



## Radicalisation, Extremism, Terrorism and British Values Policy

### 1 Purpose

To challenge radicalisation, extremism and terrorism within the SES GROUP Academy and support British Values and promote these with our learners.

**SCOPE** All learners

**RESPONSIBILITY** All staff

### 2 Introduction

The SES GROUP Academy is committed to providing a secure environment for learners, where they feel safe and are kept safe. All staff at the SES GROUP recognise that safeguarding is everyone's responsibility irrespective of the role they undertake.

In adhering to this procedure, staff and visitors will contribute to the Academy delivery of outcomes to all learners, as set out in s10 (2) of the Children's Act 2004. The Radicalisation, Extremism, Terrorism and British Values Policy and Safeguarding Policy is one element within our overall Academy arrangements to Safeguard and Promote the Welfare of all learners in line with our statutory duties set out at s175 of the Education Act 2002 and the Counter Terrorism and Security Act 2015 and Contest 2018.

### 3 Academy Ethos and Practice

When operating this policy, the SES GROUP uses the following accepted Governmental definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.*

There is no place for extremist views of any kind in our Academy, whether from internal sources – learners, staff, or agencies or external sources - agencies, or individuals. Our learners see our Academy as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this – we have a duty to ensure this happens.

As an Academy we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect our learners.



Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people.

Education is a powerful weapon against this; equipping young people with the knowledge, skills, and critical thinking, to challenge and debate in an informed way.

Therefore, at the SES GROUP we will provide a broad and balanced tutorial programme, delivered by qualified subject matter experts so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at the SES GROUP we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination, or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line with our Student Disciplinary Policy for learners and the Disciplinary Policy for staff.

There are clear links between this policy and the Safeguarding policy. As part of wider safeguarding responsibilities, the Academy staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside of the Academy, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner colleges, local authority services, and police reports of issues affecting learners in other colleges or settings
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or "hate" terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views

Our Academy will closely follow any locally agreed procedure as set out by the Local Authority, Channel and/or Essex and West Yorkshire Safeguarding Children's Board's agreed processes and criteria for



safeguarding individuals vulnerable to extremism and radicalisation. Multi-agency working will be an essential part of collaborative working to affectively meet the Prevent Duty.

#### 4 Ethos and Approach

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences, this guidance and support will be delivered in tutorials and addressed when needed through lessons.

We will ensure that all our support and approaches will help our learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will develop strategies and staff training to ensure that of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

Therefore, this approach will be embedded within the ethos of our Academy so that learners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our Academy approach to the spiritual, moral, social, and cultural development of learners.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using an approach that includes:

- Open discussion and debate
- Work on anti-violence and a restorative approach to conflict resolution
- Targeted programmes
- We will also work with other agencies, local partners, families and communities in our efforts to ensure our Academy understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learner's experiences and horizons.
- We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we will ensure that the learner is offered appropriate support from outside agencies and referred to Channel.

Additionally, in such instances our Academy will seek external support from the Local Authority, Channel and/or local partnership structures and external agencies working to prevent extremism.

At the SES GROUP we will promote the values of democracy, the rule of law, individual liberty, mutual respect, and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It



is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multi-cultural Britain and globally.

## 5 Promoting British Values

- Enable learners to develop their self-knowledge, self-esteem, and self-confidence
- Enable learners to distinguish right from wrong and to respect the civil and criminal law of England
- Encourage learners to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the Academy and to society more widely
- Enable learners to acquire a broad general knowledge of and respect for public institutions and services in England
- Further tolerance and harmony between different cultural traditions by enabling learners to acquire an appreciation of and respect for their own and other cultures
- Encourage respect for other people, and
- Encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

### 5.1 **Examples of how we will achieve these are**

- Provide materials on the strengths, advantages, and disadvantages of democracy, and how democracy and the law work in Britain, compared to other forms of government in other countries
- Ensure all learners within the Academy have a voice that is listened to, and demonstrate how democracy works by actively promoting democratic processes such as Focus Groups
- Consider the role of extra-curricular activity, including any run directly by learners, in promoting British values

## 6 Use of External Agencies and Speakers

At the SES GROUP we encourage the use of external agencies or speakers to enrich the experiences of our learners; however we will positively check those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners.

Our Academy will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to learners are consistent with the ethos of the Academy and do not marginalise any communities, groups, or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise learners through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are matched to the needs of learners
- Activities are carefully evaluated by the Academy to ensure that they are effective



We recognise, however, that the ethos of our Academy is to encourage learners to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this. Therefore by delivering a broad and balanced tutorial programme, and by the use of external sources where appropriate, we will strive to ensure our learners recognise risk and build resilience to manage any such risk towards themselves, appropriate to their age and ability but also to help learners develop the critical thinking skills needed to engage in informed debate.

## **7 Whistle Blowing**

Where there are concerns of extremism or radicalisation Learners and Staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

## **8 Safeguarding**

Links between the Radicalisation, Extremism, Terrorism and British Values policy and the Safeguarding Children, Young People and Vulnerable Adults Policy & Procedure are useful in respect of identifying vulnerable learners/staff and the processes for dealing with issues of concern.

Please refer to our Safeguarding Policy for the full procedural framework on our Safeguarding duties.

## **9 Equality and Diversity Statement**

The SES GROUP welcomes and celebrates equality and diversity. We believe that everyone should be treated equally, and fairly, regardless of their age, disability, gender, gender identity, race, religion or belief, sexual orientation, and socio-economic background. We seek to ensure that no member of the Academy receives less favourable treatment on any of these grounds which cannot be shown to be justified.

This document is written with the above commitment, to ensure equality and diversity is at the center of working life at the SES GROUP.

## **10 Safeguarding Policy**

The Academy recognises its' moral and statutory responsibility to safeguard and promote the welfare of students. We work to provide a safe and welcoming environment where students are respected and valued. We are alert to the signs of abuse, neglect, radicalisation, and extremism and follow our procedures to ensure our students receive effective support, protection, and justice. The SES GROUP expects staff and volunteers working on behalf of the Academy to share this commitment.

## **11 Fraud, Bribery & Corruption**

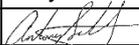


The SES GROUP follows good business practice and has robust controls in place to prevent fraud, corruption, and bribery. Due consideration has been given to the Fraud Act 2006 and the Bribery Act 2010 in the development/review of this policy document and no specific risks were identified.

## 12 General Data Protection Regulation (GDPR)

Personal data held by the Academy is subject to General Data Protection Regulation (GDPR).

For information about your rights under GDPR you can see our Privacy Notice - [www.thesesgroup.co.uk/privacy](http://www.thesesgroup.co.uk/privacy).

Name:	Tony Ball
Signature:	
Date:	1 <sup>st</sup> December 2019

## Radicalisation and Extremism Referral Process

Further education providers are required to safeguard and promote the welfare of children and vulnerable adults. Gordon Wilson is the named Designated Person for safeguarding across the SES GROUP ACADEMY.

### What to do if you are concerned a learner is at risk of radicalisation?

A common question asked by staff is – ‘what do I do if a learner tells me they are at risk?’

#### Suspect

- If a staff member suspects a learner is at risk of radicalisation, this should be raised with David Brook (Prevent lead) and Gordon Wilson-designated safeguarding lead. A Prevent Referral form will need to be completed by the member of staff raising the concerns (Prevent Referral forms are located on the Shared Drive)
- Facts and opinions should be clearly identified.

#### Report

- Staff should not investigate concerns or allegations themselves, but should report them immediately to David Brook (david.brook@thesesgroup.co.uk/Tel 07971 093166) and Gordon Wilson - DSL (gordon.wilson@thesesgroup.co.uk / Tel 020 8804 5058)
- In the absence of the above the concern should be reported to any Senior Manager
- The designated person will make a referral to Channel in accordance with Government and Local Authority guidelines.

#### Secure

- All documents will be retained in a ‘Prevent Duty’ file, separate from the learner’s main file.
- The ‘Prevent Duty’ file will be locked away and only accessible to the Head of Training, Prevent Lead and Senior Designated Person for safeguarding
- Further information in relation to radicalisation can be located within the British Values & Challenging Radicalisation, Extremism and Terrorism Policy, accessible on the Shared Drive.