



Preventing Extremism and Radicalisation Policy



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1. Purpose and Scope

CareTrade is committed to providing a safe environment for all young while they are with us. We do work across multiple sites but we ensure that all young people have the support they need to remain safe. We have risk assessments in place to support this.

CareTrade is committed to supporting all young people to feel and keep safe and to prevent extremism or radicalisation. All our staff recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for young people or not.

In adhering to this policy and procedures staff, visitors and volunteers will contribute to our delivery of the outcomes to all children and young people, as set out in s10 (2) of the Children Act 2004.

This Preventing Extremism and Radicalisation Policy is one element within our charity arrangements to Safeguard and Promote the Welfare of all Children and Adults in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002).

Our Preventing Extremism and Radicalisation Policy also draws on:

- Guidance in the "London Child Protection Procedures"
- DfE Guidance "Keeping Children Safe in Education, 2015" DCSF 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 the
- Report into Allegations concerning Birmingham Schools arising from the 'Trojan Horse' letter (Clarke, P., 2014)
- Prevent Duty guidance for England and Wales 2015.
- The Prevent Duty 2015 DoE

All these can be found on our system for all staff to read and refer to.

This policy covers all aspects of the charity's work with young people and training in the work place.

This policy such be read in conjunction with the following organisational policies:

- Adult and Child Safeguarding Policies
- Whistle Blowing Policy

- Equality and Diversity Policy
- Data Protection Policy
- E- Learning Policy

Ethos and Practice

The Government Prevent Strategy defines extremism as the *‘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 with CareTrade and the Autism Project whether from internal sources –young people, staff, volunteers, trustees or external sources – the community, external agencies or individuals such as parents/carers or Faith Leaders such as Imams, Rabbis etc.

Our young people see our charity 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 an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and 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 young people.

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. CareTrade and The Autism Project 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 are 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 Behaviour Policy for learners Where applicable misconduct if a teacher is proven the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether a Prohibition Order is warranted.

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

- Disclosures by young people of their exposure to the extremist actions, views or materials of others outside of The Autism Project, such as in their homes or community groups, especially where young people have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images

- Young people accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner schools, colleges, local authorities services, and police reports of issues affecting young people in other educational or other settings
- Young people 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.

Our charity will closely follow any locally agreed procedure as set out by the host Local Authorities and/or our Safeguarding Children/Adult Boards' 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 relevant LA Channel process. The contact details for Southwark and Lambeth can be found at the end of this policy.

(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)

3. Teaching Approaches

All CareTrade and The Autism Project staff will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children and young people may experience elsewhere may make it harder for them to challenge or question these radical influences. In our charity this will be achieved by good teaching by adopting the methods outlined in the Government's guidance '**Teaching approaches that help build resilience to extremism among young people**' (in policy file behind this document) There is also a full version on the system.

We will ensure that all of our teaching approaches help our young people build resilience to extremism and give young people a positive sense of identity through the development of critical thinking skills.

We will ensure that all of our staff are equipped to recognise 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' (from Teaching approaches that help build resilience to extremism among young people)

Ensuring that we:

- make a connection with young people through good [teaching] design and a learner centred approach.

- facilitate a 'safe space' for dialogue, and
- Equip our young people with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore this approach will be embedded within the ethos of our charity so that young people know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our charity's approach to the spiritual, moral, social and cultural development of young people as defined in Ofsted Common Inspection Framework 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, where appropriate for our young people
- Work on anti-violence and a restorative approach addressed throughout curriculum

We will also work with local partners, families and communities in our efforts to ensure our charity understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learners' experiences and horizons. We will help support young people 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 our charity will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

In our charity 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 young people 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 children and young people safe and prepare them for life in modern multi-cultural Britain and globally.

4. Use of External Agencies and Speakers

We encourage the use of external agencies or speakers to enrich the experiences of our children and young people; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our young people and who offer training to our staff team. To do this we will use our Local Authority's guidance for Managing the Work of External Agencies. On our system is the following link to Southwark's policy information.

<http://schools.southwark.gov.uk/leadership-management/accountability/safeguarding/policies-and-procedures>

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 values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the curriculum so we need to ensure that this work is of benefit to all young people.

Our charity will therefore assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to our young people are consistent with the ethos of the charity 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 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 young people
- Activities are carefully evaluated by charity to ensure that they are effective

We recognise, however, that the ethos of our charity is to encourage young people to understand opposing views and ideologies, appropriate to their age, needs, 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 young people recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help young people develop the critical thinking skills needed to engage in informed debate.

5. Whistle Blowing

Where there are concerns of extremism or radicalisation young people and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. Please refer to our Whistle Blowing Policy.

6. Child and Adult Safeguarding Policies and Procedures

Staff will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a young person may be at direct risk of harm or neglect. For example; this could be due to a young person 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 young person's family that may equally place a young person at risk of harm. (These examples are for illustration and are not definitive or exhaustive). Therefore all staff at our charity (including visiting staff, volunteers, contractors, and students on placement) are required to report instances where they believe a young person may be at risk of harm or neglect to the appropriate Designated Safeguarding Lead.

7. Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead is the local 'expert' for staff, and others, who may have concerns about a young person's safety or well-being and are the first point of contact for external agencies.

- The Designated Safeguarding Lead for CareTrade is **Judith Kerem** Nominated Lead for The Autism Project / Development Director

Training

Training on Child and Adult Safeguarding is organised for staff annually and will comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children/Adult Board and will, in part, include training on extremism and radicalisation and its safeguarding implications. The Designated Safeguarding Lead will attend training courses as necessary and the appropriate inter-agency training organised by the Safeguarding Children/Adult Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

9. Recruitment

The arrangements for recruiting all staff and volunteers, 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. There is a copy of <https://www.education.gov.uk/consultations/downloadableDocs/Safeguarding%20Children%20Guidance.pdf> on our system.

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 our charity so as to unduly influence our /charity's character and ethos. We are aware that such persons seek to limit the opportunities for our young people 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 on-going culture of vigilance within our charity and staff team we will minimise the opportunities for extremist views to prevail.

10. Role of Trustees

The Trustees of CareTrade will undertake appropriate training to ensure that they are clear about their roles and the parameters of their responsibilities as Trustees including their statutory safeguarding duties. The Trustees will support the ethos and values of our charity and will support the charity in tackling extremism and radicalisation. Details of our Trustees is published on our website to promote transparency

The Trustees will challenge the 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.