



Preventing Radicalisation Policy

Policy Author
HR Caddy Ltd

Date Implemented
September 2017

Version
1.0

Background

This 'Preventing Radicalisation Policy' is part of our commitment to keeping learners safe. Since the 'Education and Inspections Act 2006' training providers have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

Training providers have an important part to play in both educating learners about extremism and recognising when pupils start to become radicalised. In March 2015, new statutory duties were placed on educational providers by the Counter Terrorism and Security Act (2015) which means they must work to prevent children being drawn into extremism.

Safeguarding learners from all risks of harm is an important part of a training provider's work and protecting them from extremism is one aspect of that.

Ethos

At Birmingham Electrical Training we ensure that we promote tolerance and respect for all cultures, faiths and lifestyles. This training provider also ensures that this ethos is reflected and implemented effectively in policies and practice and that there are effective risk assessments in place to safeguard and promote students' welfare.

We have a duty to prepare our learners for life in modern Britain and to keep them safe.

Pupils who attend Birmingham Electrical Training have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

Statutory Duties

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (2015)
- Prevent Duty Guidance (2015)
- Working Together to Safeguard Children (2015)

Related Policies

- Acceptable Use (ICT) Policy
- Safeguarding Policy
- Staff Code of Conduct
- Whistle-blowing Policy

Definitions

Roles and Responsibilities **Extremism** is defined in the 2011 Prevent strategy 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. We also include in our definition of extremism calls for the death of members of our 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.

British Values are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Role of the Directors

It is the role of the company Directors to:

- ensure that the training provider and its staff respond to preventing radicalisation on a day-to-day basis,
- ensure that Birmingham Electrical Training's curriculum addresses the issues involved in radicalisation
- ensure that staff conduct is consistent with preventing radicalisation

Role of Designated Safeguarding Lead

It is the role of the designated safeguarding lead to:

- ensure that staff understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about learners who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- make referrals to appropriate agencies with regard to concerns about radicalisation
- liaise with partners, including the local authority and the police
- report to the Directors on these matters

Role of staff

It is the role of staff to understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

Curriculum

We are committed to ensuring that our pupils are offered a curriculum that aims to prepare them for life in modern Britain. We encourage our pupils to be inquisitive learners who are open to new experiences and are tolerant of others.

Whilst the main curriculum delivered is Electrical content there is scope within this to encourage learners to consider the diversity of Britain and provoke discussions encouraging open thinking. Learners who are completing Functional Skills are presented with scenarios that highlight the multi-cultural nature of Britain and provided the opportunity through tasks for learners to debate current

cultural and religious topics. They are also encouraged through the curriculum to think about community cohesion, resilience and how they interact with the community around them.

These values support the development of the whole child as a reflective learner within a calm, caring, happy and purposeful atmosphere. Teaching alongside the fundamental British Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

Internet Safety

The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages.

Students are prohibited from using computers or laptops for personal internet use and must report any extremist content that is seen.

We are aware that learners have access to unfiltered internet when using their mobile phones and learners are instructed as standard not to use their phones within the classroom environment. If exceptions are made and phones are used staff are aware of the need for vigilance in monitoring this.

The Acceptable Use of ICT Policy (AUP) refers to preventing radicalisation and related extremist content.

Learners and staff know how to report internet content that is inappropriate or of concern.

Staff Training

Staff will be given training to help them understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction safeguarding training. Staff are updated as necessary.

Safer Recruitment

We ensure that the staff we appoint to Birmingham Electrical Training are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education (2015)*. Vetting and barring checks are undertaken on relevant people.

Visitors

Visitors who are invited to speak to learners will be informed about our preventing extremism policy and relevant vetting checks are undertaken. We undertake due diligence to ensure that visiting speakers are appropriate. Speakers will be supervised at all times and will not be allowed to speak to learners without a member of staff being present.

Staff must not invite speakers into the centre without first obtaining permission from the Directors.

Signs of vulnerability

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

Recognising Extremism

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside school
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

Referral Process

Staff and visitors to the training provider must refer all concerns about learners who show signs of vulnerability or radicalisation and these must be passed to the Designated Safeguarding Lead using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a learner, the Designated Safeguarding Lead in liaison with a Director will make a referral to the appropriate body.

Contact Details:

Designated Safeguarding Officer

Jack Sims

Jack.sims@betltd.co.uk

0121 280 2073

Deputy Designated Safeguarding Officer

Don Cross

Don.Cross@betltd.co.uk

07985 276 666

Police Anti-Terrorist Hotline

0800 789 321

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 10th March 2017

APPENDIX 1 – CRITICAL INCIDENT MANAGEMENT***Bomb threat prompt card for reception & admin staff***

Action to be taken	✓ when complete
Stay calm	
<p>Make a note of:</p> <ul style="list-style-type: none"> • the exact time of the call • the caller's sex and approximate age • any accent the person has, or any distinguishing feature about their voice eg speech impediment, state of drunkenness etc • any distinguishable background noise 	
<p>When they have finished the message, try to ask as many of the following questions as you can, being cautious to avoid provoking the caller:</p> <ul style="list-style-type: none"> • Where is the bomb? • What time is it due to go off? • What kind of bomb is it? • What does it look like? • What will cause it to explode? • Why are you doing this? 	
Dial 1471 - you may get the details of where the phone call was made from, especially in the case of a hoax caller	
Report the call to the police and the Director/DSO immediately. In the extremely unlikely event that there was a codeword with the message, and the location of the bomb was given as a location other than the school, follow the same procedure - report the call immediately to the police, and then notify the Director/DSO.	

Guidance on suspect packages

The likelihood of a learning provider receiving a postal bomb or suspected biological/chemical package is very low, however, you should be aware of the immediate steps to be taken if you receive a suspect package or come into contact with a biological or chemical substance.

Postal bombs or biological/chemical packages may display any of the following signs:

- Grease marks or oily stains on the envelope or wrapping
- An unusual odour including but not restricted to almonds, ammonia or marzipan
- Discolouration, crystals on surface or any powder or powder-like residue on the envelope or wrapping (suspect biological/chemical threat)
- Visible wiring or tin foil
- The envelope or package may feel very heavy for its size
- The weight distribution may be uneven
- Delivery by hand from an unknown source or posted from an unusual place
- If a package, it may have excessive wrapping
- There may be poor hand writing, spelling or typing
- It may be wrongly addressed, or come from an unexpected source
- No return address or postmark that does not match return address
- There may be too many stamps for the weight of the package

If you suspect that a letter or a package may contain a bomb:

- Stay calm
- Put the letter or package down gently and walk away from it
- Do not put the letter or package into anything (including water) and do not put anything on top of it
- Ask everyone to leave the area (including classes if necessary)
- Notify the police and the Director/DSO immediately
- Do not use mobile phones or sound the alarm using the break glass call points

If you suspect that a letter or a package may contain a biological or chemical threat:

- Stay calm
- Do not touch the package further or move it to another location
- Shut windows and doors in the room and leave the room, but keep yourself separate from others and available for medical examination
- Notify the Director/DSO immediately

The Director/DSO should then:

- Notify the police immediately on 999
- Ensure that any air conditioning system in the building has been turned off, and that all doors (including internal fire doors) and windows have been closed
- Evacuate the building, keeping people away from the contaminated room as far as possible
- Keep all persons exposed to the material separate from others and available for medical attention
- If anyone is experiencing symptoms of chemical exposure (eg streaming eyes, coughs and irritated skin) seek medical attention immediately
- If anyone believes they have been exposed to biological/chemical material, they should be encouraged to:
 - remain calm
 - do not touch eyes, nose or any other part of the body
 - wash your hands in ordinary soap where facilities are provided