

## **Sense College - Operational Strategy**

# **Tackling Extremism and Radicalisation**

## **Information and Process**



## Outcomes

This strategy 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;
- Learners, staff and visitors should know how to raise any concerns;
- Learners, 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 strategy to be effective, it is important that staff are clear about its purposes and understand the processes. All Governors, College Senior Management Team (SMT), Education Service Managers (ESMs), Education Programme Managers (EPMs), Education Coordinators (EC), Education Support Workers (ESWs) and all non-teaching staff, will have an understanding of what radicalisation and extremism is and will be clear on why we need to be vigilant in the college.

Staff will know what the college strategy 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 learners 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 learners will know that the college has policies and strategies in place to keep learners 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 learners 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 Strategy for?

- All Sense College staff
- Sense College Governors
- Parents and Carers
- Learners

## What is this Strategy about?

The Sense College Tackling Extremism and Radicalisation Strategy is intended to provide an operational framework, which sits underneath, and compliments, 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's approach to discharging its duty under the Prevent Strategy (2011). The college recognises that it is well placed to be able to identify incidents or opportunities where learners could be vulnerable to such risks and this strategy clearly sets out how the college will deal with such incidents and identifies how the curriculum and ethos underpins this.



# Content

## Principles

Position Statement

Background

## Practice

Part One: Definitions and Indicators

Part Two: Referring Prevent concerns

Part Three: Roles and Responsibilities

Part Four: Training

Part Five: External Speakers and Fundraising Activities

Part Six: Chaplaincy

## Quality Assurance

## Conclusion

## Appendices

Appendix 1: Prevent Guidance for Visiting and External Speakers

Appendix 2: Prevent Guidance for Centre Use of Fundraising Activities



# Principles

## Position Statement

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

The Tackling Extremism and Radicalisation Strategy sets out our beliefs, 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. learners, 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.

## Background

PREVENT is the Government's 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.

Prevent is 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 of 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 learners.

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 learner body.



A college Prevent Risk Assessment has been completed 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 learners are vulnerable members of society and we will not be complacent in our approach.

## Practice

### Part One: Definitions and Indicators

When operating this strategy 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’.***

Learners 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 learner 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.

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

Learners may also be at risk from attempts to 'groom' them for the purpose of advancing a terrorist cause. Learners 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

This 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**

Although serious incidents involving radicalisation have not occurred at Sense College to date, 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.

The college 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. College staff and the team must have the confidence to challenge, the confidence to intervene and ensure that strong safeguarding practices based on the most up-to-date guidance and best practice are in place.

The Designated Safeguarding Lead (DSL) for the college (who is the Sense College Vice Principal Safeguarding, Behaviour and Learner Wellbeing) and senior college staff are trained as Designated Leads for Child and Adult Protection and Safeguarding 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 Executive Principal (or Head of College in their absence) will agree with Sense Corporate Head of Safeguarding and Head of Quality, 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, Head of College (if not already aware) and the Sense College Lead Governor for Safeguarding 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 learner 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 that these factors could leave learners 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 Education Service Manager (ESM) in the first instance who will inform the Vice Principal, Safeguarding, Behaviour and Learner Wellbeing (VPSBLW); the Vice Principal with Line Management responsibility; the Head of College and the Executive Principal, in addition to Sense Head of Safeguarding.
- All incidents/concerns will be fully investigated and recorded in line with Sense Fact Find 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 the ESM and/or the Vice Principal (SBLW) (as appropriate) and the incident discussed, aiming 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 VPSBLW and the college centre Deputy Designated Safeguarding Lead (DDSL) for a minimum period of four weeks, 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, 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 Executive Principal, Head of College and Vice Principals are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that the Executive Principal, Head of College and Vice Principals are not available, all staff will know the routes by which to make referrals. These include Sense Head of Safeguarding, Group Director of Operational Services and Sense College Governor Lead for Safeguarding.

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



The Executive Principal, Head of College, Vice Principal (Designated Safeguarding Lead) and Sense College Governor Lead 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 up to date procedures for dealing with discriminatory behaviour, as outlined in the Sense College Anti- Bullying Strategy and the Sense HR02 Equality and Diversity policy.

Centre Education Support 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 which will also be held centrally by the College. These contact details will be reviewed twice yearly.

The College Senior Management Team (SMT) will work in partnership with the Sense Head / Director of IT to ensure all protective safeguards are in place to mitigate any risk to learners associated with the use of College IT devices.

Sense College uses 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 learner safety, including those which could be extremist-related. The system provides alerts when attempted breaches are identified. The alerts are sent to the Vice-Principal (SBLW)t and the Head of Performance Management and College Improvement (HoPCI), who will investigate, as appropriate.

The college SMT will ensure that 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.

The 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 in the annual Quality Improvement Plan (QuIP) to ensure synergy with all aspects of the college 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. Learners 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. Learners 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 learners and celebrate core values such as tolerance, respect and community inclusion.

Learners 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. Learners 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 receives training in Prevent.

Prevent is included in the Sense Corporate Safeguarding training which all staff undertake. In addition, specific training has been sourced for all college staff (which they are required to complete) from the Education and Training Foundation and from the Home Office. There is also a positive culture of continual practice awareness raising, through external and internal training events and meetings. Training will include:

- Prevent for Governors and Board members.
- Safer Recruitment Training.
- Safeguarding Training.
- Designated Person Safeguarding Training

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 can provide support to ensure that our learners 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 learners 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 1**) and guidance for holding Fundraising Activities in Centres (**Appendix 2**), which sets out the approach the college takes to ensuring that external speakers and fundraisers do not promote extremism to college learners 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 learners and staff very seriously and this includes the spiritual, moral and cultural aspects of their transition to adulthood/life; becoming full citizens of their community.

The college promotes the Fundamental British Values (FBV) of democracy, rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

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 learners 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 college centres, we cannot provide discrete faith rooms within each centre; 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, learners 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 learners wish to explore faith further, the college will signpost learners to community faith settings which will be able to provide information and support.

## **Signposting and Responsibilities**

Staff will take steps to ensure that:

- when signposting learners to community faith settings, they will only do so to bona fide settings;
- signposted settings do not advance beliefs which may lead someone to take extreme or violent actions in contravention of the Fundamental British Values;
- signposted settings do not otherwise cause harm or distress to the individual.

Staff must refer to the ESM or DDSL at their centre before signposting any learners.

ESMs or DDSLs will take steps to ensure that staff are following their responsibilities to Prevent and Safeguarding when signposting learners. ESMs/DDSLS will ensure that bona fide local faith settings which do not promote violent or extremist views, or incite people to take violent action in contravention of the Fundamental British Values, are the ones that are being signposted to. They will also 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, inspecting their Safeguarding Policy, researching publicity around the setting's local activities. ESMs/DDSLS 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**

The Sense College Tackling Extremism and Radicalisation Strategy is informed by the following statutory documents and/or legislation:





- *Channel Duty Guidance*. Protecting vulnerable people from being drawn into terrorism. Statutory guidance for Channel members and partners of local panels. HM Government. 2015. <https://www.gov.uk/government/publications/channel-guidance>
- *Keeping Children Safe in Education*. Statutory guidance for schools and colleges. Department for Education: updated 2019. <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- *Prevent Duty Guidance for further education institutions in England and Wales*. HM Government. 2015. [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/445977/3799\\_Revised\\_Prevent\\_Duty\\_Guidance\\_\\_England\\_Wales\\_V2-Interactive.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance__England_Wales_V2-Interactive.pdf)  
*To be read alongside the revised Prevent Statutory Guidance, updated 10 April 2019.*
- *Prevent Strategy*. HM Government. June 2011. [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/97976/prevent-strategy-review.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)
- *Working Together to Safeguard Children*. A guide to interagency working to safeguard and promote the welfare of children. HM Government. March 2015: updated February 2019 <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Further resources and wider reading to support this strategy can be found at:

- Educate Against Hate. H.M. Government. <http://www.educateagainsthate.com>
- Education and Training Foundation: <http://www.et-foundation.co.uk/>
- Let's Talk About It: <http://www.ltai.info>
- National Channel Guidance: <https://www.gov.uk/government/publications/channel-guidance>
- Ofsted Inspecting Safeguarding in Early Year, Education and Skills Settings – Guidance for Inspectors undertaking inspection under the common inspection framework, Updated Sept 2019 <https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills-from-september-2015>
- Ofsted Report: How Well Are Further Education and Skills Providers Implementing the Prevent Duty, 2016. <https://www.gov.uk/government/publications/the-prevent-duty-in-further-education-and-skills-providers>



## Quality Assurance

The Tackling Extremism and Radicalisation Strategy and processes follow various elements of quality assurance to ensure consistency, fairness, accuracy, sharing of good practice and overall college improvement.

NOTE – This document will be regularly reviewed in accordance with Sense College’s 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 strategy may need to change in due course. Consequently the changes made reflect the updating of terminology and references made to Preparedness for Emergency Events.

This strategy 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 learners and reduce the impact of inappropriate conduct and in turn enhance the quality of provision by raising standards, increasing learner confidence and awareness, as well as supporting staff to develop and improve their practice.

*For Quality Assurance Use only:*

|                          |   |
|--------------------------|---|
| <i>Policy/Procedure:</i> | <b>Sense College Tackling Extremism and Radicalisation Strategy V07</b>   |
| <i>Author:</i>           | <b>Sue Larner-Peet, Vice Principal Safeguarding, Behaviour and Learner Wellbeing and Pat Dyson, Executive Principal</b> |
| <i>Quality Control:</i>  | <b>Lynne Kendall, Head of Performance Management and College Improvement</b>  |
| <i>Date Live:</i>        | <b>August 2020</b>  |
| <i>Review Due:</i>       | <b>August 2021</b>  |