

Preventing Extremism & Radicalisation

Family:	Human Resources
Reference Code	HR/3
Line Manager Responsible:	Human Resources
Approval Date:	31 July 2019
Issue Date:	1 August 2019
Review Date:	31 July 2020

Policy statement

Free2Learn is committed to providing a secure environment for all customers, where they feel safe and are kept safe. Safeguarding is everyone's responsibility irrespective of the role they undertake within our Company or whether their role has direct contact or responsibility for learners and customers.

There is no place for extremist views of any kind in Free2Learn, whether from internal sources (customers, staff, non-executives or associates) or external sources (wider communities, external agencies or individuals).

Our customers have a right to experience service delivery environments, including those for training, workplace, employability programmes, that are safe, 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.

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 Free2Learn we therefore aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our customers are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at Free2Learn 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. At times customers 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 customers, staff, partners, suppliers and other individuals will always be challenged and where appropriate dealt with in line with our behaviour policies for customers and the Code of Conduct for staff. Where misconduct by a member of staff is proven, the matter will be referred to the Police for their consideration as to whether to a Prohibition Order is warranted.

This Policy is one element of our overall arrangements to safeguard and promote the welfare of all customers in line with our statutory duties set out in the Education Act 2002. In adhering to this policy and procedures staff, visitors,

partners and suppliers will contribute to our delivery of the outcomes as set out in the Children Act, supporting Free2Learn's overall commitment to safeguard children and vulnerable adults in all of our activities.

Communication

All staff will be made aware of this policy as part of their staff induction. It will be available on the Free2Learn Cloud shared drive to promote full access.

Whole organisation training will be provided 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 Free2Learn Executive 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 Designated Safeguarding Manager will attend training courses as necessary and the appropriate inter-agency training organised by the Safeguarding Children Board at least every two years. This will include training on extremism and radicalisation and its safeguarding implications.

All parents, guardians and carers can be issued with a hard copy of this policy on request. This Policy will also be made available to staff.

Associated Policies

This Policy and associated procedures should be read in conjunction with the following Policies:

- · Safeguarding
- · Equality & Diversity
- · Whistleblowing
- · Discipline & Dismissal

Definitions

The accepted governmental definition of 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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

This Policy draws on:

- Guidance in the London Child Protection Procedures DfE Guidance, Keeping Children Safe in Education, 2014
- 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
- Preventing Extremism & Radicalisation

- Report into allegations concerning Birmingham schools arising from the Trojan Horse letter by Peter Clarke, July 2014
- Training and refresher training delivered to all staff during Induction and annually through Marshall Training

The full Government Prevent Strategy can be viewed at: www.gov.uk/government/publications/prevent-duty-guidance

Our Approach

As part of wider safeguarding responsibilities Free2Learn staff will be alert to:

- Disclosures by customers of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes or community groups, especially where customers have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Individuals accessing extremist material online, including through social networking sites.
- Parental and or family reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting customers in other settings
- Individuals 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

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 can be actively monitored for any customer or staff member on request.

Free2Learn 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 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 Preventing Extremism & Radicalisation , 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 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, Free2Learn 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 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 recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches to address specific issues in order to become even more relevant to the current issues of extremism and radicalisation. In doing so we will follow 3 key principles:

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

This approach will be embedded within the ethos of our organisation so that 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 Free2Learn's approach to the spiritual, moral, social and cultural development of customers as defined in Ofsted's Common Inspection Framework standards and will include the further promotion of this rounded development of our participants on all programmes.

Free2Learn'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:

- Citizenship programmes
- Open discussion and debate

- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focussed training programmes

Collaboration with stakeholders

Free2Learn will 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 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.

Free2Learn 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 customers safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies, Partners and Speakers

At Free2Learn 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, through our Supply Chain Management Framework. 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.

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

- Any messages communicated are consistent with our ethos 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

Raising Concerns

Whistleblowing

Where there are concerns of extremism or radicalisation customers, partners and staff will be encouraged to make use of our internal systems raise any issue in confidence. Staff and partners should follow the Free2Learn policy

In the first instance, any concerns should be referred to the Local Safeguarding Champions. The Champions will meet with the customer to discuss the concerns, ensuring that the issue is factually recorded in a Prevent Alert Form (Appendix 2 - Part Two of the Safeguarding Policy) and reported as per the Safeguarding Policy, and liaising with the Designated Safeguarding Manager regarding the appropriate course of action.

Where it is felt that the customer has not been radicalised and is not involved in extremist activities, any underlying issues e.g. social isolation, will be dealt with in accordance with the Safeguarding Policy.

Where necessary external agencies will be informed by the Designated Safeguarding Lead

If there is any suspicion that the customer is involved in radicalisation or extremist activities the Designated Safeguarding Lead will refer the matter to the local Police Prevent team.

Responsibilities

All staff and delivery partners have a responsibility to uphold the commitments in this policy, with specific responsibilities as follows:

- All employees - responsible for raising awareness of this issue with customers, colleagues and partners; identifying and reporting potential issues.
- Local Safeguarding Champions and Designated Safeguarding Lead - responsible for recording and acting upon safeguarding concerns in relation to extremism and radicalisation; disseminating up to date information on these issues to all staff; working with curriculum managers and delivery staff to embed this agenda throughout programme delivery where appropriate.
- The Senior Management Team- responsible for supporting the wider Free2Learn team in tackling extremism and radicalisation.

Monitoring & Review

The Designated Safeguarding Leads (DSLs) will monitor the number of safeguarding concerns raised as a result of this policy, and the understanding of staff and their practical application of this policy in their day-to-day work through a risk assessment which may identify the need for observation, training and support. The DSL will report to SMT annually (or more frequently where concerns are identified) on the performance of this policy, with recommendations for improvement if required.

This policy will be reviewed every year by the HR Manager to ensure that it continues to meet legislative requirements, adopts emerging best practice, and continues to be effective and relevant to the wider business. The Policy may be amended outside of this timeframe in accordance with new legalisation or guidance.