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Extremism and Anti Radicalisation Policy	**Version:**	2.1
	Status:	Final
	Date:	18/1/21

1. Approval Record

Name	Role	Date
Rebecca Clake	Head of People	1/8/20

2. Version History

Version	Date	Author	Description (nature of change/update)
0.1	1/6/20	Rebecca Clake	Initial Creation – Document design proposal
2.0	1/8/20	Rebecca Clake	Final version
2.1	18/1/21	Rebecca Clake	Annual review and version control update

3. Related Documents

Document Title	Location	Version Number
Safeguarding Policy and Procedure	HR system	2.0

4. Review and Distribution List

Name	Role	Review Required
Rebecca Clake	Head of People	Contributor
All Staff		For Information Only

5. Regulatory Requirements

None

6. Introduction

6.1 Purpose

This policy supports the PREVENT duty as part of the Counter Terrorism and Security Act (2015) and is set to develop a framework of knowledge required to understand how to recognise signs of extremism and radicalisation demonstrated by staff, subcontractors or customers. The policy is part of the overall safeguarding policy

6.2 Scope

This policy applies to:

- employees (individuals who work – or have applied to work for We are Digital either on a permanent, temporary, contractual or voluntary basis).
- Subcontractors and partners delivering who are in receipt of and/or are providing We are Digital services on our behalf.

Failure to adhere to this and associated policies, will lead to disciplinary proceedings up to and including dismissal.
NB: When working on external sites/establishments all employees need to make themselves familiar with any policies relevant to the specific working location.

Some employee groups may have contractual requirements to undertake training, or work to standards as stated within local Safeguarding Policies and Procedures. We are Digital will ensure that those employees who are subject to these additional requirements are aware of these responsibilities.

7. Roles and Responsibilities

RACI	Role	Role Holder(s)	Key Responsibilities
Responsible	Process SME	Rebecca Clake	• Ensuring process document accurately reflects current practice • Contributing to process changes and improvements, as and when identified
Accountable	Process Owner	Gemma Higham	• Overall ownership and accountability for process definition and execution • Leading change for improving the process • Approval point for any changes/update to the process definition • Ensuring that any changes are properly documented and communicated • Ensuring that ongoing monitoring is in place and carried out
Consulted	Trainer Network and Quality Assurance Lead	Gemma Higham	• Monitoring adherence to agreed process through periodic quality reviews
Informed	All Staff Subcontractors		• Read and accept of document must be completed in HR system • To be included in subcontractor paperwork

8. Instruction

We are Digital recognises that staff or subcontractors who are conducting learning to either an individual in their home or as part of a group course are in a position that might allow them to observe behaviour that would give cause for concern. Safeguarding individuals is a top priority for We are Digital and we are fully committed to supporting agencies in preventing children and young

people being exposed to radicalisation. However, all relevant staff are trained to evaluate the distinction between moderate and extremist behaviour.

8.1 PREVENT

This is the government strategy to target terrorist groups in the UK and abroad. The main focus is to prevent repeats of terrorist acts such as the devastating attacks that killed 52 people in London on the 7th July 2005. There are four strands to the strategy:

- Pursue – to stop terrorist attacks
- Prevent – To stop people becoming terrorists or supporting terrorism
- Protect – to strengthen our protection against a terrorist attack
- Prepare – to mitigate the impact of terrorist attacks

8.2 Channel

This is a multi-agency approach to support individuals who are being radicalised by others. Once a person has been identified, positive action is taken by representatives from the police, social care and education to engage the person in alternative activities.

They are also given a mentor to help them discuss their views and ideas which is especially useful if they have distorted views on religion or politics. It is important to highlight that this process is there for genuine concerns about an individual and not someone who has radical ideas about a subject.

Many people who begin to show signs that they are being radicalised show other characteristics such as mental health problems, drug or alcohol abuse and other symptoms which make them vulnerable. We must remember that many young people develop opinions and ideas as they become more independent and this does not necessarily mean that they are being radicalised.

8.3 Aims & Principles

All staff and subcontractors are committed to safeguarding at We are Digital and are fully aware of the dangers of the radicalisation of children and young people. This policy supports our responsibility to protect individuals in association with other local and national agencies.

The key principals are that those with direct interaction with customers / learners / trainees / apprentices will:

- Have received training on this policy and understand the signs related to radicalisation. In addition, they know the procedures in any disclosures or concerns about a child or young person.

8.4 Tackling Extremism

We are Digital wishes to create a tolerant and safe environment for learners to learn and achieve. In tackling extremism, we will be vigilant in looking for signs of extremist behaviour and all staff will be aware of the procedures in place for reporting concerning behaviour.

Evidence of extremist behaviour may take the following form:
- Disclosure by individual about extremist or radicalised behaviour
- Use of specific terms that are associated with specific ideological views e.g. use of 'hate' language

- Intelligence reports from local and national agencies regarding the radicalisation of groups of people in a locality
- Focus on specific narratives that highlight particular extremist views
- Evidence of accessing online materials (including social media sites) that include extremist materials
- Refusal to accept views expressed by others which counter Equality legislation
- Concerns raised by family members or carers about the changing behaviour of their child / adult at risk
- References to an extremist narrative in learners work

8.5 Making a Judgement

When making a judgment, staff will ask themselves the following questions:

- Does the individual have access to extremist influences through the internet e.g. via closed network groups or through liaison with organisations or members of the community?
- Does the individual possess or actively seek extremist literature/other media likely to incite racial or religious hatred?
- Does the individual sympathize or support extremist groups or behaviour in their vocal support for terrorist attacks or in their written work?
- Does the individual's outward appearance suggest a new social, religious or political influence e.g. jewellery, tattoo, clothing?
- Has the individual been a victim of a race hate or religious crime?
- Has the individual had major disagreements with peers, family or faith groups which has led to rejection, isolation or exclusion?
- Does the individual display an irregular and distorted view of religion or politics?
- Does the individual show a strong objection to specific cultures, races or religions?
- Is the individual a foreign national awaiting a decision about deportation or immigration?
- Is there an irregular pattern of travel by the individual's family?
- Has the individual witnessed or suffered from trauma or violence in a war zone or through sectarian conflict?
- Is there evidence of a relative or family friend having extremist views?

8.6 Referrals

In line with our safeguarding procedures, staff / subcontractors are fully aware of reporting extremist behaviour. The following system for referrals is as follows:

- Any disclosures or concerns of extremist behaviour should be referred to the named Designated Safeguarding and Prevent Lead
- All incidents will be investigated in line with current policies and evidence will be recorded and retained
- Parents/carers or where appropriate clients such as Housing Associations where we will communicate directly with their safeguarding team will be contacted and the issue will be discussed with them to investigate whether there are any mitigating home circumstances. A decision will be made at this meeting to look at any further external agency support and whether a referral should be made.

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8.7 Training

Staff and Sub contractors will be required to complete the online PREVENT training along with additional learning on safeguarding and related topics prior to them being approved to deliver training. This will be renewed on an annual basis unless guidance dictates an earlier refresher for example learnings from handling a case.

8.8 Additional Materials

PREVENT Duty Guidance https://www.gov.uk/government/publications/prevent-duty-guidance

Department Of Education - Protecting children from radicalisation: the prevent duty https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty

2010 to 2015 government policy: counter-terrorism https://www.gov.uk/government/publications/2010-to-2015-government-policy-counter-terrorism/2010-to-2015-governmentpolicy-counter-terrorism

Department of Education – Keeping children safe in education https://www.gov.uk/government/publications/keeping-children-safe-in-education--2

Department Of Education & Home Office – The use of social media for online radicalisation https://www.gov.uk/government/publications/the-use-of-social-media-for-online-radicalisation

9. Quality Control Log

No	Risk/Issue	Control	Control in Place Y/N
1	Inaccurate or incomplete data processing	Staff and contractors to provide copies of certificates to be kept on file	Y

10.   Glossary

Term	Description
Radicalisation	Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations
Extremism	Extremism the holding of extreme political or religious views
Propaganda	Propaganda information, especially of a biased or misleading nature, used to promote a political cause or point of view
Terrorism	Terrorism the unofficial or unauthorized use of violence and intimidation in the pursuit of political aims
Bias	Bias inclination or prejudice for or against one person or group, especially in a way considered to be unfair
Refugee	Refugee a person who has been forced to leave their country in order to escape war, persecution, or natural disaster

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Migrant	Migrant a person who moves from one place to another in order to find work or better living conditions
ISIS / Daesh	ISIS/Daesh is a Wahhabi/Salafi jihadist Islamic extremist militant group. It is led by and mainly composed of Sunni Arabs from Iraq and Syria
Far Right	Far-right politics are right-wing politics to the right of the mainstream centre right on the traditional left-right spectrum. They often involve a focus on tradition as opposed to policies and customs that are regarded as reflective of modernism.

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