



Anti-Radicalisation and Prevent Policy

July 2018
(Review Date July 2019)

POLICY STATEMENT

TMP College is fully committed to safeguarding and promoting the welfare of all its students. As a training provider we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. The Anti-Radicalisation policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support.

At TMP, all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

LINKS TO OTHER POLICIES

This policy should be considered in conjunction with TMP College Single Equality Scheme, and Safeguarding Policy.

AIMS AND PRINCIPLES

TMP College Anti-radicalisation policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. It clearly sets out how the college will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

The principle objectives are that:

- All board members, teachers, teaching assistants and support staff will have an understanding of what radicalisation is and why we need to be vigilant in college
- All board members, teachers, teaching assistants and support staff will know what the college policy is on anti-radicalisation and will follow the policy when issues arise
- All parents and students will know that the college has policies in place to keep students safe from harm, and that the college regularly reviews its systems to ensure they are appropriate and effective

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 that they ensure that we work alongside other professional bodies and agencies to ensure that our students are safe from harm.

DEFINITIONS AND INDICATORS

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 habits of the mind.

Extremism is defined as the holding of extreme political or religious views^{4.3} There are a number of behaviours which may indicate a child 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
- Their 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 suggest identification with a group, cause or ideology
- Using insulting 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, attempts to recruit to prejudice-related organisations, condoning or supporting violence towards others

PROCEDURES FOR REFERRALS

Although serious incidents involving radicalisation have not occurred at TMP to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the city in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to refer any concerns through the appropriate channels – Appendix 1 - Dealing with Referrals)

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 groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices

The Director or Safeguarding Lead will deal swiftly with any referrals made by staff or with concerns reported by staff

The Director or Safeguarding Lead 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)

MANAGER, STAFF AND BOARD MEMBERS

The Director or Safeguarding Lead, lead on referrals relating to radicalisation. In the event of the absence of both, concerns will be reported to the Head of Student Services.

Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a student, or if they need to discuss specific young people whom they consider to be vulnerable to radicalisation.

THE ROLE OF THE CURRICULUM

Our curriculum promotes respect, tolerance, diversity and fundamental British values. Young people 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.

Our tutorial programme is embedded across the curriculum, and directs our assemblies and underpins the ethos of the college. It is recognised that young people with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our students with confidence, self-belief, respect and tolerance, as well as setting high standards and expectations for themselves.

Young people 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 adult help if they are upset or concerned about anything they read or see on the internet.

STAFF TRAINING

Through CPD opportunities in college, we 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 college to ensure that our young people are resilient and able to resist involvement in radical or extreme activities.

POLICY REVIEW

The Anti-Radicalisation Policy will be reviewed annually as part of the overall Safeguarding Policy review.

The Clarke Report into the 'Trojan Horse' allegations in Birmingham identified a number of behaviours in colleges which may raise concerns. This list is not exhaustive, nor should the presence of these factors necessarily be assumed to indicate extremism:

Teaching

- Political bias in the teaching of any subject, or in assemblies
- Teaching mainstream subjects partially, for reasons other than educational ones. Examples would be forbidding representational art in art and design and banning stringed instruments in music
- Modifying the curriculum by dedicating a disproportionate amount of time to religious and/or cultural subjects, or failing to teach mainstream subjects (e.g. music), or teaching belief as fact (e.g. creationism)

Management of the college

- More general non-compliance with legislation or statutory responsibilities – for example, the Equality Act or recruitment requirements.
- Inviting controversial external speakers to the college
- Arranging or facilitating activities (during the college day or outside) aimed at pupils from a particular religious or cultural background – in particular separate religious worship
- Introducing restrictive college meals policies (e.g. all halal/kosher/vegetarian)
- Changes to the make-up of the governing body so that board members from a particular and/or cultural background predominate
- More general non-compliance with legislation or statutory responsibilities – for example, the Equality Act or recruitment requirements

Treatment of pupils and staff

- Treating female pupils less favourably than male pupils in any respect
- Encouraging the segregation of pupils by gender (or tolerating self-segregation) where there is no educational rationale for this
- Encouraging or requiring pupils or staff to wear faith-related clothing or symbols
- Having discriminatory employment practices (in terms of faith, ethnic origin or gender)
- Treating female members of staff less favourably than male members of staff
- Favouring staff from a particular religious and/or cultural background over others
- Encouraging or requiring staff to wear faith-related clothing or symbols
- Treating female pupils less favourably than male pupils in any respect
- Encouraging the segregation of pupils by gender (or tolerating self-segregation) where there is no educational rationale for this.

Appendix 1 – Dealing with Referrals

We are aware of the potential indicating factors that a child 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:

- All incidents of discriminatory behaviour will be reported to the Director or Safeguarding Lead. In the event of both being absent from site then incidents will be reported to the Head of Student Services.
- All incidents will be fully investigated and recorded in the Anti-Bullying and Discrimination log

Parents, guardians or 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 will be kept on the student's file and in the Anti-Bullying and Discrimination file.

In the event of a referral relating to serious concerns about potential radicalisation or extremism, the college will immediately contact the helpline for radicalisation and extremism 0207 7347264. This helpline is for non-emergencies such as a child at immediate risk or security incident. In an emergency we would call the Wigan Police Prevent Team.

Additional materials

Prevent strategy, GOV.UK – Home Office (Adobe pdf file)

http://webarchive.nationalarchives.gov.uk/20130401151715/http://www.education.gov.uk/publications/e/OrderingDownload/Prevent_Strategy.pdf

Learning Together to be Safe: a Toolkit to Help Colleges Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Young people, Colleges and Families (DCSF), a predecessor of the Department for Education.

https://www.education.gov.uk/consultations/downloadableDocs/17132_DIUS_Learning_Be_Safe.pdf