# POLICY TO SUPPORT THE PREVENTION OF EXTREMISM AND RADICALISATION

# (PREVENT)

**Any member of staff or learner with Coventry and Warwickshire Chamber of Commerce Training who has any concerns regarding the issues identified within this guidance policy should report those concerns immediately to the Designated Safeguarding Person who is**

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**Sally Lucas**
**Executive Director**

**INTRODUCTION**

Coventry and Warwickshire Chamber of Commerce Training **CWCT** takes its responsibilities for safeguarding very seriously. In accordance with the Counter Terrorism and Security Act 2015 **CWCT** has a responsibility to prevent people from being drawn into terrorism. This strategy has been developed to provide a framework for managing this responsibility.

The current threat from terrorism and extremism in the United Kingdom is severe and poses a threat to national security which may involve the exploitation of vulnerable people, including children and young people. **CWCT**'s policy provides guidance with regard to safeguarding young people who may be vulnerable to the messages of extremism in conjunction with associated policies including Safeguarding and Equality and Diversity. It also provides details of the values upheld by **CWCT** and demonstrates our commitment to Channel, the multi-agency programme which works to provide support to people at risk of radicalisation and extremism.

**Radicalisation** is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

**Extremism** is vocal or active opposition to fundamental British values, including democracy, the rule of law 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 of overseas (HM Government Prevent Strategy 2011)

**EQUALITY, DIVERSITY & COMMUNITY COHESION**

**CWCT** aims to guide its learners to understand others, to promote common British values and respect diversity. We take our responsibility for preparing young people to establish a fulfilling and rewarding lifestyle that will enable them to uphold human rights and develop the skills needed to participate in work and communities of a modern British society.

**CWCT'S** aim is to ensure learners are equipped with the knowledge and confidence to contribute to a society with a common vision and sense of belonging by all.

**LEADERSHIP AND VALUES**

Our leadership and value are to provide an environment and culture upholding core British values, demonstrating a shared commitment to the responsibility and wellbeing of all students, staff and visitors which promotes respect, equality and diversity and understanding for people of all faiths, races and cultures with respect and tolerance. This will be achieved through:

- promoting organisational values, commitment, and codes of practice within learning and partnership working
- developing staff knowledge and learners understanding of the PREVENT and how they contribute to a safer society
- engage with schools, local authorities, police and other agencies

**LEARNING AND DEVELOPMENT**

We aim to provide a curriculum which develops both learners' and employers' understanding of the potential risks of radicalism and build confidence in their own ability to  appreciate and respect their own and other cultures and  to make clear judgements with regard to extremist ideology. This will be achieved through:

- enabling learners to develop their self-knowledge, self-esteem and self-confidence;
- enabling learners to distinguish right from wrong and to respect the civil and criminal law of England
- embedding equality, diversity and inclusion into curriculum
- promoting wellbeing and community cohesion
- providing a curriculum that builds confidence and knowledge to  enable learners to make clear and judgements, through critical analysis and pro social values, challenging extremism and radicalism
- promoting external programmes, agencies or groups to support learning that support organisational and British values
- encouraging individuals to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to society

**LEARNER SUPPORT**

We will ensure that staff have the information to take preventative action working with partner agencies, professionals, relatives and employers.  This will be achieved through:

- maintaining robust support arrangements for learners
- ensuring learners have clear communication channels with appropriate support
- implementing anti-bullying strategies and challenging any discriminatory behaviour
- supporting learners at risk through robust safeguarding processes
- focussing on supporting groups of learners identified as higher risk

**MANAGING RISKS AND RESPONDING TO EVENTS**

**CWCT** will ensure that they are able to demonstrate an awareness and understanding of the risk of radicalisation, appreciating that this can change rapidly. This will be done by senior management through existing risk measures and the continual development of staffs' understanding and abilities to deal with any concerns through the appropriate channels.

This will ensure **CWCT** is equipped to deal with and issues or concerns that may arise by:

- having a good understanding the nature and impact of extremism
- managing internal risk and external influences that promote potential risk
- remaining aware and respond to events in local, national or international news that may impact on learners
- ensuring measures are in place for early intervention to minimise the potential for acts of radicalism or extremism
- ensuring emergency response  plans are in place plans if a threat or incident occurs
- embedding PREVENT into e-safety and responsible user policies

**NATIONAL GUIDANCE AND STRATEGIES**

**PREVENT** is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity. PREVENT happens **before** any criminal activity takes place. It is about recognising, supporting and protecting people who may be susceptible to radicalisation.

The PREVENT strategy objectives are:

**Ideology**           responding to the ideological challenge of terrorism and the threat we face from those who promote it

**Individuals**        preventing people from being drawn into terrorism and ensure they are given the appropriate advice and support

**Institutions**      working with sectors and institutions where there are risks of radicalisation which we need to address

ALL STAFF SHOULD HAVE AN AWARENESS OF THE **PREVENT** AGENDA AND THE VARIOUS FORMS OF RADICALISATION TAKES IN BEING ABLE TO RECOGNISE SIGNS AND INDICATORS OR CONCERNS AND RESPOND APPROPRIATELY

**VULNERABILITY/RISK INDICATORS**

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing any of these factors are automatically at risk of exploitation for the purposes of extremism. There is an accepted view that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

**Vulnerability**

**Identity crisis:**     Distance from cultural/religious heritage and uncomfortable with their place in the society around them

**Personal crisis:**    Family tensions; sense of isolation; adolescence; low self-esteem; Disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging

**Personal circumstances:**    Migration; local community tensions, events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy

**Unmet Aspirations:** Perceptions of injustice; feeling of failure; rejection of civic life

**Criminality:**     Experiences of imprisonment; poor resettlement/reintegration; previous involvement with criminal groups

**Access to extremist influences**
- Reason to believe that the young person associates with those known to be involved in extremism
- Possession of distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity

**Experiences, behaviours and influences**
- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change of behaviour
- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status

**More critical risk factors include:**
- Being in contact with extremist recruiters
- Voicing support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisation
- Significant changes to appearance/behaviour

**Referral and Intervention Process**

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that a young person supports terrorism and/or extremism must be reported to the named safeguarding person immediately.

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out the designated Safeguarding person will refer to the relevant Child Protection Officer/Local Authority Work Related Team. However it should be noted that concerns of this nature, in relation to extremism, are most likely to require a police investigation (as part of the Channel process) therefore the designated safeguarding person will contact:

**Warwickshire:**

Neil Ward, Safer Neighbourhood Team, Leamington Police Station on 01926 684248 (Voicemail 11680) email: Neil.Ward@warwickshire.pnn.police.uk

**Coventry:**

Jas Baghria  Tel 07825 112414 j.baghria@west-midlands.pnn.police.uk

**Channel referral process**

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations. The relevant police force 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 around radicalisation, appropriate and targeted support will be considered for the young person.

# Counter Terrorism 2019/20 – Action Plan

| Objective | Action | Who | When | Progress to Date |
|---|---|---|---|---|
| Develop staff knowledge to ensure a comprehensive understanding of the government prevent strategy.<br><br>Understanding the issues/signs: raising awareness of local, national and international threats | All staff to complete a programme of development including induction training and CPD to raise awareness of the Prevent agenda<br><br>Key personnel to attend WRAP training as specialist support<br><br>Inform **CWCT** board of responsibilities within the Prevent agenda | Executive Director<br><br>Operations Director<br><br><br>WRAP specialists<br><br>Executive Director | Sept 2019 on ongoing<br><br>October 2019<br><br><br><br><br>December 2019 | Programme of development in progress<br><br>WRAP completed Training was delivered by police liaison office<br><br>Completed September 2019 |
| Design and deliver curriculum with activities which ensure learners' understanding risk and promotes social cohesion | Ensure curriculum meets the needs of individuals, challenges extremism, promotes British values, equality and diversity | Training Managers | Sept 2019 on ongoing | Plans are being developed to roll out in the new academic year. |
| Provide access to advice and support across a range of media | Develop materials that advice and support learner understanding and behaviours | Training Managers | Sept 2019 on ongoing | Insight briefs developed<br><br>Website information development ongoing |
| Review processes and policies to ensure that they are relevant and reflect the statutory requirements of the business | Review Business Continuity and Disaster Management Policy<br><br>Amend Safeguarding policies and procedures | Executive Director<br><br><br>Operations Director | November 2019<br><br><br><br>Immediate | New visitor policy introduced September 2019 and lock down procedure in place |
| Recognise the impact and reach of the internet as well as the risks and access to unregulated and misleading information | Review Acceptable Use and associated policies<br>Raise awareness amongst staff and learners of digital safety through training | Executive Director<br><br><br>Operations Director | Jan 2020<br><br><br><br>Feb 2020 | General safety information can be found at www.thinkyou know.co.uk |

| Objective | Action | Who | When | Progress to Date |
|---|---|---|---|---|
| Ensure both training centres and external areas are safe and risks are defined | Review premises, safety procedures and risk assessments | Operations Director | Sept 2019 | Risk assessment under review – risk assessment completed July 2019 |
| Prepare staff to be responsive to potential incidents | Develop an emergency incident response process | Operations Director | Sept 2019 | Advice being sort from ESFA Prevent Lead on appropriate course of action- lock down process in place September 2019 |
| Review impact of training activities for staff | Evaluate training and development activities March 2020 | Operations Director<br><br>Training Managers | June 2020 | Staff confident following the training updates will take place and new staff will complete the WRAP programme ongoing |
| Review learners knowledge prevent | Review classroom feedback and learner surveys December 2019 | Training Managers | November 2019 | Completed October 2019 |
| Liaise with external partners to maintain Prevent knowledge and share best practice. | Review section 1 Keeping children safe in education Statutory guidance for schools and colleges | Training Managers All staff | November 2019 | |