

## Tackling Extremism & Radicalisation Policy

This policy should be read with the following policies;

- Safeguarding & Child Protection Policy
- Equality Policy / Anti-Bullying statement
- E-Safety Policy
- Prevent duty risk assessment \_ Action plan
- PREVENT Strategy HM Government

### **-NWCS Training Ltd staff member with lead responsibility**

The designated staff member with lead responsibility for all Safeguarding issues is: Paul Sheron

0151 521 5888 / 07795 386 360 / [paul-sheron@nwcsLtduk](mailto:paul-sheron@nwcsLtduk)

### **All Liverpool PREVENT referrals (as of 04/03/21)**

should now be made using this pathway. For further information, please contact Declan Sammin, Prevent Engagement Officer, Liverpool City Council T: 0151 233 0343 M 07394559105 [declan.sammin@liverpool.gov.uk](mailto:declan.sammin@liverpool.gov.uk)

### **North West - Regional further education (FE) and higher education (HE) Prevent coordinators – DfE 01/04/2021**

Contact: Nigel Lund

Email: [nigel.lund@education.gov.uk](mailto:nigel.lund@education.gov.uk)

Telephone: 07384 452146

Ultimate responsibility – This policy is specific to that of NWCS Training Ltd and has been ratified by Operational Manager Paul Sheron – 29/09/2021



29/09/2021

## **1. Policy Statement**

North West Community Services Training Ltd is fully committed to safeguarding and promoting the welfare of all its learners. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. This Tackling Extremism and Radicalisation Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and promptly providing them with support. NWCS will ensure that they comply with the Prevent strategy, specifically the three strategic objectives:

-respond to the ideological challenge of terrorism and the threat we face from those who promote it.

-prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and

-work with sectors and institutions where there are risks of radicalisation that we need to address.

## **2. Links to other policies**

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North West Community Services Training Ltd Tackling Extremism and Radicalisation Policy links to the other NWCS policies listed above;

### 3. Aims and Principles

3.1 North West Community Services Training Ltd Tackling Extremism and Radicalisation Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the centre will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

3.2 The objectives are that:

- All SMT, teachers, and non-teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in the centre.
- All SMT, teachers, and non-teaching staff will know what the centre policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All learners will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- All parents/carers and learners will know that the centre has policies in place to keep learners safe from harm and that the centre regularly reviews its systems to ensure they are appropriate and effective.

3.3 The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

### 4. Definitions and Indicators

4.1 Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

4.2 Extremism is defined as the holding of extreme political or religious views.

4.3 There are a number of behaviours which may indicate a learner is at risk of being radicalised or exposed to extreme views. These include;

- Spending increasing time in the company of other suspected extremists.
- Changing their style of dress or personal appearance to accord with the group.
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group/cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.
- Increase in prejudice-related incidents committed by that person – these may include;
  - physical or verbal assault
  - provocative behaviour
  - damage to property
  - derogatory name calling
  - possession of prejudice-related materials
  - prejudice related ridicule or name calling
  - inappropriate forms of address
  - refusal to co-operate

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- attempts to recruit to prejudice-related organisations
- condoning or supporting violence towards others.

### 5. Procedures for referrals

5.1 Although serious incidents involving radicalisation have not occurred at North West Community Services Training Ltd to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels. (See appendix 1 – Dealing with referrals)

5.2 We believe that it is possible to intervene to protect people who are vulnerable. Early intervention is vital and staff must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.

5.3 A member of the SMT is trained as Designated Leader for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.

5.4 This SMT member will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed (see appendix 1 – Dealing with referrals)

5.5 As with any child protection referral, staff must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves.

### 6. Governance Leaders & Staff

6.1 SMT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that SMT members are not available, all staff know the channels by which to make referrals.

6.2 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.

6.3 The SMT will work to decide the best course of action to address concerns which arise.

### 7. The role of the curriculum

7.1 Our curriculum is "broad and balanced" It promotes respect, tolerance and diversity. Learners are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

7.2 Learners are regularly taught about how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek help if they are upset or concerned about anything they read or see on the internet.

### 8. Staff Training

8.1 North West Community Services Training Ltd will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on and are aware of how we can provide support as a training centre to ensure that our learners are resilient and able to resist involvement in radical or extreme activities.

### Appendix 1 – Dealing with referrals

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We are aware of the potential indicating factors that a learner is vulnerable to being radicalised or exposed to extreme views, including peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances In the event of prejudicial behaviour the following system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the relevant SMT member (first instance Paul Sheron) in his absence further members of the Safeguarding committee.
- All incidents will be fully investigated and recorded in line with the Safeguarding policy and records will be kept in line with procedures for any other safeguarding incident.
- Where deemed necessary parents/carers will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder.
- SMT will follow-up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behaviour.

• In the event of a referral relating to serious concerns about potential radicalisation or extremism, the centre will contact

-Merseyside CTSA (Counter Terrorism Security Advisors) on 0151 777 8526 or email [ctsa@merseyside.police.uk](mailto:ctsa@merseyside.police.uk)

### **PREVENT & CHANNEL Referrals:**

1. **All Liverpool PREVENT referrals (as of 04/03/21)** should now be made using this pathway. For further information, please contact Declan Sammin, Prevent Engagement Officer, Liverpool City Council T: 0151 233 0343 M 07394559105 [declan.sammin@liverpool.gov.uk](mailto:declan.sammin@liverpool.gov.uk) – **How to guide on page 8 & 9**
2. **Merseyside PREVENT Team: 0151 777 8506 - Email: [prevent@merseyside.police.uk](mailto:prevent@merseyside.police.uk) or [msoc.prevent@merseysidepolice.uk](mailto:msoc.prevent@merseysidepolice.uk)**
3. **Careline: 0151 233 3700 (Children and Young People) and 0151 233 3800 (Adults) (Contact Careline for PREVENT & CHANNEL referrals)**
4. **MASH Team Liverpool ( Children and Young People) 0151 233 2273 ( PREVENT & CHANNEL referrals)**

-NSPCC Safeguarding Helpline 0808 800 5000 Contact: <http://www.nspcc.org.uk>

### **Local Authority Staff Member with Lead Responsibility**

-Liverpool

**Liverpool Safeguarding Children Board. 0151 233 0493 /0510**

<http://www.liverpoolscb.org/contact.html> [LSCBTeam@liverpool.gscx.gov.uk](mailto:LSCBTeam@liverpool.gscx.gov.uk)

Social Services: The Integrated Children's Service **0151 233 3029**

Careline Children's Service **0151 233 3700**

Careline Adult Services **0151 233 3800**

(for all queries about people aged 18 and over) LADO (Local Authority Designated Officer)

**0151 225 8122**

-Knowsley

### **Knowsley Safeguarding Board**

If you have any concerns please contact the MASH on **0151 443 2600** The MASH office hours are 9am – 5.00pm (Mon to Fri) Out of normal hours (including evening, weekends and

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bank holidays), please contact the **Emergency Duty Team on 0151 443 2600 - [knowsley.mash@knowsley.gcsx.gov.uk](mailto:knowsley.mash@knowsley.gcsx.gov.uk)**

**If you believe a child is at risk of immediate harm, please contact the Police by dialling 999.**

Good practice for the Prevent duty

**1. Leadership and management – P Sheron lead**

- a. The adoption and practice of the Duty must be led from the top. As this is potentially a controversial issue there is a need from support from the Director of Learning or CEO.
- b. When the police contact a provider with concerns these should go to the top of the organisation.
- c. Preventing Extremism will normally be integrated into Safeguarding procedures.

**2. Training**

- a. Training – All adults in an institution need to know what to be alert to in terms of students or staff extremism
- b. In Ofsted inspections any member of staff could be asked about the training they have undertaken

**3. Communication**

- a. Providers need to have effective communications with local Prevent coordinators. This may be the local authority, police or FE coordinator.

**4. Policies which should be reviewed to ensure they cover the Prevent duty. This need not always be explicit but it must comply with the Prevent duty.**

- a. The safeguarding policy will normally integrate the Prevent duty
- b. Visiting speakers procedure
- c. IT policy
- d. Staff, volunteer, governor or board member, volunteer and student code of contact. This will not need to be changed if it covers the Duty through reference to professional or appropriate behaviour if not referring to staff, compliance with a reasonable request and not bringing the provider's name into disrepute
- e. Institutions should review the operation of societies and ensure they have effective oversight and procedures in relation to societies.

**5. Curriculum – formal and informal**

- a. Students need to develop critical thinking skills which will support them in resisting extremism
- b. There should be opportunities for students to discuss challenging topics and events in a supported environment
- c. Staff need to develop their own approaches to implementing British values to support students in resisting extremism while developing their political views.

**6. Clear agreed referral channels**

- a. Every person in an institution including students should know what they need to do if they are concerned about a student or member of staff.

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- b. The process of referral within the institution needs to be clear
- c. The process for referring out of the institution needs to be clear

Further information and support is available from the [Prevent for Further Education and Training website](#)

### **Appendix 2 - Additional materials**

- The Prevent Strategy, GOV.UK – Home Office
- Keeping Children Safe in Education DfE 2021
- Working Together to Safeguard Children HM Gov
- Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Children, Schools and Families (DCSF), a predecessor of the Department for Education



Liverpool  
City Council

**How do I make a Prevent referral.....??**

## What is Prevent?

PREVENT aims to Safeguard individuals at risk of becoming or being drawn into supporting terrorism, by providing early intervention, help and support.

## Liverpool Local Authority Prevent Referral Process.

PREVENT referrals can be made by anyone. Any referral of a vulnerable individual who lives within the Liverpool City Council area, should be directed to both Liverpool Careline Social Care Services and Prevent Police **simultaneously**, highlighting what the specific PREVENT concern is.

**All referrals must be sent, simultaneously via email, to either:**

**[carelineadultservices@liverpool.gov.uk](mailto:carelineadultservices@liverpool.gov.uk) (adult concerns)**

**OR**

**[carelinechildrenservices@liverpool.gov.uk](mailto:carelinechildrenservices@liverpool.gov.uk) (child concerns)**

**AND**

**[prevent@merseyside.police.uk](mailto:prevent@merseyside.police.uk)**

If you require any further assistance, please contact the Liverpool City Council PREVENT Safeguarding Team. [prevent@liverpool.gov.uk](mailto:prevent@liverpool.gov.uk)

**Please note**, that any referral made in respect of a child, the referrer **must also** consider and highlight, what they perceive to be that child's level of need. Please access the below link for assistance.

<https://liverpoolscp.org.uk/scp/lscb-levels-of-need/lscb-responding-to-need>

**Referrals in respect of Children MUST also incorporate the following assessment.**

**Level 1 – Childs needs are being met through access to universal services.**

Just submit the Prevent referral form.

**Level 2 - Child has additional, or emerging needs which may require support. Also consider submitting an Early Help Assessment or EHAT.**

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The referrer will need to state on the Prevent form, what they believe that these needs are, in the “Safeguarding considerations” section. (Also consider an EHAT).  
Submit the Prevent referral form.

**Level 3 - Child has complex or multiple needs which require targeted support. You must also Initiate an Early Help Assessment or EHAT.**

You must submit an EHAT **and** a Prevent form.

**Level 4 - Child with significant welfare concerns. Social work led specialist Intervention (Child in Need S17) (Child Protection S47), these concerns require the submission of a Multi- Agency Referral Form (MARF), as well as the PREVENT referral.**

You must submit a MARF **and** a Prevent form.

Any Liverpool City Council Social or case worker, who develops a Prevent concern in respect of any individual, during the course of their ongoing case management, are only required to submit a PREVENT referral form, directly to the PREVENT Police using the below email address, the submission of this form must be recorded on the appropriate liquid Logic or case management system:

**[prevent@merseyside.police.uk](mailto:prevent@merseyside.police.uk)**