

Prevent Radicalisation/Extremism Policy

1. Background to Policy

DH Associates has a Prevent Strategy and risk assessment that has informed the development of this policy. As an independent training provider with an SFA contract we have a statutory duty to comply with the Prevent duty and to safeguard learners. The Prevent Duty is not about discouraging learners from having political and religious views and concerns but is about supporting them to use those concerns or act on these in non-extremist ways.

2. Principles

DH Associates is committed to promoting and protecting the rights of learners, particularly children/ young people and vulnerable adults. The company will strive to provide a safe learning environment for any learners, particularly those who are under the age of 18 years or are identified as vulnerable adults

As part of safeguarding, Prevent and the Equality Act 2010 all staff have a duty to demonstrate and help learners develop values which underpin an awareness of social and moral responsibility in modern Britain.

The values we need to promote include democracy, rule of law, individual liberty, tolerance and mutual respect for different faiths and beliefs.

3. Responsibility

The Managing Director is responsible for the oversight of the company's Prevent Strategy and Policy. Managers are responsible for ensuring all staff are informed of the policy at induction and understand their responsibilities for reporting concerns.

The Quality Assurance Coordinator and Contracts Manager is the Designated Prevent Officer with responsibility for issues arising under this policy. This responsibility reflects the link to other policies informed by Prevent e.g Safeguarding, Bullying & Harassment, Health & Safety for which they are responsible..

Sub contractors will be required to comply with this policy and have their own policy in place.

All managers and employees of the company, subcontractors, employers and learners are required to take shared responsibility for promoting the principles outlined above and raising awareness and concerns under this policy.

4. Training

All employees of DHA will receive initial training on this policy and this will be included in the induction for all newly appointed staff. Updated training will be provided through Team meetings.

5. Partnership

DH Associates will work in partnership with local safeguarding boards and statutory agencies in relation to any investigation under these procedures. We will seek advise appropriately from local prevent teams.

Prevent Radicalisation/Extremism Policy

6. Sharing Information

Information may need to be shared when seeking advice or support for learners under this policy. Information sharing will be assessed on a case by case basis and is governed by legislation, Data Protection Act and Common Law Duty of Confidentiality. When considering sharing information the following will be taken into account;

- necessity and proportionality: information will only be shared where it is strictly necessary to the intended outcome . This will be based on a professional judgement of risk to an individual or the public
- consent will be sought, where possible, from the person concerned before sharing any information about them
- if an individual is engaged in any illegal terrorist activity this will be reported to the police

7. Definitions

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice.

“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*)

8. Causes of Violent Extremism

Research from case studies of those who have become involved in extremism suggests the path to radicalisation is not linear or predictable. The length of time taken can vary from a few weeks to years. Evidence suggests the process can start at secondary school.

Common factors

- Contact with recruiters. Often this is through peers, older siblings or family members or acquaintances.
- Access to violent extremist material. Increasingly this is via the internet via websites or social networking
- Use of extremist narratives. Extremist narratives have the potential to influence views by inspiring new recruits, helping to embed beliefs or persuading others of the legitimacy of their cause.

9. Susceptibility

There is no single profile of a person likely to become involved in extremism. However the following appear to play a part

- Search for answers to questions about identity, faith or belonging
- Driven by desire for adventure or excitement

Prevent Radicalisation/Extremism Policy

- Desire to enhance self esteem and promote street credibility
- Sense of grievance triggered by personal experience of racism or discrimination

10. Indicators

The following may indicate a person is at risk of radicalisation;

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to conform with a group
- Day to day behaviour becomes centred on an extremist ideology, group or cause
- Loss of interest in friends and activities not associated with extreme ideology, group or cause
- Possession of materials or symbols associated with extremist cause
- Attempts to recruit others
- Using insulting or derogatory names for another group
- Accessing extremist material on line

There may be an increase in prejudice-related incidents e.g verbal assaults, provocative behaviour, damage to property, refusal to co operate, condoning violence towards others.

11 Reporting Procedures

- All concerns or suspicions on radicalisation or extremism must be reported directly to the Prevent Lead or in their absence to the Team Manager.
- If the learner is a young person or vulnerable adult under safeguarding the parents/carers (where applicable) will be contacted and the incident discussed in detail. The aim is 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. If contacting the parents or carers would compromise the learner/investigation contact may be deferred.
- All concerns or suspicions will be investigated and this may involve seeking information and /or advice from employers and external partners.
- Information will be shared only where necessary and sharing will be proportionate to the level of concern.
- Records will be made at each stage of the investigation
- If deemed necessary, serious incidents involving criminal activity will be referred to the emergency services
- If the investigation establishes that the individual concerned needs support a discussion will be held with the local Prevent police/ local authority officer
- Support can be offered through Channel if the Police Channel Officer determines this is appropriate

DH Associates

Prevent Radicalisation/Extremism Policy

