

Highbridge Education

Anti-Radicalisation Policy

Policy Statement

Highbridge Education recognise the importance of making all individuals aware of the Prevent Strand of the national Contest strategy, the policy and procedure to follow if they identify any concerns in relation to radicalisation and extremism, and how we can work with partners to protect children from this form of child abuse.

Legislation

Contest is the name of the UK's strategy to respond to the threat of domestic and international extremism, and the steps that need to be taken to protect the public. The strategy aims to reduce the risk to the UK and our assets overseas, so that people can go about their lives freely and with confidence. Contest is split into four strands:

- Prevent: to stop people becoming terrorists or supporting terrorism
- Pursue: to stop terrorist attacks
- Protect: to strengthen our protection against a terrorist attack
- Prepare: to mitigate the impact of a terrorist attack

Since July 2015 schools and colleges have been subject to section 26 of the Counter-Terrorism and Security Act 2015, which states that in the exercise of their functions they are to have "due regard to the need to prevent people from being drawn into terrorism" i.e. the unofficial or unauthorised use of violence and intimidation in the pursuit of political aims.

This duty is known as the Prevent Duty and applies to a wide range of public-facing bodies.

The objectives of Prevent are to:

- tackle the ideological causes of terrorism
- intervene early to support people susceptible to radicalisation
- enable people who have already engaged in terrorism to disengage and rehabilitate

This duty is passed onto schools in the statutory guidance *Keeping Children Safe in Education* which states that children may be susceptible to radicalisation. Protecting children from this should be seen as part of schools' and colleges' wider safeguarding duties, and is similar in nature to protecting children from other forms of harm and abuse:

Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation is the process of a person legitimising support for, or use of, terrorist violence.

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.

Although there is no single way of identifying whether a child is likely to be susceptible to radicalisation into terrorism, there are factors that may indicate concern.

As with other safeguarding risks, Highbridge Education staff, volunteers and homestays should be alert to reports of changes in children's behaviour which could indicate that they may need help or protection. If there is a concern about potential radicalisation or a reason to believe that someone is at risk of becoming involved in terrorism or supporting it, a referral should be made to police, who will assess whether the person is suitable to be considered by a Channel panel for support (see below). If you are unsure whether a concern constitutes a Prevent referral, we encourage seeking advice from our DSL, local authority Prevent lead or police, in the first instance. Consideration should also be given to whether the person may be susceptible to radicalisation or may instead be more suitable for a different type of support or safeguarding referral. The guardianship organisation's DSL (and any deputies) should be aware of local procedures for making a Prevent referral.

Channel/ Prevent Multi-Agency Panel (PMAP)

Channel/PMAP is a voluntary, confidential programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. Channel refers to panels operating in England and Wales, while PMAP operates in Scotland.

The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk
- assessing the nature and extent of that risk

Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required. An individual's engagement with the programme is entirely voluntary at all stages.

Guidance on Channel is available at: <https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance>

Policy

Staff members, volunteers and homestays are expected to have a general understanding of the risks affecting children and young people, how to identify individual children who may be at risk of radicalisation and what to do to support them. This policy outlines a clear procedure for protecting children at risk of radicalisation.

Highbridge Education understands that the Prevent duty builds on existing partnerships for example with schools, parents and Local Safeguarding Partnerships. This policy considers the need for effective engagement with partners who are in key positions to spot signs of radicalisation (where this would not expose the child to further risk) and the need to be able to offer assistance and advice to those who raise concerns, and who require signposting to the right support mechanism. Highbridge Education has a DSL who is responsible for dealing with any concerns in relation to radicalisation:

Designated Safeguarding Lead Contact Details

Role	Name	Telephone Number/s	Email
Designated Safeguarding Lead	John Lee	+44(0)7824906975	manager@highuk.com
24-hour emergency contact	Michelle Lee	+44(0)7917431865	info@highuk.com

Highbridge Education understands the importance of awareness training for staff, volunteers and homestays to identify children at risk of being drawn into terrorism and to challenge extremist ideas (i.e. extreme political or religious views). Staff, volunteer and homestay training needs are assessed internally with the DSL being the point of advice and support for staff, with regular safeguarding updates being circulated.

Highbridge Education ensures that staff, volunteers and homestays have an awareness of the advice offered to schools by the Department for Education on the Prevent duty. The Government has launched the 'educate against hate' website which provides information, tools and resources needed to recognise and address extremism and radicalisation in children and young people.

Recognising risks and vulnerabilities of radicalisation

Children and young people can be drawn into violence or exposed to messages of extremist groups by many means, including family or friends influences, direct contact with extremist groups of organisations, **and** through the internet.

The risk of radicalisation may be combined with other vulnerabilities including:

Identity Crisis – Distance from cultural/religious heritage and uncomfortable with their place in the society around them;

Personal Crisis – Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging;

Personal Circumstances – Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

Unmet Aspirations – Perceptions of injustice; feeling of failure; rejection of civic life;

Criminality – Experiences of imprisonment; poor resettlement / reintegration; previous involvement with criminal groups.

Potential risk indicators include:

- Use of inappropriate language
- Possession of violent extremist literature or accessing extremist websites
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Articulating support for violent extremist causes or leaders
- Using extremist views to explain personal disadvantage
- Joining or seeking to join extremist organisations
- Seeking to recruit others to an extremist ideology.

Some children may be at risk due to living with or being in direct contact with known extremists.

[Highbridge Education](#) will assess the specific risks of radicalisation for the students in our care and review this risk assessment at least annually.

Working with partners to protect children

Highbridge Education recognises the opportunity that the company has to support partners including schools and medical professionals in helping to protect and support children and young people at risk of radicalisation. Disclosures and concerns can be reported to *Highbridge Education*

staff in relation to our own students, and also in relation to other children and young people who our students may be in contact with.

As radicalisation and extremism are forms of child abuse, Highbridge Education is aware of the duty to report cases or concerns in line with the company's Safeguarding and Child Protection Policy. The DSL will make a report to the police or the anti-terrorist hotline on 0800 789 321 for potential terrorist or extremist activity. Non-urgent concerns will be reported by the DSL to the Prevent Single Point of Contact within the relevant police force.

Staff should be aware that anonymous reports of suspicious activity can be reported through Crimestoppers on 0800 555 111 or via police force websites. Anonymous reports of potential terrorist or extremist activity can also be made to the anti-terrorist hotline on 0800 789 321.

Awareness Training for Staff, Volunteers and Homestays

The Home Office has developed three e-learning modules on Prevent/ Anti radicalisation. These provide online training for staff, volunteers and homestays who can regularly self-brief on how to identify children and young people who are at risk of radicalisation and extremism. They can be used to complement the safeguarding training provided by Highbridge Education:

- Prevent awareness course - offers an introduction to the Prevent duty.
- Prevent referrals course - supports staff to make Prevent referrals that are robust, informed and with good intention. This is primarily a course for DSLs, prevent professionals or equivalent roles who make prevent referrals.
- Channel or Prevent Multi-Agency Panel (PMAP) course - aimed at staff who may be asked to contribute to or sit on a multi-agency Channel panel.
- Refresher awareness course - this is a course is for anyone who has already completed the awareness course and would like a reminder of the key points. This can be undertaken annually.

All courses can be found at: [Prevent duty training: Learn how to support people vulnerable to radicalisation | Prevent duty training \(support-people-vulnerable-to-radicalisation.service.gov.uk\)](https://support-people-vulnerable-to-radicalisation.service.gov.uk)

Government website with advice offered to schools: <https://educateagainsthate.com/>

Procedure for reporting concerns

The process will vary, but when a concern is identified, the notice, check, share procedure will be applied as outlined in the Prevent duty GOV.UK awareness course

1. Highbridge Education staff member receives a report about a child or young person displaying indicators of radicalisation from a student, member of staff at a school, parent, homestay or other source by face to face disclosure, email or telephone call, or staff

member develops concerns that a child or young person is displaying possible indicators of radicalisation

2. Highbridge Education staff member adheres to the Safeguarding and Child Protection Policy including contemporaneously recording the disclosure in the most appropriate format (using the Tell Explain Describe model if the information is being given by a student), or reporting their concerns in writing to the DSL, [John Lee, +44(0)7824906975, manager@highuk.com].
3. The record of the disclosure is reported verbally as soon as practicable to the DSL [John Lee, +44(0)7824906975, manager@highuk.com].
4. The staff member must submit a written record of the disclosure or concern to the DSL [John Lee, +44(0)7824906975, manager@highuk.com].
5. The DSL will hold an emergency strategy meeting to discuss the incident, assess the alleged threat and risk to the child, implement an action plan and continue to review the situation until a resolution has been achieved. The meeting will be recorded with timed and dated entries within an Incident Record to record all actions and updates.
6. The incident will be referred to a statutory agency for further review where this is a necessary, relevant and proportionate course of action where a child or young person may be at risk of suffering significant harm or in need of support.

Information Sharing

Sharing information on Prevent will be treated the same as wider safeguarding concerns. Please refer to our safeguarding and child protection policy for further details.

Review

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

This policy was last reviewed on:(date)

Signed:

[this should be signed by the most senior person with responsibility for anti-radicalisation in your organisation- this may be the DSL]

Date: