Responsibility:	Director of Quality & Compliance	Date doc. created:	11th Feb 2020
Print name sign off:	Chris Garcia	Last review date of doc:	March 2024
Signature:		Next review date:	March 2025

Prevent & Radicalisation Policy

BPN is committed to providing a safe and inclusive environment for all learners. We recognise the importance of preventing radicalisation and extremism to ensure the well-being of our students and staff. This policy outlines our commitment to preventing radicalization and sets out the procedures we have in place to identify and address any concerns. The Prevent Strategy is the response to the ideological challenge of terrorism and the threat from those who promote it; to prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support. This policy defines the Best Practice Network's duties in respect to Prevent.

Associated Policies and Procedures

- Digital and Online Safeguarding Policy
- Child Protection and Safeguarding Policy

Our Commitment

The government Counter-Terrorism and Security Act 2015, places a duty upon all education providers to act to prevent people from being drawn into terrorism. This Prevent Duty forms part of the wider governments **CONTEST** counter terrorism strategy:

- Prevent terrorism – stop people becoming terrorists
- Pursue terrorism – disrupt and stop terror attacks
- Protect against terrorism – strengthen UK protection
- Prepare to deal with terrorism – mitigate impact of attacks that can't be stopped.

The terrorist threat in the UK today is dominated by individuals or small groups acting outside of organised terrorist networks. It is a trend which makes terrorists less predictable and harder to identify, investigate and disrupt. In
the UK, the primary domestic terrorist threat comes from Islamist terrorism, which accounts for approximately 67% of attacks since 2018, about three quarters of MI5 caseload and 64% of those in custody for terrorism-connected offences.

Within Islamist terrorism in the UK, explicit affiliation and fixed ideological alignment with any one specific international terrorist organisation is diminishing. The relative decline in profiles of al-Qa'ida and, to a lesser

extent, Daesh, the absence of mass-appeal individuals linked to these groups, and the continuing societal shift to an online world have led to issues and grievances from a wider range of sources becoming ideological influences and drivers. These can include radicalising influences that oppose the values and principles that underpin our society, such as those examples set out in the government's response to the Independent Review of Prevent, as well as long-standing proscribed groups such as Hamas and Hezbollah.15 This has resulted in a broader array of fragmented ideological narratives and unconventional belief sets which may sit alongside or be used to reinforce more traditional Islamist terrorist ideology.

The full Counter-terrorism strategy (CONTEST) 2023 can be accessed via the link below:

https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2023#:~:text=CONTEST%20is%20the%20UK's%20counter,to%20stop%20terrorist%20attacks%20happening

Roles and Responsibilities

- The Senior Leadership Team (SLT) and Managers are responsible for the overall implementation and oversight of this policy, ensuring that staff receive appropriate training on recognizing signs of radicalisation.
- Designated Safeguarding Officers (DSO) and Designated Safeguarding Leads (DSLs) are responsible for coordinating actions related to safeguarding and preventing radicalisation.
- Ensuring staff are aware of reporting procedures for concerns related to radicalisation.
- Teaching and Support Staff, all teaching and support staff are responsible for promoting an inclusive and respectful environment. Reporting any concerns about the radicalisation of learners to the DSO team.

Objectives

Best Practice Network as a training provider have a responsibility to ensure:

- All employees have undertaken training in the Prevent Duty as identified by their leaders and managers.

- All employees are aware of when it is appropriate to refer concerns about learners or colleagues to the provider's safeguarding officer.

- To exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into our practice.

Scope

This policy relates to all staff and students including those of any subcontracted provision.

Key Contacts

Best Practice Network designated Child Protection/Safeguarding Officer:

- Sian Marsh: sianmarsh@bestpracticenet.co.uk 07795 683297 (out of office hours 07799 072872) or

- Chris Garcia: chrisgarcia@bestpracticenet.co.uk and 07584310068

- Safeguarding Team: **safeguarding@bestpracticenet.co.uk** - 0117 920 9200

- **https://www.bestpracticenet.co.uk/safeguarding**

Definitions

Radicalisation - Radicalisation refers to the process by which an individual or group adopts extreme beliefs, attitudes, and behaviours that support or justify violence against others. It can manifest in various forms, including political, religious, or ideological extremism.

Terrorism – an act of terror/ violence based on a political objective, whether that means the politics of nationalism, ethnicity, religion, ideology or social class.

Extremism - an ideology that is far outside the mainstream attitudes of society, including 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. This also includes calls for the death of members of the British armed forces.

Channel - Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

Leadership and Governance

Prevent forms part of the safeguarding agenda which is featured as part of the BPN Programme Board meetings. Best Practice Network has a nominated Director leading the Prevent initiative, and the SLT are actively engaged within the Safeguarding and Prevent Agenda. It has been well documented within current literature, namely the **Prevent duty guidance: England and Wales (2023)** and **Keeping Children Safe in Education (2023)**, that protecting people from being drawn into radicalisation should align with the current safeguards in place to protect learners from the risks of safeguarding issues. Prevent duty is also embedded within IT, social media, Social Learning platform and Safeguarding policies.

Staff Training

All staff are trained on the Prevent process and how the duty engages with requirements of their role, via SEG Learning and annual refreshers are completed as part of staff SEG Essentials training.

The government provides recommended certificated eLearning at:

https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html

Identifying risk at an early stage allows early intervention and is crucial to the Prevent duty and Channel process being successful.

Contributory factors to vulnerabilities	Vulnerabilities	Indicators
Rejected by peer, faith or social group/family Pressure from person linked to extremism Change in behaviour or appearance due to new influences	Peer pressure	Withdrawn
Experience of poverty, disadvantage or social exclusion. Conflict within family over religious beliefs, lifestyle or politics	Unsettled family life	Change in engagement levels
Identity confusion Recent religious conversion	Need to belong/ fit in	Using extremist language, passionate about extremist views
Extremist influences May possess literature related to extreme views	Accessing extremist material	Preaching
Rejected by peer, faith or social group/family	Isolation and social exclusion	Change in appearance - dress/ body art
Rejected by peer, faith or social group/family	Bullied	Change in behaviour within work and learning environment
May possess literature related to extreme views	Media influence	Change in social circles
Under achievement	Seeking purpose of focus for life	Change in social circles Change in appearance - dress/ body art
Victim or witness to race or religious hate crime A series of traumatic events, global, national or personal	Seeking revenge	Change in social circles
Change in behaviour or appearance due to new influences	Seeking acceptance / social standing	Change in appearance - dress/ body art

Engagement with External Partners

All employers will be made aware of Best Practice Network's and their duty by means of Programme Director communication.

Channels are in place to assist with meeting the Prevent Duty and avenues for raising concerns are established with Prevent coordinators nationwide.

Learner Engagement, Safety and Curriculum

The duty encompasses building student resilience to the threat of radicalisation, challenging extremism and raising awareness of and demonstrating **British values**:

- Democracy
- Rule of Law
- Mutual respect, tolerance and understanding of different faiths and beliefs
- Individual liberty

Opportunities to promote the above values are currently facilitated within the Apprenticeship and Training programmes, including current resources, E&D and Safeguarding learning resources, Apprentice Reviews and the opportunity to partake in Learner Voice surveys.

Referral Pathways

NB – should you feel your learner, yourself or any members of the public are in immediate danger report to the police immediately.

All staff members at Best Practice Network who identify a concern through conversations, behaviour, appearance or actions will report these concerns to the Safeguarding and Prevent lead.
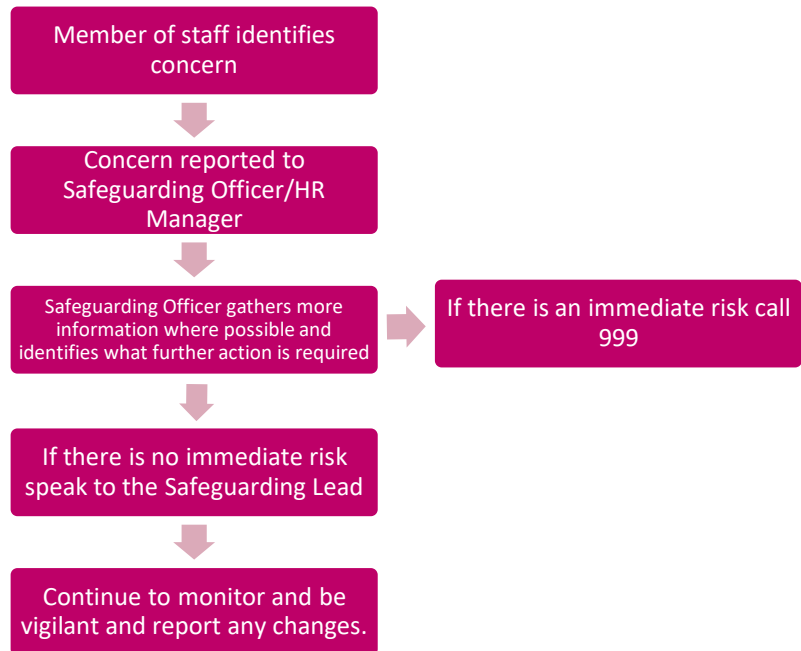
Once the Safeguarding and Prevent lead has been informed, they will make a decision on whether the issue needs to be escalated to the local police Prevent Officer. They will then support the Channel process as seen fit by the local Channel panel. It should be noted that referral to the channel process is not a criminal intervention (See Appendix 1).

It should be noted that a learner displaying one or a few of vulnerabilities and indicators does not mean the learner will necessarily be at risk of radicalisation. In all instances that concern you, you should report to the Designated Safeguarding Officer.

Safeguarding Staff Members as a Result of Referral

While it is unlikely that the referrer would then be targeted. If someone received a threat or if police felt someone was under threat without them knowing, there are risk assessment, warning and safeguarding processes local police departments will apply as a matter of routine. The outcome might involve an investigation and arrests being made etc, such as markers on people's mobile phone numbers or addresses, warnings to parties involved, or other measures.

Appendix 1 – Prevent Referrals

```
┌─────────────────────────────┐
│   Member of staff identifies │
│           concern            │
└─────────────────────────────┘
              ↓
┌─────────────────────────────┐
│     Concern reported to      │
│   Safeguarding Officer/HR    │
│          Manager             │
└─────────────────────────────┘
              ↓
┌─────────────────────────────┐      ┌─────────────────────────────┐
│  Safeguarding Officer gathers more│ →  │ If there is an immediate risk call │
│  information where possible and   │    │            999              │
│  identifies what further action is│    └─────────────────────────────┘
│           required                │
└─────────────────────────────┘
              ↓
┌─────────────────────────────┐
│   If there is no immediate risk │
│  speak to the Safeguarding Lead │
└─────────────────────────────┘
              ↓
┌─────────────────────────────┐
│   Continue to monitor and be │
│  vigilant and report any changes. │
└─────────────────────────────┘
```

Full details on how to make a full referral to prevent are available via the link below.

https://www.gov.uk/guidance/making-a-referral-to-prevent

https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance