

# Prevention of Radicalisation and Extremism Policy

## INTRODUCTION

S&B Automotive Academy takes all reasonable steps to promote and safeguard the welfare of all individuals engaged in any activity. There are robust safeguarding arrangements in place at S&B Automotive Academy premises which are regularly reviewed to keep all learners safe. All colleagues are qualified at Level 2 in the Prevent Duty and Safeguarding whilst Safeguarding Officers are qualified at Level 3. S&B Automotive Academy is committed to the promotion of an inclusive learning community which does not allow any individual or group of individuals to be marginalised, stigmatised, or excluded.

We have a responsibility to promote values of openness and respect and to facilitate free debate which is characteristic of being a British citizen.

In accordance with our standard practice this policy will be updated annually, or in-line with emerging government information, advice, and guidance or when the necessity arises.

## GOVERNMENT POLICY

<https://www.gov.uk/government/publications/prevent-strategy-2011>

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”. The government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are detailed below:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is the key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism.

Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting, and protecting individuals who might be susceptible to radicalisation.

The 2011 Prevent Strategy objectives are as follows:

- Respond to the ideological challenge of terrorism and the threat we face from those that promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

The government's Prevent Strategy was explicitly changed in 2011 to deal with all forms of terrorism and target not only violent extremism but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise the views which terrorists exploit.

The United Kingdom currently faces a range of terrorist threats. All terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. A system of threat levels has been created which represents the likelihood of an attack soon. The current government threat level from international terrorism in the UK is 'severe' which means that a terrorist attack is a strong possibility.

## DEFINITIONS

For the purposes of this document the following definitions have been adopted.

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, then participate in terrorist groups.

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.

## KEY DOCUMENTS

This policy should be read in conjunction with the following S&B Automotive Academy Policies:

- Safeguarding Policy
- Health & Safety Policy
- Complaints and Appeals Policy
- Code of Conduct

## **AIMS AND OBJECTIVES**

The aim of the S&B Automotive Academy Prevent Policy is to ensure that we are able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief.

- To develop staff and consortia members knowledge of PREVENT
- To ensure that learners, and all employees are aware of their roles and responsibilities in preventing violent extremism and radicalisation
- To promote and reinforce shared values, to create space for free and open debate, and support the learner voice
- To document and recognise current practice across the company which effectively manages the risk of learners being exposed to extremism and becoming radicalised.

## **RESPONSIBILITIES**

To ensure that risk is effectively managed and S&B Automotive Academy can deal appropriately with issues around radicalisation and extremism:

- Understand the nature of the threat from extremism and how this may impact directly or indirectly on the organisation
- Understand and manage potential risks within the organisation, from external influences including the display of extremist materials and the hiring of external premises/hire out of our premises
- Respond rapidly and appropriately to events in local, national, or international news that may impact on the organisation
- Ensure measures are in place to minimise the potential for acts of extremism within the organisation
- Ensure plans are in place to respond appropriately to a threat or incident within the organisation
- Adopt effective IT security and communicate this to all staff and learners

## **TEACHING, LEARNING AND SUPPORT**

S&B Automotive Academy is committed to providing a curriculum which promotes knowledge, skills and understanding to build the resilience of all learners, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion
- Promoting wider skill development such as social emotional wellbeing
- Developing a curriculum which recognises local/national needs, challenges extremism and promotes universal rights
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity, and inclusion

- Use of external organisations to support learning and promote respect.

To ensure that the organisation community remains safe the following support will be in place for learners:

- Effective support services which provide clear information, advice, and guidance on preventing learners from being drawn into extremism and radicalisation
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology
- Support for learners and staff and guidance on how to access support through community partners
- Have access to channels of communication to listen to the voice of the local community and understand local tensions
- Support for at risk learners through safeguarding and mentoring processes

## STAFF RESPONSIBILITIES

The Executive Directors of S&B Automotive Academy have ultimate responsibility for the equality and diversity policy. S&B Automotive Academy has a designated Safeguarding Lead for operational support and delivery. Any member of staff or who have any concerns regarding the issues identified within this guidance policy should report those concerns immediately and no later than the end of the working day to:

### Safeguarding Lead

Nikki Parker

Mobile: 07718 111 877

Email: [nparker@sandbaa.com](mailto:nparker@sandbaa.com)

or

Phil Marsh

Mobile: 07595 277 833

Email: [pmarsh@sandbaa.com](mailto:pmarsh@sandbaa.com)

S&B Automotive Academy have a legal responsibility to fulfil the prevent duty statement. The safeguarding officers are qualified at Level 3 and ensure that staff and learners are aware of the PREVENT Agenda and appropriate training is in place from reputable training organisations, including Counter Terrorism units.

All staff at S&B Automotive Academy have a responsibility to:

- Provide an ethos which upholds the organisation's mission, vision and values and promote respect, equality and diversity and inclusion



- Report any concerns around extremism or radicalisation via the safeguarding reporting channels
- Report and remove any literature displayed around the organisation that could cause offense or promote extremist views
- Support the development of staff and learner understanding of the issues around extremism and radicalisation and participate in training when requested
- Engage with local communities, schools, and external organisations, as appropriate.

## **REFERRALS**

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, further investigation by the police will be requested, prior to other assessments and interventions. A designated safeguarding officer is responsible for contacting local Police or the local Children's Safeguarding Board for support.

Any member of staff who identifies such concerns must report these to their safeguarding linked officer as soon as possible. This will be recorded within the safeguarding log.

Incidents in relation to extremism are expected to be very rare but immediate action will be taken where information suggests that a violent act is imminent, or where weapons or other materials may be in the possession of a learner or a community member. In this situation, a 999 call will be made, and the organisation's Senior Management team shall be informed as soon as possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm or where investigations need to be carried out a referral to Social Services via LSCB will be made in line with the organisation's safeguarding procedures following advice from the appropriate agencies.

## **TRAINING**

Training and briefings will be delivered as and when there is a necessity to ensure that all staff and have up to date information. This will be delivered by either the Safeguarding officer or arranged external training, including online.

All new staff to the organisation will receive training as part of their induction programme, with certificates are kept in their personnel file

All staff (to whom it is relevant) undergo an enhanced DBS check to confirm their status tri annually

All colleagues, field, home and office based will undertake a level 2 Award in understanding the Prevent and Safeguarding Strategies.



Relevant staff will undertake Safer Staff Recruitment training, as a rolling programme.

## **ACCESS AND MONITORING OF IT EQUIPMENT**

To safeguard individuals from accessing extremist materials while using company equipment, S&B Automotive Academy will ensure:

- There is the ability to log and retain records of all electronic communication (web browsing, email exchanges etc.) by users on the organisation network
- Appropriate staff can monitor any aspects of its telephone, mobile phones and computing facilities that are made available to staff, learners, and visitors
- Only approved software will be provided by the organisation for use
- All unauthorised software will be removed, and appropriate action taken
- All unusual or suspicious events, and any breaches of security, are reported via the safeguarding reporting channels for further investigation.

## **CHANNEL**

Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the regional Police Counter-Terrorism Unit, and it aims to:

Establish an effective multi-agency referral and intervention process to identify vulnerable individuals.

Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity.

Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

The Channel programme focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism to make referrals if there are concerned that an individual might be vulnerable to radicalisation. An individual's participation in the programme is entirely voluntary at all stages. S&B Automotive Academy has a duty to cooperate with the Channel programme in the carrying out of its functions, and with the Police in providing information about an individual who is referred to Channel (Section 38, Counter Terrorism and Security Act 2015).

Further guidance about duties relating to the risk of radicalisation is available in the Prevent Duty Guidance for FE. S&B Automotive Academy will utilise the following resources when preventing radicalisation:



- Local safeguarding arrangements
- Local police (contacted via 101 for non-emergencies)
- The DFE's dedicated helpline (020 7340 7264)
- The Channel awareness programme
- The Educate Against Hate website

As with all safeguarding areas, the teaching of Prevent and British Values should be incorporated into sessions with learners to improve learner understanding and confidence in this area. Colleagues should engage learners in debates regarding controversial and sensitive issues as well as promoting the knowledge and skills to understand and manage potentially difficult situations, recognise risk, make safe choices and recognise where pressure from others threatens their personal safety and wellbeing

## **POLICY REVIEW**

S&B Automotive Academy review their policies and a procedure on an annual basis and the next review is scheduled for:

Aug 2024