

## **ERS PREVENT Policy**

### **Supporting the Prevention of Extremism and Radicalisation**

#### **1. POLICY STATEMENT**

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people, including children and young people.

This policy is designed to provide a clear framework to structure and inform our response to safeguarding concerns for those people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process.

#### **2. SCOPE AND PURPOSE**

This policy is non-contractual and may be amended from time to time to reflect best practice and any changes in legislation.

The Policy applies to all employees and third parties including (this list is not exhaustive):

- **learndirect** learners and customers
- **learndirect** staff
- All employers with whom we partner for the provision of work placements and / or training
- All persons coming onto our premises
- Business partners and suppliers who provide services on behalf of **learndirect**

It is the responsibility of all to comply with this Policy. Any **learndirect** learner or member of staff who has any concerns regarding the issues identified within this policy should report those concerns immediately.

#### **3. DEFINITION**

**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, 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 (HM Government Prevent Strategy, 2011).

#### 4. 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 is relevant before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

The Prevent strategy objectives are:

- **Ideology:** respond to the ideological challenge of terrorism and the threat we face from those who promote it
- **Individuals:** prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- **Institutions:** work with sectors and institutions where there are risks of radicalisation which we need to address.

**learndirect** is committed to supporting the Prevent duty and expect all staff to understand and comply with it. It is imperative that employees understand the various forms of radicalisation, being able to recognise signs and indicators and respond appropriately. Furthermore, it is vital that this understanding is shared with learners and that they are supported in their understanding of how to keep themselves safe in society with regard to terrorism and extremism.

#### 4. PROCEDURE

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that an individual maybe vulnerable to or supports terrorism and/or extremism, must be addressed, reported and where appropriate escalated following the **learndirect** Safeguarding Procedure (Q136).

Escalation can be via Safeguarding Representatives or the shield ensures that all concerns are picked up and addressed by a safeguarding professional, responsible for determining an appropriate resolution and contacting outside agencies where appropriate.

#### 5. 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 these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest an individual or their family may be vulnerable or involved with 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 or 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 in 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
- Articulating 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 organisations
- Significant changes to appearance/behaviour

## 6. 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. Following referral to the appropriate safeguarding representative within **learndirect**, the relevant local police force will carry out an initial assessment and, if appropriate, set up a multiagency 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 individual.

## 7. MONITORING AND REVIEW

This policy will be monitored annually by the Company to review its effectiveness and will be updated in accordance with necessary changes.

#### Policy Version Control

<b>Issue</b>	<b>Issue Date</b>	<b>Author</b>	<b>Revision Notes</b>
1	September 2016	Caroline Groom	Specific Prevent policy introduction