mobiles are typical. Have you seen someone with large quantities of mobile phones? Has it made you suspicious?
- **Cameras** – Terrorists need information. Observation and surveillance help terrorists plan attacks. Have you seen anyone taking pictures of security arrangements?
- **Chemicals** – Do you know someone buying large or unusual quantities of chemicals for no obvious reason?

- **Masks and goggles** – Terrorists use protective equipment. Handling chemicals is dangerous. Maybe you've seen goggles or masks dumped somewhere?
- **Credit cards** – Terrorists need funding. Cheque and credit card fraud are ways terrorists generate cash. Have you seen any suspicious transactions?
- **Computers** – Terrorists use computers. Do you know someone who visits terrorist-related websites?
- **Travel** – Terrorists need to travel. Meetings, training and planning can take place anywhere. Do you know someone who travels but is vague about where they are going?
- **Storage** – Terrorists need storage. Lock-ups, garages and sheds can all be used by terrorists to store equipment. Are you suspicious of anyone renting a commercial property?