

Preventing Extremism and Radicalisation Safeguarding Policy

Introduction

The Portland Training Company Limited “Portland Training” is committed to providing a secure environment for all customers and learners, where they feel safe and are kept safe. All staff at Portland Training recognise that safeguarding is everyone’s responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for customers and learners or not. When operating this policy, Portland Training uses 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’.

In adhering to this policy and procedures staff, visitors, partners and suppliers will contribute to Portland Training’s commitment to safeguard all customers, staff and learners.

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within Portland Training’s overall arrangements to Safeguard and Promote the Welfare of all customers and learners in line with our statutory duties set out at s175 of the Education Act 2002

Portland Training’s Preventing Extremism and Radicalisation Safeguarding Policy also draws on:

- DfE Guidance “Keeping Children Safe in Education, September 2021”
- DfE’s “Teaching Approaches that help Build Resilience to Extremism among Young People”
- Education and Training Foundation – Prevent for further education and training – complying with the Prevent Duty
- Counter Terrorism and Security Act 2015.
- Channel guidance at Gov.uk
- Sheffield.gov.uk. Prevent counter terrorism strategy

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 Portland Training, whether from internal sources (customers, learners, staff, non – executives or associate tutors) or external sources (Portland Training’s wider communities, external agencies or individuals). Our customers and learners see our programme environments (training, work place training, employability programmes) 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 all 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 customers and learners.

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 and vulnerable people.

Education is a powerful weapon against this; equipping people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

At Portland Training we therefore aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our customers and learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at Portland Training we are also aware that young and vulnerable 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 customers and learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Portland training will be alert to changes in the circumstances of staff whereby they may be more vulnerable to the risk of radicalisation and will act swiftly where signs of radicalisation are displayed to ensure this does not cause risk to learners. Staff internet usage is monitored for staff as for learners and accessing or attempting to access sites known to be used by radical groups will be reported to senior management. Classrooms are monitored to ensure display material is appropriate and session content is observed frequently, ensuring learner guidance is clear and reduces the risk of radicalisation for the learners.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by customers, learners or staff will always be challenged and where appropriate dealt with in line with Portland Training's Behaviour Policy as outlined in our learner handbook. Where misconduct by a member of staff either through Portland Training or one of its partners is proven the matter will be referred to the Police for their consideration as to whether to a further action is warranted.

Extremism, Radicalisation, Terrorism and the Prevent Agenda and Duty

The Government's Prevent Agenda is one of the four elements of CONTEST, the government's counter-terrorism strategy. The four elements are Pursue, Prevent, Protect and Prepare. CONTEST aims to stop people becoming terrorists or supporting terrorism.

The Government's Prevent strategy:

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views.
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support.
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.

The Counterterrorism and Security Bill seeks to place a duty on specified authorities including schools, colleges and universities to 'have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism'.

Portland Training has developed a culture of safety and respect for its learners, staff, stakeholders and visitors. As part of this ethos Portland Training has considered the Prevent Duty and the importance of collaborative working between staff, local authorities, police, other educational institutions, policy makers and health providers to identify, detect and safeguard vulnerable people throughout the organisation.

The Prevent Duty

The Prevent Duty requires further education institutions to:

Work in partnership with, and actively engage with Governors, Principals, managers and leaders, (from the community, mosques etc), and other partners including the police, local support agencies, Prevent staff and liaison officers. They will need to make sure that all have undertaken appropriate training or development and share information across relevant curriculum areas.

Have clear and visible policies in place for both staff and learners with regard to risk assessment. This should also include policies for events that may take place by staff, learner, visitors, external bodies and community organisations. They will also need to be aware of places or areas of learning where learners/staff may be in contact with, or possibility to get involved with terrorism.

Have sufficient support available for welfare and pastoral care according to the individual requirements of each institution. There will also have to be clear guidance and policies available to all on the use of prayer room and other faith-related facilities, and any issues that may occur from the use of these facilities.

Have policies in place for the use of information technology on the premises and for the use of research in curriculum areas.

Objectives

- To promote, implement and monitor Portland Training's responsibilities under the Prevent Duty to all learners, staff, stakeholders, board members and visitors.
- To promote and embed British Values into the organisation's procedures and curriculum offer.
- To set a strategy, objectives and an action plan to achieve the Prevent Duty.
- To promote Portland Training's ethos and values.
- To break down segregation among different learner groups and to engage all learners in having a full and active role with wider engagement in society.
- To ensure learner and staff safety.
- To ensure that Portland Training promotes a culture of non bullying, non harassment and non discrimination.
- To provide support for learners who may be at risk, and develop appropriate sources of advice and guidance.
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.

Responsibilities

Adherence to Sheffield police and crime plan 2017-2021 renewed-2019

<https://southyorkshire-pcc.gov.uk/app/uploads/2018/11/Police-and-Crime-Plan-2017-2021.pdf>

The Home Secretary's Strategic Policing Requirement sets out threats to national security, public safety, public order and public confidence that are of such gravity as to be of national importance, or can only be effectively countered by national policing capabilities. These are: • Terrorism • Serious and organised crime (including the trafficking of drugs, people and firearms, organised illegal immigration, large-scale and high volume fraud and other financial crimes, counterfeit goods, organised acquisitive crime and cyber-crime, most often for financial gain) • A national cyber-security incident • Threats to public order or safety that cannot be managed by one force alone • Civil emergencies • Child sexual abuse (whilst not a threat to national security, it is a threat of national importance)

Sheffield is currently identified as an area of high risk.

Attendance at Prevent Regional events

HE/FE North East and receive regular updates from Prevent Co-ordinator, Department for Education, cascading as appropriate.

Current threats:

Daesh Inspired Violence /Extreme Right Wing

Lone actors

Travel for extremist purposes

Syria Returnees

Online Extremism

Al Muhajiroun (ALM)

National Action

Awareness of national priorities which may affect AEB and other work-based learners outside the Sheffield area.

Portland's Designated Safeguarding officer will monitor wider geographical threats and feed information to the AEB Contracts Manager for dissemination to the delivery and support staff.

Regular updates will be shared from the prevent lead, along with national government guidance in a timely manner.

Further information and updates will be found at:

<https://homeofficemedia.blog.gov.uk/2019/03/19/factsheet-right-wing-terrorism/>

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

- Disclosures by customers and learners of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes work places or community groups, especially where customers and learners have not actively sought these out.

- Graffiti symbols, writing or art work promoting extremist messages or images.
- Customers and learners accessing extremist material online, including through social networking sites.
- Parental, family or employer reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting customers and learners in other settings
- Customers and 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

Social media

Learners, customers and staff access to our internet connection, regardless of location, is heavily restricted and monitored, using approved and kite marked systems and guidance provided by government. All use of our internet connection is logged and can be reviewed on request. Use of our internet connection is actively monitored for any customer, learner or staff member on request.

Portland Training will raise awareness of social media risks with employers for apprenticeship learners on the learner engagement visit, and ensure usage in employer premises is monitored, with concerns reported to Portland's Designated Safeguarding Officer.

Portland Training will closely follow any locally agreed procedure as set out by the Local Authority and/or local Safeguarding Children Board's (LSCBs) agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some young and vulnerable people becoming alienated and disempowered, especially where the narrow approaches some customers and learners may experience elsewhere may make it harder for them to challenge or question these radical influences. In our programmes this will be achieved by good teaching, promotion of citizenship, reinforcement of safeguarding and equality and diversity policies and through effective PSD and Ethics training.

In every programme there is a specific focus on preventing radicalisation and extremism through the following 1 or more of these integrated and embedded areas for free discussion:

- What is an extremist?
- What causes extremism? Free speech and right to religion
- Crime and Punishment
- Extremism lesson in Community Cohesion

- Peace and Conflict
- Religious Experience
- Fundamentalism

In addition to the above, Portland Training also adopts the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young (and vulnerable) people' DfE 2011.

We will ensure that all of our teaching approaches help our customers and learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff and partners 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 follow 3 key principles:

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

Therefore this approach will be embedded within the ethos of our organisation so that Learners, customers, staff and partners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with Portland Training approach to the spiritual, moral, social and cultural development of learners and customers as defined in Ofsted's Inspection Handbook and will include the further promotion of this rounded development of our participants on all programmes.

Portland Training's 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:

- In depth induction onto all programmes including relevant Prevent support and guidance themes.
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focussed training programmes

Collaboration with stakeholders

We will also work with local partners, wider stakeholders and communities in our efforts to ensure our organisation understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our participant's experiences and horizons. We will help support those who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe any learner or customer is being directly affected by extremist materials or influences we will ensure that that they are offered support. Additionally in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

Portland Training 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 all participants 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 learners and customers safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies, Partners and Speakers

At Portland Training we encourage the use of external agencies or speakers to enrich the experiences of our participants on all programmes; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our customers and learners. To do this we will use our Subcontract Management Framework guidance for employing partners and associates to support our work.

Such vetting is to ensure that we do not unwittingly use agencies, partners and suppliers that contradict each other with their messages or that are inconsistent with, or are in complete opposition to our values and ethos.

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

- Any messages communicated are consistent with the ethos of the organisation 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 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 all participants
- Activities are carefully evaluated to ensure that they are effective

Whistle Blowing

Where there are concerns of extremism or radicalisation customers, learners, partners and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. Staff should use the Portland Training's Whistleblowing Policy which has been communicated through a number of linked policies and directly to all staff. Partners are also able to use this policy should the need arise.

Training

Whole organisation training will be organised for staff, partners and all non-executive directors on an annual basis and will comply with the prevailing arrangements agreed by the Local Authority and the Local Safeguarding Children Board.

The Designated Safeguarding Lead will attend training courses as necessary at least once every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

Signposting safeguarding concerns related to radicalisation and extremism

1. In the first instance, any concerns should be referred to a member of the Safeguarding Team;
2. The Safeguarding Officer will meet with the customer or learner to discuss the concerns and make a professional judgement that is factually recorded about the appropriate course of action;
3. If the Safeguarding Officer is satisfied that the customer or learner has not been radicalised and is not involved in extremist activities then any underlying issues (e.g. social isolation) will be dealt with in accordance with the safeguarding policy and where necessary external agencies will be informed by the Designated Safeguarding Manager.
4. If the Lead Safeguarding Officer, believes that the customer or learner is involved in radicalisation or extremist activities then they will refer the matter to the local channel panel, or the police.

CHANNEL Procedure

The Police Authority has a CHANNEL procedure in place.

The Police CHANNEL procedure is a partnership focused structure and is similar to existing, successful initiatives which aim to support individuals and protect them from harm - such as involvement in drug, knife or gun crime.

CHANNEL is about supporting those most at risk of being drawn into violent extremism is about diverting people away from potential threat at an early stage - which prevents them from being drawn into criminal activity.

Partnership involvement ensures that vulnerable individuals have access to a wide range of support from diversionary activities through to providing access to specific services such as education, housing and employment.

Each multi-agency panel varies according to local circumstances but partners (who are all signed up to an Information Sharing Protocol) can include:

- Statutory partners such as education, NHS, probation, housing and the police service
- Social Care Children's services (eg Common Assessment Framework co-ordinators)
- Youth offending services
- Credible and reliable members of the community

Portland Training will engage in the CHANNEL process as necessary and will contact the Prevent contact should it have any concerns about a learner, member of staff, Board Member or visitor.

Role of Board of Directors

Portland Training's Board of Directors will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

The Board will support the ethos and values of the organisation and will support it in tackling extremism and radicalisation.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2019' the Executive Board will challenge Portland Training's senior management on the delivery of this policy and monitor its effectiveness. They 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 recommendation pertaining to the delivery of this policy and the overall safeguarding arrangements made.

Policy Adoption, Monitoring and Review

This policy was considered and adopted by the Portland Training's Board in line with their overall duty to safeguard and promote the welfare of all participants as set out in the DfE guidance 'Keeping Children Safe in Education'

All parents, guardians and carers can be issued with a hard copy of this policy on request. This policy will also be made available via Portland Training's website.

The Managing Director will actively evaluate the effectiveness of this policy by monitoring staff understanding and application of the procedures within this policy as their overall duty to safeguard all learners and customers.

Designated Safeguarding Officer

Portland Training's Safeguarding Lead is Hollie Warren.

Contact Details:

safeguarding@portlandtraining.co.uk

0114 2055515 / 07427158632

Portland Training's Designated Deputy Safeguarding Officer is Victoria Sendall.

Contact Details:

safeguarding@portlandtraining.co.uk

0114 2055515 / 07540 968836

Portland Training's Designated Safeguarding Representative is Andrew Ferguson.

Contact Details:

Safeguarding@portlandtraining.co.uk

0114 2055515 / 07739 627448

Designated Prevent Officer (SPOC)

Portland Training's Designated Prevent Officer is Hollie Warren.

Contact Details:

hollie@portlandtraining.co.uk

0114 2055515 / 07427 158632

Associated Policies and Procedures

- Prevent Action Plan
- Equality, Diversity, and Inclusion Policy
- Safeguarding Policy
- Safer Recruitment Policy
- Business continuity plan
- E-safety and Social Media Policy
- Acceptable use of ICT policy
- Learner handbook
- Employee handbook
- Freedom of Expression Policy
- Staff Code of Conduct
- Whistleblowing Policy

Definitions

- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- **Terrorism** is an action that endangers or causes serious violence damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological cause.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **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. Calls for the death of British armed forces is also included.

Useful links

National Prevent Strategy

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategyreview.pdf

Report from the Prime Minister's Task Force on Tackling Radicalisation and Extremism

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/263181/ETF_FINAL.pdf

National Channel Guidance

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118194/channel-guidance.pdf

All actions have been incorporated into Portland Training's Prevent Action Plan.