

Prevention of Radicalisation and Extremism Policy

2023-2024

Reviewed by Jon Slay: 5 September 2023

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Next review: August 2024

1 Aims and Objectives

The main aims of this policy are to ensure that all members of staff understand the risk of radicalisation and how we will work together and with other professional bodies and agencies to ensure the safety of our students. Protecting young people from the risk of radicalisation is part of the college's wider safeguarding duties, and is similar in nature to protecting young people from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

The responsibilities of the Senior Leadership Team are to ensure that:

- Staff have an understanding of what radicalisation and extremism are, that the risks of students becoming radicalised are genuine and that it could happen at MPW;
- Staff are appropriately trained to know how to recognise signs of radicalisation and extremism and the importance of being vigilant;
- Staff have the confidence to challenge discriminatory or extremist opinions as a matter of routine.
- Staff know what the college policy is on anti-radicalisation and extremism and understand the mechanisms by which young people can be referred for help when issues arise;
- Staff communicate and promote the importance of the Prevent duty;
- Parents know that the college has this policy and that it is available on the college's VLE;
- MPW provides an environment that promotes fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and
- MPW is a safe space in which young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.

2 Organisations and Definitions

All schools and colleges are subject to a duty under section 26 of the [Counter-Terrorism and Security Act 2015](#) to have "due regard" to the need to prevent people from being drawn into terrorism. This duty is known as the Prevent duty. **Prevent** is one of the four elements of **CONTEST**, the government's counter-terrorism strategy:

Contest elements	Aim
Prevent	To stop people becoming terrorists or supporting terrorism
Pursue	To detect and stop terrorist acts
Protect	To strengthen our protection against terrorist attacks
Prepare	To mitigate the impact of a terrorist attack

The Prevent strategy has three specific objectives:

- Ideology - to respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- Individuals - to prevent individuals from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- Institutions - to work with sectors and institutions where there are risks of radicalisation that we need to address.

The [Prevent Duty Guidance for England and Wales](#) emphasises that the duty to have due regard to the need to prevent young people from being drawn into terrorism is an aspect of safeguarding. The Home Office works with local authorities and a wide range of government departments and community organisations to deliver the Prevent strategy.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It forms a key part of the Prevent strategy. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages. The process is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism by:

- identifying individuals at risk;
- assessing the nature and extent of that risk; and
- developing the most appropriate support plan for the individuals concerned.

Extremism is defined in the Prevent strategy as (i) vocal or active opposition to fundamental British values, including the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs and (ii) calling for the death of members of the British armed forces (whether in this country or overseas).

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

MPW Cambridge's Prevent Lead is **Mark Leaford**, who is also a Deputy Designated Safeguarding Lead (DDSL).

3 Motivations and Indicators

There are various reasons why a young person might become interested in extremism:

- a search for answers to questions about identity, faith and belonging
- a desire for 'adventure' and excitement
- a desire to enhance self-esteem of the individual and promote 'street cred'
- the discovery of and identification with a charismatic individual and, through them, attraction to a group which can offer identity, social network and support
- a sense of grievance that can be triggered by personal experiences of racism or discrimination

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. As with managing other safeguarding risks, staff should be alert to changes in behaviour which could indicate that they may be in need of help or protection. Young people at risk of radicalisation may display different signs or seek to hide their views. College staff should use their professional judgement in identifying young people who might be at risk of radicalisation and act proportionately, which may include the designated safeguarding lead (or deputy) making a referral to the Channel programme. Outward expressions of faith, in the absence of any other indicator of vulnerability, will not be regarded as a reason to make a referral to Channel.

Early indicators of extremism are:

- showing sympathy for extremist causes
- glorifying violence
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations such as "Muslims Against Crusades" or other non-proscribed extremist groups such as the English Defence League
- out-of-character changes in dress, behaviour and peer relationships.

Example indicators that someone is engaged with an extremist group, cause or ideology include:

- spending increasing time in the company of other suspected extremists;
- changing their style of dress or personal appearance to accord with the group;
- day-to-day behaviour becoming increasingly centred around 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 material or symbols associated with an extremist cause (e.g. the swastika for far-right groups);
- attempts to recruit others to the group, cause or ideology; or
- communications with others that suggest identification with a group, cause or ideology.

Example indicators that someone has an intention to cause harm, use violence or other illegal means include:

- clearly identifying another group as threatening the views and beliefs the person in question stands for and blaming that group for all social or political ills;
- using insulting or derogatory names or labels for another group;
- speaking about the imminence of harm from the other group and the importance of action now;
- expressing attitudes that justify offending on behalf of the group, cause or ideology;
- condoning or supporting violence or harm towards others; or
- plotting or conspiring with others.

4 The Role of Social Media

Millions of young people use social media platforms to share content. Extremists exploit such platforms to radicalise and recruit vulnerable people.

Facebook, Instagram, Snapchat, TikTok and X (formerly Twitter) are popular platforms for sharing photos, videos and ideas with a wide audience. **YouTube** is the world's most accessed video-hosting website. All continue to experience problems with extremist content. Although any such material is quickly taken down, it is easy to set up an account with these services and keep the material in circulation. **ASK.FM** is a website where one posts questions for anyone to answer and it has been used by young people considering travelling to war torn areas to find out more about how to get there, living conditions and recruitment. **Tumblr** and other **blogging** sites provide a forum for extremists to publish their ideologies and answer questions. Finally, there are many private messaging apps such as **WhatsApp, Discord, Signal** and **Telegram** that enable people to share sensitive information whose content is end-to-end encrypted.

If a member of staff observes or suspects that a student is, or has been, viewing extremist material on-line, they should immediately share their concerns with the DSL or a DDSL. This should be done regardless of whether such material was (allegedly) viewed inside or outside of the college, and whether it was viewed on the college's IT equipment or not (e.g. on a student's phone).

5 Strategy for Addressing Extremism and Radicalisation

Risk Assessment

The Safeguarding team at MPW will liaise regularly with the Cambridgeshire and Peterborough Safeguarding Board Prevent team so that it can assess the risk of its students being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology, based on an understanding of the potential risk in the local area.

Vetting Speakers

Any student or member of staff who wishes to invite a speaker to address students must provide details of the individual to the SLT in order that they may carry out a vetting procedure. Please read the Visiting Speakers Policy for more details.

Staff training

All members of staff, including the Principal, will receive training on the Prevent duty which will be updated at least every two years in accordance with Local Prevent Team guidance. As part of that training, staff are made aware of the local threat picture for the Cambridgeshire region, the main elements of risk currently being: Islamist extremism, the extreme far-right, on-line radicalisation, returnees from conflict zones and 'lone actors'.

All new members of staff, including temporary employees or volunteers, receive training on the Prevent duty as part of the induction process. Such training will be provided by the Designated Safeguarding Lead (DSL).

The Designated Safeguarding Team undergoes training at two-yearly intervals. This training is provided by an approved agency and will be consistent with Home Office WRAP (Workshop to Raise Awareness of Prevent) training where available. Since they are responsible for managing individual cases in conjunction with Channel, the DSL and DDSLs will have had higher-level training on the mechanics of working with local safeguarding partners to maximise the effectiveness of any interventions undertaken.

Pastoral care/PSHE

Each student at MPW has a Personal Tutor with whom they meet regularly, and each student will be in lessons whose maximum group size is nine unless they are on one of the International Foundation courses (NCUK), where the maximum is twelve. The degree of interpersonal contact, along with the friendly and close-knit nature of the college in general, means that it is unlikely that a student who is becoming radicalised will go unnoticed. All students have a compulsory PSHE programme which has lessons on extremism and radicalisation and which promotes British values throughout.

IT policies

All internet traffic in MPW is monitored. All college computers and all devices using the college Wi-Fi are subject to filters preventing access to material of an extremist nature. Where students are found to have made attempts to access such material or have managed to access such material, the college will follow set procedures for dealing with them.

6 Procedures for Referrals (in the Cambridgeshire & Peterborough)

MPW's DSL has primary responsibility for making decisions about referrals though any member of staff can make a referral, if necessary. Any member of staff who identifies a risk or potential risk that a young person may be involved in supporting or following extremism must report these concerns to the DSL or a DDSL. The DSL is Jon Slay and the Deputy Designated Safeguarding Leads (DDSLs) are Tom Caston, Keith Miller, Toby Taylor, Fiona Edwards and Mark Leaford. A member of the DSL team will firstly consider whether a situation may be so serious that an emergency response is required. There is no requirement for a member of the DSL team to consult the others before making a decision. Professional judgement and common sense should be used to identify whether an emergency situation applies.

Examples in relation to extremism are expected to be very rare but would apply when there is information that (i) a violent act is imminent; (ii) weapons or other materials may be in the possession of a young person, a member of their family or within the community; or (iii) a young person is about to travel to a conflict theatre. **In this situation, a 999 call should be made.**

Where a young person is thought to be at risk of involvement in extremist activity, a member of the DSL team should make an electronic referral to our Cambridgeshire and Peterborough Safeguarding Board Prevent. Prevent@cambs.pnn.police.uk or telephone 01480 422596.

The Cambridgeshire and Peterborough Safeguarding Board Prevent team will then put the DSL in touch with the local Prevent team for the Local Authority where the student is resident, as it is that team which will manage the student thereafter.

Each referral is screened for suitability via a preliminary assessment undertaken by the Prevent team. In some cases, where the concern is suitably low, the Prevent team will liaise with MPW to advise on measures that can be put in place within MPW to support the student. In this instance, there is no need to inform the student that support is being considered for them.

If the level of concern is greater, then the Prevent team may choose to monitor and manage the individual within the borough. Support will be arranged for the individual through means such as through children's social care or via other pathways according to the individual's needs. Depending on circumstances, the Prevent team may also arrange a multi-agency meeting to determine whether a Channel intervention is required. Any information given to the police at this stage will be investigated without the assumption that any criminal activity has taken place. The police will be looking to support rather than arrest. The police have to screen referrals to undertake checks on whether an investigation is already ongoing. However, this is not a police-owned programme, but rather a multi-agency process chaired by the local authority. The Channel Panel is chaired by the local authority and includes the police, statutory partners and non-statutory partners, where appropriate. If an intervention is considered appropriate, then the student and their parents will be contacted. Interventions are voluntary processes designed to provide support and so can only proceed with the consent of the student and parents.

MPW will co-operate with the Channel Panel and the police in providing any relevant information so that each can effectively carry out its functions to determine whether an individual is vulnerable to being drawn into terrorism. The DSL will consider seeking the consent of the student (or their parent/guardian) when determining what information can be shared. Whether or not consent is sought will be dependent on the circumstances of the case but may relate to issues such as the health of the individual, law enforcement or protection of the public. The college will respond to requests for information from the police promptly and in any event within five to ten working days. Representatives from MPW will typically be invited to initial Channel Panel meetings. Should an intervention occur, MPW will typically be kept updated on its progress. Whether MPW is invited to participate in further meetings will be determined on a case-by-case basis.

7 Review

The MPW Board will undertake an annual review of this policy (and other related policies) to ensure it is in line with policy documents from the government and other relevant agencies and thereby appropriate and effective. It will review its implementation of its procedures including good co-operation with local agencies and the efficiency with which the related duties have been discharged. Any deficiencies or weaknesses identified will be remedied without delay. Should circumstances change and demand it, reviews will take place more frequently.

8 Other Relevant Policies

The following policies should be read in conjunction with this policy:

- Anti-Bullying and Cyberbullying Policies
- Educational Visits Policy
- Code of Conduct for Staff
- Policy for Promoting Good Behaviour
- Cyber-bullying Policy
- E-Safety Policy and Acceptable Use Policy
- Whistleblowing Policy
- Missing Student Policy

- Mental Health and Wellbeing Policy
- SMSC Policy
- Visiting Speaker Policy
- PSHE Policy
- RSE Policy

Appendix A: Contact Details

Local Authority children's social services numbers

Name	Phone	Out of hours phone	e-mail
Education Safeguarding Team of Cambridgeshire and Peterborough	Cambridgeshire 0345 045 5203	01733 234724	https://www.safeguardingcambspeterborough.org.uk/children-board/
Sarah Rogers	Email only		ECPS.General@cambridgeshire.gov.uk sara.rogers@cambridgeshire.gov.uk

Allegations against staff

Title	Phone	Out of Hours	e-mail
Local Authority's Designated Officer (LADO)	01223 727 967 (Monday to Friday office hours)	01733 234 724	LADO@cambridgeshire.gov.uk

Extremism

Title	Name	Phone	e-mail
Local Authority Prevent Officer		01480 422596	Prevent@cambs.pnn.police.uk
DfE non-emergency advice			counter-extremism@education.gsi.gov.uk
Cambridge Police		01223 358966	
Police	Non-emergency number	101	

Female genital mutilation (FGM)

Title	Name	Phone	e-mail
British National taken abroad		020 7008 1500	
Cambridge Police		01223 358966	
Police	Non-emergency number	101	

Other useful contact details

Name	Phone
Childline	0800 1111
NSPCC	0808 800 5000
Kidscape (Anti-bullying helpline for parents)	0845 120 5204
Report Abuse in Education	0800 136 663
National Domestic Abuse Helpline	0800 2000 247
Child exploitation Online Prevent (CEOP)	0870 000 3344

DfE telephone helpline and mailbox for emergency advice:

- 020 7340 7264 / counter-extremism@education.gsi.gov.uk
- Non-emergency police number: 101

Appendix B: Prevent Strategy and Channel Programme Flowchart

The Prevent Strategy and the Channel Programme

