

WBTC Preventing Extremism and Radicalisation Policy

Introduction

WBTC is committed to providing a secure environment for learners, where they feel safe and are kept safe. All adults in WBTC recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not. This is a condition of funding all Training Providers. In adhering to this policy and procedures staff and visitors will contribute to our delivery of the outcomes to all learners, as set out in Section 26 (1) of the Counter Terrorism and Security Act 2015 ("The Act"), which 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. There is an important role for Training Providers, in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can popularise views which terrorists exploit.

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall arrangements to Safeguard and Promote the Welfare of all learners in line with our statutory duties.

WBTC Ethos and Practice

When operating this policy we use 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'.

The full Government Prevent Strategy can be viewed at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf

There is no place for extremist views of any kind in WBTC, whether from internal sources - learners, staff or Trustees, or external sources such as sub-contractors or suppliers, external agencies or individuals. Our learners see WBTC as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this - we have a duty to ensure this happens. We will encourage learners to respect other people with particular regard to the 9 characteristics set out in the Equality Act 2010.

As a Training Provider we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners 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 learner's. Examples of possible extremism in the communities you serve may include:

- White supremacists
- Nazi parties
- Anti-Semitism
- Holocaust denial
- Race and religious hatred
- Animal rights extremism
- Far right extremism
- Religious extremism
- Nationalist extremism
- Homophobia

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 young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

We therefore will provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

We are also aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times learners 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 learners or staff will always be challenged and where appropriate dealt with in line with our Disciplinary Procedures for learners and staff.

Where serious professional misconduct by a teacher is proven the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether a teacher may be barred.

As part of wider safeguarding responsibilities staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of WBTC, such as in their homes or community groups, especially where pupils have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Learners reports of changes in behaviour, friendship or actions and requests for assistance
- Learners schools, local authority services, and police reports of issues affecting learners in other schools or settings
- Learners 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
- Anti-Western or Anti-British views

WBTC will closely follow any locally agreed procedure as set out by the Local Authority and/or our Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. In the event of concerns about a person becoming radicalised consideration will be given to using the LA Channel process. Channel is a bespoke 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. The Channel Panel meets when a referral has been made and referrals can be made by anyone.

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 learners may experience elsewhere may make it harder for them to challenge or question these radical influences. With WBTC this will be achieved by good teaching, by adopting the methods outlined as good practice to help build resilience to extremism among young people.

We will ensure that all of our teaching approaches help our pupils build resilience to extremism and give learners a positive sense of identity through the development of critical thinking skill. We will ensure that all of our staff are equipped to recognize extremism and are skilled and confident enough to challenge it. We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success using broad categories of:

- Making a connection with young people through good [teaching] design and a learner centred approach.
- Facilitating a 'safe space' for dialogue, and
- Equipping our learners with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore this approach will be embedded within the ethos of WBTC that learners know and understand what safe and acceptable behaviour is in the context of extremism and Radicalisation. This will work in conjunction with our approach to the spiritual, moral, social and cultural development of pupils as defined in Ofsted's Inspection Handbook. 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 a curriculum that includes:

- Citizenship programmes
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focused educational programmes

Our aim is that:

1. **Learners are aware of the risks under Prevent Duty to themselves and others**
2. **Learners can spot the signs of potential risks**
3. **Learners know what to do to report them**

We will also work with local partners, families and communities in our efforts to ensure WBTC understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learner's experiences and horizons. We will help support learners 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 support.

Additionally, in such instances WBTC will seek external support from the Local Authority and/or local partnership structures working to prevent extremism. At WBTC we will 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 pupils 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 pupils safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies, Speakers and Events

We may at times use external agencies and speakers, and hold events to enrich the experiences of our learners, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our Learners. WBTC will therefore assess the suitability and effectiveness of input from external agencies or individuals by a risk assessment to ensure that:

- Any messages communicated to learners are consistent with the ethos of the WBTC 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 learners through extreme or narrow views of faith, religion or culture or other ideologies

- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of learners
- Activities are carefully evaluated by WBTC to ensure that they are effective

We recognise, however, that the ethos of WBTC is to encourage learners to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

By delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our learners recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help pupils develop the critical thinking skills needed to engage in informed debate. However, WBTC will consider any risk associated with external speaker and events and take appropriate action to mitigate any issues including the cancellation of events and sharing information to other organisations and partners where relevant.

Risk Assessment & Action Plan

A risk assessment and Action plan will be in place that recognises where and how learners or staff may be at risk by being drawn into terrorism.

It will also look at

- Polices
- Staff, learners, volunteer, governor and board members' training and knowledge of the Prevent duty
- Safeguarding
- Funding of partners
- IT and cyber-security
- Premises security & management
- Monitoring of literature/posters
- Letting of provider premises
- External speakers
- Whistleblowing procedures
- Disciplinary policy for staff and students
- Information sharing
- Knowledge and involvement in the local Prevent structures
- Tensions in the learners forum
- Effective communication

Facilities

We will ensure we provide the use of prayer rooms and other faith related facilities.

IT policy

We will ensure our IT Policy reflects our Prevent duty covering what is not permissible to ensure our overall strategy to prevent people from being drawn to terrorism is followed by staff and learners.

Subcontracted Provision

Procedures are in place to ensure subcontractors and suppliers are aware of their duty pertaining to 'Prevent'. Contractual requirements are in place to ensure providers are not inadvertently funding extremist organisations.

Whistle Blowing and Complaints

Where there are concerns of extremism or radicalisation Learners and Staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. If an individual feels a complaint has not been taken seriously by WBTC they can take their complaint to Skills Funding Agency, (SFA). Please refer to Whistle Blowing and Complaints Policy.

Prevent Co-ordinator

Prevent Co-ordinators can be found www.safecamjpuscommunities.ac.uk
Any risk identified will be reported to accordingly and risk assessed.

Safeguarding Policy

Please refer to our Safeguarding Policy.

Staff at WBTC will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a Learners or Learners 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 learner at risk of harm. (These examples are for illustration and are not definitive or exhaustive) Therefore all adults working at WBTC (including visiting staff, volunteers' subcontractors and suppliers) are required to report instances where they believe a learner may be at risk of harm or neglect to the Designated Safeguarding Lead.

Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead is Louise Rodger. The Deputy Designated Safeguarding Lead is Martyn Staines (Deputy Head) and overall responsibility for safeguarding is with Matt Garvey. The Designated Safeguarding Lead is the focus person and local 'expert' for WBTC staff, and others, who may have concerns about an individual learners safety or well-being and is the first point of contact for external agencies. In line with common practice; 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. Safeguarding Officers will have appropriate knowledge of when to make referrals to the Channel programme, although anyone can refer.

Staff Training

Whole WBTC in-service training on Safeguarding and Child Protection will be organised for staff and Trustees, and will comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children Board and will, in part, include training on extremism and radicalisation and its safeguarding implications. It will allow staff and leaders to exemplify British values, in there management teaching and through general behaviours.

Staff will be required to update specific Prevent Training where existing safeguarding CPD does not met the prevent agenda. This will also form part of the staff induction programme.

The Designated Safeguarding Lead will attend training courses as necessary and the appropriate inter-agency training organised by the Safeguarding Children Board at least

every two years, again this will include training on extremism and radicalisation and its Safeguarding implications.

Recruitment

The arrangements for recruiting all staff, permanent and volunteers, to WBTC will follow LA 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 will 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 will be alert to the possibility that persons may seek to gain positions within WBTC to unduly influence WBTC's character and ethos. We are aware that such persons seek to limit the opportunities for our learners hereby 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 on-going culture of vigilance within WBTC and staff team we will minimise the opportunities for extremist views to prevail.

Role of Governing Body - The Trustees

The Trustees of our WBTC will undertake appropriate development or training to ensure that they are clear about their role and the parameters of their responsibilities as Trustees, including their statutory safeguarding duties.

The Trustees will support the ethos and values of WBTC and will support it in tackling extremism and radicalisation. In line with Recommendation 13 of Peter Clarke's report details of our Trustees will be published on our website to promote transparency.

Trustees will challenge the WBTC's senior management team on the delivery of this policy and monitor its effectiveness. Trustees will review this policy regularly (every two years) and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

Enforcement

Ofsted Inspects publically funded Skills Providers such as WBTC under the common Inspection Framework. Safeguarding is inspected under leadership and Management judgement. Where inadequate provision it is likely to result in our contract being terminated.

Policy Adoption, Monitoring and Review

This policy was considered and adopted by the Trustees in line with their overall duty. This policy will also be made available via the WBTC's website. A hard copy of this policy on request. The Managing Director will actively evaluate the effectiveness of this policy by Monitoring the staffs understanding and application of the procedures within this policy as their overall duty to safeguard learners.

Policy Adopted by Trustees on: 8th October 2015


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Chairman of the board of Trustees/Directors

Policy to be reviewed October 2017