

HTP Apprenticeship College Preventing Extremism and Radicalisation Policy

Introduction

HTP Apprenticeship College is committed to providing a secure environment for learners. This Preventing Extremism and Radicalisation Safeguarding Policy outlines HTP Apprenticeship College's duty as a specified authority in Schedule 6 of the Counter-Terrorism and Security Act 2015. It also draws upon the Government's Prevent Strategy and the guidance contained in the DfE Guidance "Keeping Learners Safe in Education, 2014"; and specifically 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" and Peter Clarke's Report of July 2014. It also takes account of the Common Inspection Framework requirements from 1 September 2015 on Personal Development, Behaviour and Welfare.

This policy should be read alongside HTP Apprenticeship College's Safeguarding Young People and Vulnerable Adults Policy and Procedures.

Ethos and Practice

When operating this policy HTP Apprenticeship College uses the following accepted Governmental definition of extremism which 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."

Radicalisation is closely linked to extremism and is defined by the Home Office as:

"The process by which people come to support terrorism and violent extremism and, in some cases, then join terrorist groups."

There is no place for extremist views of any kind at HTP Apprenticeship College, whether from internal sources – learners or staff, or external sources – employers, parents, external agencies or individuals. Learners see HTP Apprenticeship College's centres as a safe place where they can explore controversial issues safely and where training consultants encourage and facilitate this – HTP Apprenticeship College has a duty to ensure this happens.

HTP Apprenticeship College recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern as set out in this policy. It also recognises that if it fails to challenge extremist views it is failing to protect its learners.

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 people.

Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

To ensure that they thrive, feel valued and not marginalised, HTP Apprenticeship College provides a broad and balanced tutorial programme, delivered by skilled professionals, so that learners are enriched, understand and become tolerant of difference and diversity. Central to this is the concept of “Britishness” and the demonstration of British values, defined as:

“democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” (*from the Prevent Duty Guidance 2015*)

Furthermore, HTP Apprenticeship College is aware that young people can be exposed to extremist influences or prejudiced views from an early age. These may emanate from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

HTP Apprenticeship College publicises the details of the organisation’s helpline htphelp@htp.ac.uk to all learners and employers to provide the option of a confidential format for reporting concerns.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff is challenged and where appropriate dealt with in line with the procedures within HTP Apprenticeship College’s Staff Handbook.

As part of wider safeguarding responsibilities centre staff are alert to:

- disclosures by learners of their exposure to the extremist actions, views or materials of others outside our centres, such as in their homes or community groups, especially where learners have not actively sought these out
- graffiti symbols, writing or art work promoting extremist messages or images
- learners accessing extremist material online, including through social networking sites
- parental reports of changes in behaviour, friendship or actions and requests for assistance
- partner providers, local authority services, and police reports of issues affecting learners in other training provisions or settings
- learners 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 Respecting Difference Strategy or 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

HTP Apprenticeship College closely follows locally agreed procedures as set out by the Island and mainland local authorities within which it operates and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Risk assessment

HTP Apprenticeship College has completed a Prevent Duty Risk Assessment and Action Plan (Appendix 1). The Risk Assessment is a live document and is monitored closely by the Designated Safeguarding Lead in conjunction with the Respecting Difference Action Plan.

Approach

HTP Apprenticeship College's goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. It helps support learners who may be vulnerable to such influences as part of its wider safeguarding responsibilities and where it believes a learner is being directly affected by extremist materials or influences will ensure that the learner is offered additional support. Additionally in such instances it seeks external support from the Local Authority and/or local partnership structures working to prevent extremism.

HTP Apprenticeship College strives to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences.

It develops strategies and staff training to ensure that all staff are equipped to recognise extremism and are skilled and confident enough to challenge it. It promotes the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. It teaches and encourages learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.

Whistle Blowing

Where there are concerns of extremism or radicalisation Learners and Staff are encouraged to make use of internal systems to whistle blow or raise any issue in confidence.

Safeguarding

Please refer to the Safeguarding Young People and Vulnerable Adults Policy and Procedure for the full procedural framework on HTP Apprenticeship College's safeguarding duties.

Training consultants and other staff at HTP Apprenticeship College are aware that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or learners may be at direct risk of harm or neglect. For example; this could be due to a learner displaying behaviours which may place them at risk of harm in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a learner's family that

may equally place a young person at risk of harm. All instances where they believe a young person may be at risk of harm or neglect is to be reported to the Designated Safeguarding Lead.

Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead works in line with the responsibilities as set out at Annex B of the DfE Guidance “Keeping Learners Safe in Education”.

The Designated Safeguarding Lead is the focus person and local “expert” for HTP Apprenticeship College’s staff, and others, who may have concerns about an individual learner’s safety or well-being and is the first point of contact for external agencies

In line with Recommendation 2 of Peter Clarke’s Report (July 2014), at HTP Apprenticeship College the role of the Designated Safeguarding Lead has been extended to include the responsibilities of the PREVENT strand of the Government’s counter-terrorism strategy.

Training

All learner-facing staff will receive training on safeguarding annually and will include training on extremism and radicalisation and its safeguarding implications.

The Designated Safeguarding Lead and other key staff are to attend external training courses as necessary on extremism and radicalisation and its safeguarding implications.

Procurement

When sub-contracting the delivery of procurement activities or training to other providers, their policies and procedures must take account of and demonstrate an awareness of the Prevent Duty. Should these not be in place, partners are required to adopt HTP Apprenticeship College’s aims and objectives and sign a written undertaking to this effect. Adherence to these policies will be regularly monitored. HTP Apprenticeship College will ensure, as far as practicable, sub-contractors are not inadvertently funding extremist organisations.

Recruitment

HTP Apprenticeship College ensures DBS checks are made at the appropriate level, references are received and checked and a single central record of vetting checks is maintained.

In order to avoid inappropriate recruitment or advancement HTP Apprenticeship College applies safer recruitment best practice principles and sound employment practice.

By adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within the staff team, HTP Apprenticeship College aims to minimise the opportunities for extremist views.

Policy Adoption, Monitoring and Review

This policy has been adopted by HTP Apprenticeship College's Directors and Senior Management Team, in line with the overall duty to safeguard and promote the welfare of learners as set out in the DfE guidance "Keeping Children Safe in Education".

The policy is available to learners, employers, parents and other stakeholders in a variety of formats including the learner's HTP Apprenticeship College USB sticks.

The Chief Executive actively evaluates the effectiveness of this policy by monitoring the understanding and application of the procedures as part of their commitment to the overall duty to safeguard learners.