



PREVENTING EXTREMISM AND RADICALISATION POLICY

Lifeworks College

'Preventing Extremism and Radicalisation Policy'

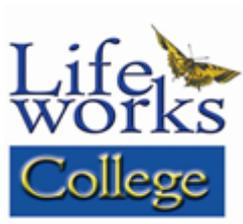
January 2016

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Date:	Page:	Details of Change:	Responsible Person:	Ratified by:	Date of next Review:
17/02/2016		New Policy	Sharon Jones	CEO	Jan 2017

Lifeworks Policies Referenced

Policy Referenced:
Anti-bullying Policy
Computer Usage Policy
Personal Social Health and Economic (PSHE) education
Safer Recruitment Policy

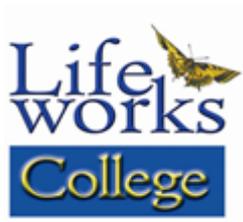


PREVENTING EXTREMISM AND RADICALISATION POLICY

Safeguarding Policy
Whistle Blowing Policy

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Policy Statement

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Legal Status

The Counter-Terrorism and Security Act (2015) places a duty on our College to have due regard to the need to prevent people from being drawn into terrorism. We recognise that we are partners in the 'Channel Panels' that exist between the Local Authority and the chief officer of the local police.

- This policy complies with Part 2, paragraphs 5 (a) to (e) inclusive of the Education (Independent School Standards) (England) Regulations 2015), and other relevant and current regulations and any other guidance to which schools are obliged to have regard.
- In adhering to this policy, and the procedures therein, staff and visitors contribute to Lifeworks College's delivery of the outcomes to all students. This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall college arrangements to Safeguard and Promote the Welfare of all Students in line with our statutory duties set out at s175 of the Education Act 2002.
- Our College's Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in *Keeping Children Safe in Education (KCSIE)* (DfE: 2015); *Working Together to Safeguard Children* (WT) and also 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' and Peter Clarke's Report of July 2014

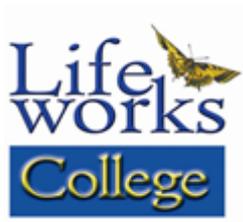
Applies to:

- The whole college and all other activities provided by the college, inclusive of those outside of the normal college hours and all staff (teaching and support staff) working in the college.

In our college the term 'staff', in the context of safeguarding, is inclusive of all staff and is also inclusive of students on placement, contractors, agency staff, volunteers and trustees.

Related Documents:

Safeguarding Children and Adults, Safer Recruitment Policy, Anti-bullying Policy, Computer Usage Policy, Whistleblowing, Student Behaviour, Personal Social Health and Economic (PSHE) education



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Availability

This policy is made available to parents, staff and students in the following ways: via the college website and within the Policies folder. On request a copy may be obtained from the college.

Introduction

Lifeworks College is committed to providing a secure environment for students, where students feel safe and are kept safe. All staff at Lifeworks College recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for students or not. This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall college arrangements to Safeguard and Promote the Welfare of all students. We see it as our duty to prevent people from being drawn into terrorism.

Purpose

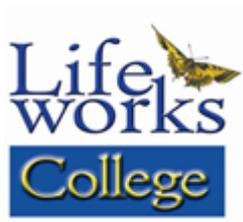
The Purpose of this policy is to:

- Ensure that Lifeworks College complies with all the relevant current legislation and other National Standards which govern this area of our work.
- Ensure the individuals in our care keep themselves and others in the wider community safe.
- Prevent the vulnerable young people in our care being exposed to radicalisation and extreme views
- Provide opportunities for individuals in our care to widen and develop their inter- personal skills by meeting and forming relationships with people from outside the establishment.
- Ensure that the welfare and safety of individuals in our care is a major consideration at all times.
- Ensure that arrangements are in place to deal with concerns which may be raised about an individual/s in our care.

College Ethos and Practice

When operating this policy Lifeworks College 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'*.

There is no place for extremist views of any kind in our college, whether from internal sources – students, staff or external sources - college community, external agencies or individuals. Our students see our college as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this – we have a duty to ensure this happens. As a college we recognise that extremism and



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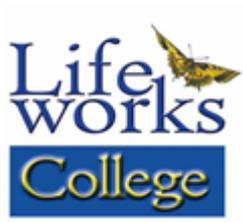
exposure to extremist materials and influences can lead to poor outcomes for young people and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our students.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping students with the knowledge, skills and critical thinking, to challenge and debate in an informed way. Therefore, at Lifeworks College we provide a broad and balanced curriculum, delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized. Furthermore at Lifeworks College we are aware that students can be exposed to extremist influences or prejudiced views at any age which emanate from a variety of sources including the media, via the internet, and at times young people may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Student Behaviour Policy for students and the Code of Behaviour for staff.

As part of wider safeguarding responsibilities staff are alert to:

- disclosures by students of their exposure to the extremist actions, views or materials of others outside of college, such as in their homes or community groups, especially where students have not actively sought these out;
- graffiti symbols, writing or art work promoting extremist messages or images;
- students accessing extremist material online, including through social networking sites and excessive usage; parental reports of changes in behaviour, friendship or actions and requests for assistance;
- partner colleges and schools, local authority services, and police reports of issues affecting young people in other colleges or settings;
- students 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 and
- anti-Western or Anti-British views.



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Our college closely follows the Devon County Council Safeguarding Board agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. In the event of concerns about a person becoming radicalised advice will be sought from the PREVENT office who have a panel which meets to address issues of individuals who have been identified as being at risk of radicalisation but have not committed any terrorism offence. This Panel meets when a referral has been made and referrals can be made by anyone. College management will also contact their local police for guidance if concerns have been raised around an individual in our care and be guided by them with regards to the next course of action. During any subsequent external investigation, for the individual to remain in our care, the College management will hold a focus meeting to identify risks and control measures that can be put in place to reduce that risk. They will decide if it is safe to keep the individual or whether they need to undertake a period of temporary exclusion. The safety of all the individuals in our care, our staff and the wider community is of paramount importance.

Teaching Approaches

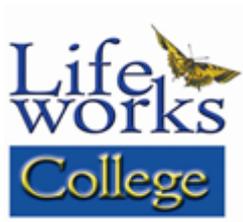
We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches young people may experience elsewhere may make it harder for them to challenge or question these radical influences. We ensure that all of our support and approaches will help our students build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We develop strategies to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it. We follow the three broad categories of:

- making a connection with students through positive engagement and a learner centered approach;
- facilitating a 'safe space' for dialogue and
- equipping our students with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore this approach will be embedded within the ethos of our college so that students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using an approach that includes:

- Open discussion and debate.
- Work on anti-violence and a restorative approach to conflict resolution.



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- Targeted programmes.

We also work with local partners, families and communities in our efforts to ensure our college understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our student's experiences and horizons. We help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we will ensure that that learner is offered mentoring. Additionally in such instances our college will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

At Lifeworks College we promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage students to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our students safe and prepare them for life in modern multi-cultural Britain and globally.

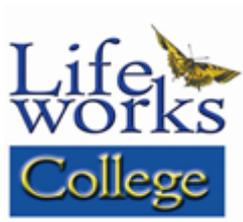
Use of Partners

At Lifeworks College we work with partners to enrich the experiences of our students, however we will positively vet those partners who we engage to provide such learning opportunities or experiences for our students. Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, our college's values and ethos

Our college will assess the suitability and effectiveness of input from partners or individuals to ensure that:

- any messages communicated to students are consistent with the ethos of the College and do not marginalise any communities, groups or individuals;
- any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise young people through extreme or narrow views of faith, religion or culture or other ideologies;
- activities are matched to the needs of student.

We recognise, however, that the ethos of our college is to encourage students to understand opposing views and ideologies, appropriate to their understanding and abilities. Therefore by delivering a broad and balanced curriculum programme, augmented by the use of external sources where appropriate, we strive to ensure our students recognise risk and build resilience to manage any such risk themselves where appropriate to their ability but also to help students develop the critical thinking skills needed to engage in informed debate.



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Whistle Blowing

Where there are concerns of extremism or radicalisation students and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. They must inform the Teacher in Charge straight away (or if it relates to the teacher in Charge inform Lifeworks CEO).

Safeguarding

Staff at Lifeworks College are alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a student may be at direct risk of harm or neglect. For example; this could be due to a learner displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a learner's family that may equally place a student at risk of harm. (These examples are for illustration and are not definitive or exhaustive). Therefore all adults working in Lifeworks College (including visiting staff, volunteers, contractors, and students on placement) are required to report instances where they believe a student may be at risk of harm or neglect to the Designated Safeguarding Lead or Teacher in Charge

Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead is: Richard Hanlon who is also Lifeworks CEO

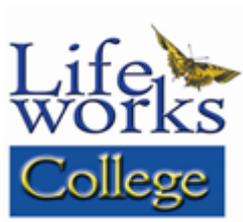
The Deputy Designated Safeguarding Lead (DSL) is: Nikki Forsyth who is the Teacher in Charge

The Designated Safeguarding Lead works in line with the responsibilities as set out at Annex B of the DfE Guidance 'Keeping Children Safe in Education' which is detailed in the Safeguarding Policy. The Designated Safeguarding Lead is the focus person and local 'expert' for college staff, and others, who may have concerns about an individual student's safety or well-being and is the first point of contact for external agencies

In line with Recommendation 2 of Peter Clarke's Report; In Lifeworks College the role of the Designated Safeguarding Lead will be extended, at the appropriate time, to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy.

Training

Whole school in-service training on Safeguarding is organised for staff every year and will comply with the prevailing arrangements agreed by the Local Authority and the Devon County Council Local Safeguarding Boards and will, in part, include training on extremism and radicalisation and its safeguarding implications. The Designated Safeguarding Lead attends training courses as necessary and the appropriate inter-agency training organised by Devon County Council Local



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Safeguarding Boards, or similar courses from an accredited provider. Again this will include training on extremism and radicalisation and its safeguarding implications.

Recruitment

The arrangements for recruiting all staff, permanent and volunteers, to our college will follow guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. We apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.

We are alert to the possibility that persons may seek to gain positions within our college so as to unduly influence our college's character and ethos. We are aware that such persons seek to limit the opportunities for our students thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our college and staff team we will minimise the opportunities for extremist views to prevail.