

Safeguarding against Radicalisation and Extremism Policy

This policy should be read in conjunction with:

- Safeguarding Policy
- Disciplinary and Dismissal Policy
- Equality, Diversity and Inclusion Policy

1.0 Introduction

t2 is committed to providing a secure environment for its apprentices, where they feel safe and are kept safe. All employees recognise that Safeguarding is everyone's responsibility irrespective of the role they undertake or whether or not their role has direct contact responsibility for children.

This policy sets out t2's approach to preventing extremism and radicalisation and ensuring that all apprentices are safe and able to thrive in a positive learning environment.

2.0 Policy Statement

T2 recognises it's legal responsibility to fulfil the Prevent Duty statement and in doing so prevent apprentices being drawn into violent extremism or terrorism.

We are committed to safeguarding all apprentices, children and adults at risk in relation to Prevent, radicalisation and extremism. We gain the commitment of all staff members and apprentices by raising the awareness of the Prevent Strategy, The Prevent Duty and British Values and ensuring everyone understands their individual responsibility to report concerns in order to protect apprentices and other vulnerable groups.

We will keep Prevent on everyone's agenda, both employee's and apprentice's and promote it through employee induction, the Learner Handbook, our website, staff and apprentice newsletters and discussions at apprentice reviews.

In respect of safeguarding individuals from radicalisation, t2 works to the Prevent element of the Government's Counter Terrorism Strategy, and where deemed appropriate seeks external support for apprentices through referrals to the Channel Programme.

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It is recognised that radicalisation can occur to an individual from any section of society and is not particular to any racial, ethnic or social group. It is further recognised that in many instances the process of radicalisation is essentially one of grooming by others.

As such, this Safeguarding Against Radicalisation and Extremism Policy draws upon the guidance contained in the DfE Guidance "Keeping Children Safe in Education 2021", "Prevent Duty Guidance for Further Education 2021", "Prevent Duty Toolkit", "Work based Learners and the Prevent statutory duty May 2021" in order to protect apprentices and employees from radicalising influences.

3.0 Background

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including those justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

t2 values freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our society's values. Apprentices and employees have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or inactivity in support of terrorism. The normalisation of extreme views may also make children, young people and apprentices vulnerable to future manipulation and exploitation. t2 is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Through raising awareness of radicalisation and extremist views, we aim to build resilience and develop critical thinking skills to protect apprentices and employees from extreme viewpoints and associated propaganda.

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4.0 Definition of Extremism

When operating this policy t2 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'.

t2 seeks to protect children and young people against the narratives of all violent extremism including, but not restricted to, those linked to Islamist ideology, Far Right/ Neo Nazi/White Supremacist ideology, Irish Nationalist, Loyalist paramilitary groups, and extremist Animal Rights movements.

5.0 Indicators of Vulnerability

Any apprentice may be at risk of displaying extremist behaviour and therefore all employees need to be aware of any indicators of vulnerability:

- **Identity Crisis**
The individual is distanced from their cultural/religious heritage and experiences discomfort about their place in society.
- **Personal Crisis**
The individual may be experiencing family tensions, a sense of isolation: and low self-esteem. They may have dissociated from their existing friendship group and become involved with a new and different group of friends, they may be searching for answers to questions about identity, faith and belonging.
- **Personal Circumstances**
Migration, local community tensions, and events affecting the individual's country of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- **Unmet Aspirations**
The individual may have perceptions of injustice, a feeling of failure, rejection of civic life.
- **Experiences of Criminality**

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This may include involvement with criminal groups, imprisonment, and poor resettlement/ reintegration.

- **Special Educational Need**
individuals may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young or vulnerable people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

6.0 Responsibilities

As part of wider safeguarding responsibilities employees should be alert to indicators of radicalisation such as:

- Disclosures by apprentices of their extremist actions, views or materials of others or materials outside their learning environment, such as in their homes or community groups, especially where apprentices have not sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Apprentices accessing extremist material online, including through social networking sites.
- Changes in behaviour. This could be online behaviour or physical behaviour such as becoming withdrawn, joining new friendship/social groups, new routines, change of appearance or increased and/or secretive online activity.
- apprentices voicing opinion 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, views based on, but not exclusive to gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.

Radicalisation and extremism are safeguarding issues and as such, when an employee has any concerns that an apprentice may be at risk of radicalisation or extremism, they should

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contact the 'Prevent Single Point of Contact' in relation to radicalisation or extremism. This person is the Safeguarding and Prevent Lead, Stacy Preston. Stacy can be contacted on 02920 799 133 / 07876 824 157 or stacy.preston@t2group.co.uk

If an apprentice wishes to raise a concern, they can report it via the website, to their assessor or directly to a member of the safeguarding team by emailing safeguarding@t2group.co.uk. Any issues will be investigated via the usual safeguarding procedures as detailed in the Safeguarding policy.

Where deemed appropriate, external support will be sought for apprentices through referrals to the Channel Programme. This programme aims to work with the individual to address their specific vulnerabilities, prevent them becoming further radicalised and possibly entering the criminal justice system because of their actions.

7.0 Training and Development

All safeguarding officers are trained in the Prevent Strategy and Prevent Duty. They attend regular CPD events to keep up to date with changes in legislation.

All employees, regardless of role, undergo training on preventing radicalisation and extremism during induction to the Company. This introduction to Prevent and the Prevent Duty is supplemented by regular e-learning training on radicalisation and extremism, including the Channel programme and reporting procedure to ensure employees are confident in implementing this policy.

This training is further re-enforced through CPD activities and the publication of our Apprentice and Staff Newsletters.

8.0 Monitoring and Review

t2 group will monitor and review this policy on a regular basis to take into account developments or changes in legislation.

9.0 Amendments and Alterations

The company reserves the right to amend this policy at any time. You should contact the Safeguarding Team or your Line Manager if you have any queries.

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