



Preventing Radicalisation and Extremism Policy

September 2023

(Next review date August 2024)

Safeguarding Statement

SupaJam is a post 16 specialist provider, specialising in Music, Maths, English and Life Skills. All staff, volunteers and partners are committed to safeguarding the welfare of every person within SupaJam.

Our mission is to help young people to engage and achieve within a safe and inclusive environment.

Introduction:

This policy is part of our commitment to keeping our students safe. Since the Education and Inspections Act (revised) 2011, schools and colleges 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.

Schools and colleges have an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. In 2015, new statutory duties were placed on schools and colleges by the Counter Terrorism and Security Act 2015 which means they must work to prevent children and young people from being drawn into extremism.

Safeguarding children from all risks of harm is an important part of a school or college's work and protecting them from extremism, including violent and non-violent, is one aspect of that.

Ethos:

At SupaJam Education in Music and Media (SupaJam) we ensure that through our vision, values, relationships and small group teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The Senior Leadership Team also ensures that this ethos is reflected and implemented effectively through college policy and practice and that there is an effective set of safeguarding policies in place to safeguard and promote pupils' welfare.

We have a duty to prepare our pupils for life in modern Britain and to keep them safe. Everyone at SupaJam has the right to learn and work in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

College Responsibilities:

The duty to prevent children and young people from radicalisation is set out in the documents listed in Appendix A.

Definitions:

Extremism is defined in the Prevent duty (revised, April 2021) as the 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 that extremism calls for the death of members of our armed forces, whether in this country or overseas.

Terrorism is defined by the Terrorism Act 2006 as an action or threat designed to influence the government or intimidate the public with the purpose of advancing a political, religious or ideological cause.

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.

Roles and Responsibilities:

Role of the Senior Leadership Team

It is the role of the Senior Leadership Team to ensure that SupaJam meets its statutory duties with regard to preventing radicalisation.

The Senior Leadership Team has nominated the Designated Safeguarding Leads in each base and the Base Leaders, as points of contact, who will advise all staff about issues to do with protecting pupils from radicalisation.

The Senior Leadership Team will:

- Ensure that the college and its staff respond to preventing radicalisation on a day-to-day basis.
- Ensure that the college's curriculum addresses the issues involved in radicalisation, such as British Values and online safety.
- Ensure that the staff conduct is consistent with preventing extremism and radicalisation.

Role of the Designated Safeguarding Lead with regard to radicalisation monitoring

The Designated Safeguarding Lead (DSL) will:

- Ensure that staff understand the issues of radicalisation and extremism, are able to recognise factors for vulnerability and know how to refer their concerns
- Receive safeguarding concerns about pupils who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- Liaise with parents and carers as appropriate
- Make referrals to appropriate agencies with regard to concerns about radicalisation

- Liaise with partners, including the local authority and the police
- Review the Prevent risk register and action plan
- Report extremism concerns about staff members to the LADO and <https://report-extremism.education.gov.uk/>
- Report to the Director of Safeguarding on these matters

The role of all staff

All staff members will:

- Be aware that factors that increase vulnerability to sexual exploitation, criminal exploitation and county lines also increase vulnerability to radicalisation. Staff will treat vulnerability to radicalisation the same as any other safeguarding concerns and report changes of behaviour or concerns to the DSL.
- Challenge views and opinions which go against British values and create opportunities where students can learn and debate in a safe and positive environment.
- Report extremism concerns about any adult working with our young people. These concerns will be reported to the DSL or through the Whistleblowing procedure.

Curriculum:

We are committed to ensuring that our pupils are offered a broad and balanced 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. Our values support the development of each student as a reflective learner within a safe and respectful learning environment. Teaching the college's core values 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.

Teaching Approaches:

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 that young people may experience elsewhere may make it harder for them to challenge or question these radical influences. In our college this will be achieved by good teaching and by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

We will ensure that all of our teaching approaches help our pupils build resilience against extremism and give pupils a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success:

- Facilitating a 'safe space' for dialogue
- Equipping our pupils with the appropriate skills, knowledge, understanding and

awareness for resilience.

Therefore, this approach will be embedded within the ethos of our college so that pupils know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our college's approach to the spiritual, moral, social and cultural development of pupils. 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 also work with local partners, families and communities in our efforts to ensure our college understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our pupils' experiences and horizons. We will help support pupils who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a pupil is being directly affected by extremist materials or influences we will ensure that that pupil is offered mentoring. Additionally in such instances our college will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

At our college 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 pupils to respect one another and to respect and tolerate differences, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in modern multicultural Britain and globally. The means by which these objectives will be delivered include:

- Spiritual, Moral, Social and Cultural Development (SMSC)
- Form time
- Visits and Speakers
- Interventions

Use of External Agencies and Speakers:

We encourage the use of external agencies and speakers to enrich the experiences of our pupils; however we will personally vet any external agencies, individuals or speakers with whom we engage to provide such learning opportunities or experiences for our pupils.

The vetting process is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the college's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the college curriculum so we need to ensure that this work is of benefit to all pupils.

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

- Any messages communicated to pupils are consistent with the ethos of the college 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 pupils through extreme or narrow views of faith, religion, culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication
- Activities are matched to the needs of pupils
- Activities are carefully evaluated to ensure that they are effective

We recognise, however, that the ethos of our college is to encourage pupils 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.

By delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our pupils recognise risk and build resilience. This will allow them to manage any such risk themselves (where appropriate to their age and ability) but also to help pupils develop the critical thinking skills needed to engage in informed debate.

Whistle Blowing:

Where there are concerns of extremism or radicalisation about a member of staff, staff are encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence to either Hannah Goslett (Director of Safeguarding), David Court or Nick Stillwell (CEOs).

Staff must also report these concerns to the DSL who will raise these with the Local Authority's LADO. Ple

Training:

All staff members are required to complete safeguarding training annually, which includes training on the Prevent Duty and radicalisation awareness. These mandatory training sessions comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children Board. Safeguarding training sessions are also delivered throughout the year and include training on extremism, radicalisation and its safeguarding implications.

Regular training on the Prevent Duty supports staff in understanding radicalisation and why young people and adults learners may be vulnerable to being drawn into terrorism.

The Designated Safeguarding Leads attend further training courses as necessary to ensure that they have an understanding of factors for vulnerability to being drawn into terrorism, risks involved, are aware of possible early signs of radicalisation (see Appendix B) and are informed of local risks and extremism trends.

Internet Safety:

The internet provides children and young people with access to a wide range of content, some of which is harmful. Extremist and terrorist groups use the internet, including social media, to share their messages and as a tool for radicalisation. The filtering systems used at our college blocks inappropriate content, including extremist content.

Where staff, pupils or visitors find unblocked extremist content they must report it to any member of staff.

We are aware that children and young people have access to unfiltered internet when using their mobile phones; staff are to remain vigilant.

The e-safety and internet user policy refers to preventing radicalisation and related extremist content. Pupils and staff know how to report internet content that is inappropriate or of concern. Please refer to the full e-safety policy for further details.

Visitors:

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 pupils without a member of staff being present.

Staff must not invite speakers into college without first obtaining permission from the Senior Leadership Team or the Base Leaders.

Referral Process:

- If there are significant concerns about a student, staff must inform the Designated Safeguarding Leads immediately.
- The Designated Safeguarding Leads with regard to Radicalisation Monitoring will make a referral to the appropriate body.
- For any immediate concerns of harm or risk, the DSL or nominated person should call the Police on 999.
- Where there are concerns but no immediate threat or risk, then the DSL or nominated person should either;
 - Make a Prevent referral by completing this form ([Prevent-Referral-Form.docx](#))
 - Contact the Kent and Medway Prevent Coordinator (jess.harman@kent.gov.uk)
 - Contact Kent County Council on 03000 414141, or;
 - Contact the Police non-emergency line on 101 or 0800 789321, or;
 - Report terrorist activity or online material that promotes terrorism or extremism (<https://www.met.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/>)

APPENDIX A

Statutory Guidance

- Counter Terrorism and Security Act 2015
- Keeping Children Safe in Education 2023
- Prevent Duty Guidance 2015 (updated 2021)
- Prevent duty guidance: For further education institutions in England and Wales (2021)
- Working Together to Safeguard Children 2018 (updated 2022)

Non-statutory guidance

- Promoting fundamental British values as part of SMSC in schools: DfE Departmental advice for maintained schools 2014

APPENDIX B

Risk factors that can make children, young people and adult learners at risk of radicalisation or extremism. These factors can be seen as pushing or pulling young people towards radicalisation and extremism, and when seen together these factors can cause concern.

Push factors:	Pull factors:
<ul style="list-style-type: none">• Feeling isolated• No sense of purpose or belonging• Low self-esteem• Feelings of anger and frustration• Strong sense of injustice• Personal grievances• Confusion about sense of identity	<ul style="list-style-type: none">• Promise of fulfilment or excitement• Promise of a sense of community and belonging• Making the child or young person feel that they are part of a wider mission• Using manipulated narratives to explain issues• Blaming specific communities for grievances and encouraging violence to get justice• Encouraging conspiracy theories• Encouraging an 'us' against 'them' mentality

Indicators of radicalisation or extremism may include:

- Showing sympathy for extremist causes or ideologies
- Glorifying violence, especially towards other faiths or cultures
- Making remarks or comments about being at extremist events or rallies outside of college
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations or other extremist groups
- Sudden changes in dress, faith, behaviour and peer relationships (staff members must take into consideration the wider context and be conscious that these changes are not necessarily due to radicalisation)
- Secretive behaviour, especially around online activity
- 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 what are perceived to be anti-Western or anti-British views
- Advocating violence towards others
- Low self-esteem
- Withdrawal from family, friends or a change in friendship circles

APPENDIX C

How can I support Prevent?

- Be vigilant - radicalisation is usually a process, not an event, and factors or events may contribute towards the radicalisation of an individual
- Complete the Prevent and radicalisation awareness e-learning
- Familiarise yourself with the factors that can contribute to radicalisation and know how to make a Prevent referral
- For more information on the support Prevent can offer, visit Let's Talk About It (<https://actearly.uk/>)

Prevent is a shared responsibility. Don't rely on others - report any concerns you have immediately.

Kent and Medway Prevent Team contact details:

Nick Wilkinson - Prevent and Channel Strategic Manager

Strategic lead for Prevent and Channel at Kent County Council, Chair of Kent Channel Panel. Chair of Southeast Prevent and Channel Chairs meeting. Lead officer for Kent Community Safety Agreement priority of Preventing Extremism and Hate.

Email: nick.wilkinson@kent.gov.uk

DfE Regional Prevent Coordinator for South East

Helene Morris - Helene.MORRIS@education.gov.uk

Education Officers

- Jill Allen (South & East Kent) jill.allen@kent.gov.uk
- Sally Green (Medway North & West Kent) sally.green2@kent.gov.uk

Community Engagement Officer

- Georgia Dawson - Georgia.dawson@kent.gov.uk

Channel Team

- Helene Morris, Dovetail Channel Supervisor dovetail@kent.gov.uk
- Lisa Coward & Courtnie Carter, Dovetail Channel Coordinators dovetail@kent.gov.uk

KCC Assistant Director Contest and Serious Organised Crime (SOC)

- Nick Wilkinson - nick.wilkinson@kent.gov.uk

Kent and Medway Prevent Coordinator

- Jess Harman - jess.harman@kent.gov.uk

What support is available?

Anyone who is referred to Prevent is assessed by the local authority and other partners, including the police, to see if they're suitable for **Channel**, which is Prevent's specialist support scheme.

Channel is a voluntary, confidential, early intervention programme that supports people who

are at risk of being drawn into terrorism.

To help determine if someone is suitable for support through Channel, a Channel panel is chaired by the local authority, who meet with police, health professionals and other partners to discuss suitability and decide what tailored package of support can be offered to them.

If Channel support isn't deemed appropriate – for example, if the person is at risk of harm but they aren't being radicalised – they may be signposted to other safeguarding services for help.

Channel support includes theological or ideological mentoring, help with mental health, drug or alcohol abuse issues, education, career advice and other support services. Taking part in Channel doesn't appear on someone's criminal record, and won't negatively impact their future education or career prospects. Channel aims to provide the right kind of help to support the person moving away from extremism.

FURTHER SUPPORT AND GUIDANCE

- Prevent Duty Guidance for England and Wales (Revised) - <https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>
- Prevent Duty Guidance: For further education institutions in England and Wales - <https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>
- Channel Duty Guidance - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964567/6.6271_HO_HMG_Channel_Duty_Guidance_v14_Web.pdf
- Educate Against Hate – information and resources for school leaders, parents and teachers on protecting children from radicalisation and extremism - <http://educateagainsthate.com>
- Act Early (Action Counters Terrorism) - information on radicalisation, how to spot the signs,

support and how to share concerns - <https://actearly.uk/>

- LGfL Counter-extremism - Preventing radicalisation in schools - Advice and tools/tips for staff to safeguard pupils in regards to radicalisation and the Prevent Duty - <https://counterextremism.lgfl.org.uk/>
- Going Too Far - Practical resource for teachers to empower young people to recognise extremist material online and develop their critical thinking skills with case studies and scenario-based activities - <https://goingtoofar.lgfl.org.uk/>
- More information on Channel - <https://www.educateagainsthate.com/what-is-channel/>