

# SE16 – Preventing Extremism & Radicalisation Safeguarding Policy

<b>Policy title:</b>	<b>Preventing Extremism and Radicalisation Safeguarding</b>
<b>Document reference:</b>	SE16
<b>Issue date:</b>	April 2017
<b>Version:</b>	3.1
<b>Team responsible for policy:</b>	Centrepunkt Works
<b>Date of last full review:</b>	April 2023
<b>Date of last minor update:</b>	May 2024
<b>Approved by:</b>	Director of Services
<b>Relevant Policies/Procedures</b>	<ul style="list-style-type: none"> <li>• Safeguarding Young People &amp; Adults Policy &amp; Procedures</li> <li>• Code of Conduct</li> <li>• Whistleblowing Policy for Young People and Learners</li> <li>• Whistleblowing Policy</li> <li>• The Prevent Duty training</li> </ul>
<b>Legislation or regulatory guidance that impact on this policy:</b>	<ul style="list-style-type: none"> <li>• Counter-Terrorism and Security Act 2015</li> <li>• <a href="https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales">https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales</a></li> </ul>
<b>Total no. of document pages:</b>	4
<b>Next review date due:</b>	May 2026

1.	Introduction .....	1
2.	Definition .....	2
3.	Centrepunkt Policy Statement.....	2
4.	Teaching Approaches .....	3
5.	Whistleblowing .....	3
6.	Protection.....	4
7.	Participation statement .....	4
8.	Commitment to review.....	4
9.	Commitment to equality and inclusion .....	4

## 1. Introduction

1.1 Centrepunkt is committed to providing a secure environment for learners, where they feel safe and are kept safe. All staff at Centrepunkt recognise that safeguarding is everyone’s responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

1.2 In following this policy and procedure, staff and visitors will contribute to Centrepunkt’s delivery of learning activities to all learners. This policy is one element within

Centrepoint's arrangements to safeguard and promote the welfare of all learners in line with our statutory duties.

## 2. Definition

2.1 Centrepoint 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.'*

## 3. Centrepoint Policy Statement

- 3.1 There is no place for extremist views of any kind at Centrepoint, whether from internal sources such as learners, staff or managers or external sources from external agencies or individuals.
- 3.2 We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and also impact on our reputation and so should be addressed as a safeguarding concern as set out in this policy.
- 3.3 We also recognise that if we fail to challenge extremist views we are failing to protect our learners and staff. 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 staff and learners.
- 3.4 We are aware that young people and adults can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including the internet. At times, learners 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 learners, employers or staff will always be challenged and where appropriate dealt with in line with Centrepoint's **Code of Conduct**.
- 3.5 We will ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it. Staff will be expected to undertake the **Prevent Duty training** through Learning Point within their induction period.
- 3.6 Where there is misconduct under this policy by a trainer or member of staff, Centrepoint will suspend the individual(s) from all duties that involve interaction with learners and employers and will carry out a full investigation. Misconduct is defined as unacceptable or improper behaviour or neglect of duties. If any claims are substantiated then the member of staff will be dismissed and this matter will be handed over to the Police.
- 3.7 As part of wider safeguarding responsibilities, Centrepoint staff will be alert to:

- disclosures by learners of their exposure to extremist actions, views or materials of others, 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;
- 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 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.

3.8 All concerns around staff members should be reported immediately to the staff member's line manager.

3.9 All concerns around young people should be reported immediately to the identifying staff member's line manager and to the designated safeguarding lead. This should be recorded as an incident on inform.

3.10 Centrepoint will closely follow any locally agreed procedure as set out by the Local Authority and/or the Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. Alternatively, we will seek help and assistance from the Police.

## 4. Teaching Approaches

4.1 We will strive to eradicate myths and assumptions that can lead to young people becoming alienated and disempowered, especially where the narrow approaches young people may experience elsewhere may make it harder for them to challenge or question these radical influences.

4.2 Our approach to extremism will be embedded within the working practices of Centrepoint so that learners and staff know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation.

4.3 This will work in conjunction with Centrepoint Works' approach to the spiritual, moral, social and cultural development of learners as defined in Ofsted's Education Inspection Framework Handbook. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

4.4 We will help support learners who may be vulnerable to radical influences as part of our wider safeguarding responsibilities. Where we believe a learner or member of staff is being directly affected by extremist materials or influences we will ensure that that they are offered support from the Local Authority and/or local partnership structures working to prevent extremism.

## 5. Whistleblowing

- 5.1 Where there are concerns of extremism or radicalisation, learners and staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. This is explained to learners during their induction to their programme and also in the Learner Handbook, which is provided to each learner at the start of their programme. Please refer to the separate **Whistleblowing Policy**.

## **6. Protection**

- 6.1 Staff at Centrepoint will be alert to the fact that there may be some instances where learners or staff may be at direct risk of harm or neglect. For example, this could be due to a learner displaying risky behaviours during activities they are involved in or in groups they are associated with. Staff may be aware of information about a learner's situation that may place them at risk of harm (these examples are for illustration and are not definitive or exhaustive).
- 6.2 Therefore, everyone working in Centrepoint (including visiting staff, volunteers, contractors, and students on placement) are required to report instances (or concerns) where they believe a learner or colleague may be at risk of harm or neglect.

## **7. Participation statement**

- 7.1 Centrepoint is committed to involving young people and key stakeholders in how we manage and improve our direct services. We will consult and involve young people and consider their views.

## **8. Commitment to review**

- 8.1 This policy, its accompanying procedures and any supporting documents will be reviewed annually or sooner where any changing legislation has an impact.

## **9. Commitment to equality and inclusion**

- 9.1 Centrepoint is committed to creating an organisation where people flourish. By establishing trust and challenging bias, both conscious and unconscious; we are committed to promoting equality, diversity and transparency in all of our day-to-day actions endorsing inclusive process, practice and culture. We want Centrepoint to be a welcoming environment where individual difference is celebrated in the spaces where we live and work.