

Extremism and Radicalisation Policy Feb 2022

Policy Statement: *SAYS is fully committed to safeguarding and promoting the welfare of all its members and support staff. We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability individuals may face. This policy sets out strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and providing them with the appropriate support.*

Aims and Objectives: *The main aims of this policy are to ensure that employees are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen and that we work alongside other professional bodies and agencies to ensure that users' and employees are safe from harm.*

The objectives are that:

- *All employees have an understanding of what radicalisation and extremism are and why we need to be vigilant.*
- *All employees will know about our policy on tackling extremism and radicalisation and will follow the guidance promptly when issues arise.*

Definitions

Radicalisation is defined as the process by which people come to support terrorism, extremism and, in some cases, to then participate in terrorist groups.

"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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas" (HM Government Prevent Strategy 2011)

Equality and Diversity

Our ethos is intended to ensure that no-one is treated in any way less favourably on the grounds of race, colour, nationality, ethnic or social origin, race, disability, gender, sexual orientation, gender reassignment, marriage & civil partnership, pregnancy & maternity, age, religion/ belief or political/ other personal beliefs.

Indicators

There are a number of behaviours' which may indicate an individual, particular a young person, 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 conform to the group.*
- *Day-to-day behaviour becoming increasingly centered 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.
- Attempts to recruit to prejudice-related organisations.
- Condoning or supporting violence towards others.

Reporting Procedures

It is important for us to be constantly vigilant and remain fully informed about the issues which affect the areas, cities and society in which we deliver work based participants. All employees are reminded to suspend any 'professional disbelief' that radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns to the appropriate external agencies. We believe that it is possible to intervene to protect people who are vulnerable.

Dealing with referrals

We are aware of the potential indicating factors that a learner or employee 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 the following system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the Welfare Officer.
- All incidents will be fully investigated and recorded in accordance with our safeguarding reporting procedure.
- Parents/carers (where applicable) will be contacted and the incident discussed in detail, aiming to identify motivating factors, including; 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. All records of the meeting will be kept alongside the initial referral form.
- The welfare Officer will follow-up 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.
- If deemed necessary, serious incidents will be discussed and referred to the police.

Responsibilities

All employees must be aware of the processes for reporting concerns about individuals and/or groups. They must have the confidence to challenge, intervene and ensure that they maintain strong safeguarding practices based on the most up-to-date guidance and best practice.

The Welfare officer will deal promptly with any referrals made by staff or with concerns reported by staff.

They will agree the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed.

As with any child protection referral, employees must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this.