Prevent, Extremism and Radicalisation Policy

Policy Context

This policy relates to all activities of Leaping Man Learning Limited trading as Swift.

All references to “Swift” below should be recognised as pertaining to Leaping Man Learning Limited.

All references to "learners" below should be recognised as pertaining to "apprentices" and vice versa.

As of August 2021, the UK threat from Terrorism and Extremism is “Substantial” which means a terrorist attack is considered to be likely.

Swift has a number of legal obligations pursuant to the Counterterrorism and Security Act 2015 and to report and general criminal activity to the police and to ensure that it does not provide a platform for the development and encouragement of extremist ideologies.

Has a training provider, Swift also has an obligation to promote freedom of speech and to encourage, discussion and debate around societal issues potentially impacting the lives of our learners.

This policy aims to ensure compliance with Swifts legal obligations as well as detailing how freedom of speech will be encouraged.

Policy Introduction

Swift is fully committed to providing a secure and safe environment for its apprentices and staff, an environment where apprentices and staff feel protected and safe.

This Policy details how Swift will fulfil its obligations to the UK Government Prevent Duty and CONTEST Strategy as detailed in the Counterterrorism and Security Act 2015 and the Prevent Duty Guidance for Further Education Providers.

In following this policy and all other relevant company policies and procedures based around health, safety, welfare, safeguarding and equality and diversity all Swift staff will contribute to the effective implementation and maintenance of all company policies and procedures.

This policy is just one element within the general arrangements that safeguard and promote the welfare and wellbeing of all Apprentices associated with the statutory obligations set out in the Education Act 2002.

This policy also portrays the actual guidance taken from the following relevant resources:

- Keeping children safe in education.
- Learning together to be safe.
- “Prevent Strategy” resources guide.
- Tackling extremism in the United Kingdom.
- Teaching approaches that help build resilience to extremism among young people.

The appointed Designated Safeguarding Lead (DSL) will be accountable for Swifts compliance to this policy and to its legal obligations pursuant to the Prevent Duty.

The current DSL is Jack Edwards.

Policy Objectives

1.1. To detail how Swift will comply with its obligations to UK government pursuant to the Terrorism Act, Prevent Strategy and CONTEST Strategy.

1.2. To gain the commitment of all staff and stakeholders to this policy, its implementation and effectiveness within the organisation.

1.3. To create a culture and practice that protects apprentices and stakeholders from radicalising influences. This includes a comprehensive and effective training process that supports staff to identify changes in behaviour that could be linked to extremism and radicalisation.

1.4. To ensure that all stakeholders understand how to report concerns.

1.5. To support the development of resilient apprentices and stakeholders to extremist views and to encourage all stakeholders to see the value in diversity.

1.6. To train all employees to recognise the sign of radicalisation or extremist influences.

1.7. To support the aims of the CONTEST Strategy, which are:

- To RESPOND to the ideological challenge of terrorism
- To PREVENT our stakeholders from being drawn into terrorism and provide context, support and advice.
- COLLABORATE with other sectors to ensure a cross multi-agency approach to addressing the risks posed as a result of the promotion of terrorist views.

1.8. To promote this policy to all stakeholders and third parties including employees, learners, apprentices and employers.

Definitions

Swift relies on the definitions provided in the Terrorism Act 2000 and Prevent Strategy:

Terrorism is defined as: *"the use or threat which: involves serious violence against a person; involves serious damage to property; endangers a person's life (other than that of the person committing the act); creates a serious risk to the health or safety of the public or section of the public; or is designed seriously to interfere with or seriously to disrupt an electronic system. The use or threat of such action must be designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public and be undertaken for the purpose of advancing a political, religious, racial or ideological cause."*

Extremism is defined as: *"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 in our armed forces, whether in this country or overseas".*

Violent extremism is defined as: *"the endorsement of violence to achieve extreme ends."*

Radicalisation is defined as: "*the process by which a person comes to support terrorism and forms of extremism leading to terrorism."*

Possible Signs of Radicalisation

Swift recognises the relevance of the Channel Process that focuses on providing early support and intervention for those identified as being vulnerable to radicalisation.

Swift has adopted a culture of Safeguarding that supports the identification of vulnerability and abuse. This policy should be read in conjunction with the Prevent Policy.

The legislation is not prescriptive on the possible signs of radicalisation, although it is assumed that the most obvious signs will be extreme changes in behaviour, which will vary in its obviousness from case to case. Possible indicators are:

- General changes in demeanour, behaviour or viewpoint
- Changes in faith
- Becoming involved with a narrow view of politics#
- Isolation
- Expressing views that are "them" and "us"
- Association with known terrorist organisations.

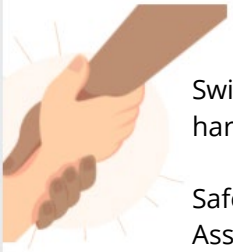
Swift recognises some Apprentices may be in vulnerable social and domestic situations to include (mental health issues, single parent families, involvement in gangs) these Apprentices may be at greater risk of radicalisation than other Apprentices.

Swift will closely follow any locally agreed procedures set out by all local authorities for safeguarding individuals who are vulnerable to extremism and radicalisation.

Prevention

IT Usage and the PREVENT Duty

Swift acknowledges that learners of all ages can be exposed to extremist influences or prejudiced views during their learning. This can be derived from a number of influences including via the internet through social media, in chat rooms and in other online platforms or applications.



Swift has Acceptable Use of IT Policies that are issued to all learners and individuals utilising Swift hardware and software.

Safety online is embedded in all programmes within Swift's provision and reinforced by Assessors during progress reviews.

Engaging and Training Apprentices and Staff in Committing to this Policy

All Swift staff undergo Radicalisation, Extremism and PREVENT training as part of their employee induction, and all Apprentices as part of their Apprenticeship induction. This includes training around recognising possible early signs of radicalisation and how to report concerns.

All Swift staff undertake annual refresher training on Radicalisation, Extremism and the PREVENT Duty to ensure their knowledge is up to date.

Fundamental British Values and the concept of free speech are embedded into all programmes and contextualised to the sector of delivery. Discussion around these topics is encouraged by assessors.

Governance

Swift holds quarterly Safeguarding Focus Group Meetings involving all DSLs & DSOs to identify trends, areas of concern and areas of improvement to shape, review and inform Safeguarding and Prevent Policy & Process. Concerns around Radicalisation, Extremism and PREVENT are an integral part of these meetings and are highlighted at the focus groups to allow for effective future planning.

Senior Leaders and Governors discuss the outputs of these meetings regular and offer strategic advice around enhancing commitment, promotion and process.

Promoting this Policy

Swift recognises the importance of guiding apprentices of all ages to be intolerant of all forms of extremism, it is SWIFT aim to build upon a mutual respect and understanding that promotes and maintains effective communication processes and language that does not use violence as a form of conflict resolution.

British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs are embedded into all programmes within the provision.

Concepts of mutual respect, tolerance and inclusivity are embedded into curricula and Assessors actively encourage discussion around these policies.

All Staff and apprentices are comprehensively trained around all aspects of Safeguarding and the Prevent Strategy during their respective induction. This is regularly refreshed.

This Policy is available on the company Intranet system and can be accessed by all staff, apprentices and employers.

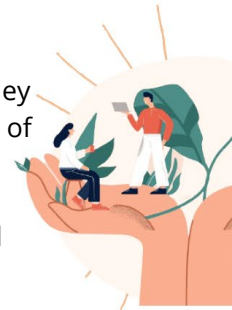
Apprentices are issued workbooks during their learning journey that support the aims and objectives of the policy and promote resilience to extreme narratives and protection from radicalising influences.

Staff will undergo annual refresher training to ensure their understanding of the PREVENT duty and their responsibilities within this are maintained.

Employers are engaged around Prevent and the concepts of radicalisation and extremism during initial engagement. Assessors will discuss these with them on a regular basis during progress reviews. Hot Topic discussions are shared with employers and regular discussions are conducted to understand their effectiveness.

Reporting Concerns

Concerns may be raised by any stakeholder, guest to site or third party based on behaviour they have observed. These concerns may range from minor changes in behaviour to an expression of extremist ideology.



In the first instance, concerns should be referred to the designated safeguarding lead who will investigate in accordance with the safeguarding policy.

The exact nature of the intervention required will be determined by the DSL who will take the necessary action and will agree a date on which this will be reviewed. This will be recorded on the learner's file. During the review, the case will be assessed again, and the appropriate actions taken (if necessary).

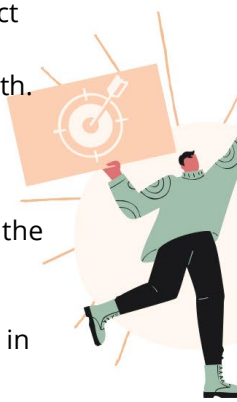
The DSL may decide to refer to the Channel Process for further support. Where a referral is made, the DSL will attend the relevant meetings.

A referral to the police may be made in situations where there is an immediate fear of harm to the individual or others within their lives.

Safeguarding

Refer to the Swift Safeguarding policy and Safeguarding Process for specific guidance on safeguarding procedures which should be followed where any staff member, employer or Apprentice expresses a concern relating to Radicalisation and Extremism.

All staff will remain fully alert to the fact that whilst extremism and radicalisation is broadly a safeguarding issue there may be some instances when Apprentices of any age may be at direct risk of harm or neglect. For example, this could be due to an Apprentice displaying "at risk behaviours" in terms of the activities they are involved in or the groups they are associated with.



Monitoring and Review

The Senior Leadership Team will be responsible for monitoring and reviewing the Policy, with the Quality Director holding overall responsibility for maintaining this policy.

Monitoring will include assessing how this Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

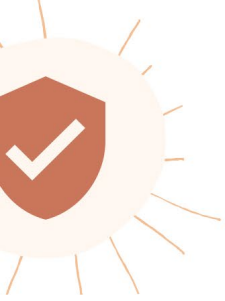
Quarterly Safeguarding Focus Groups involving all Safeguarding Representatives will highlight trends, areas of concern, changes in processes and referral agencies to ensure that Safeguarding Policy and Process is continually monitored and reviewed.

Where there are any legislative changes to UK Government Policy on Prevent, Extremism and Radicalisation, the review date of this policy will be brought forward accordingly to ensure any changes are reflected within this policy.

Author: Hayley Faulkner (Quality Director)
Review date: 23/8/2021
Next review date: 22/08/2022

Authorisation by the Managing Director:

Name: Greg Morrall

Signed: Gregory Morrall

Date: 20/09/2021