



Education & Skills
Funding Agency



Preventing Extremism & Radicalisation Policy

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Effective From Date	1 st September 2022	
Scope of Document	This policy applies to learners, staff, contractors, consultants and other workers at TNB.	
Objective	To outline and ensure compliance with the Prevent duty. To ensure that TNB monitors, manages and deals effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief not just children or adults at risk	
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Document Information

Note In this, and all related policies, the term 'learner' is applied to all receiving training through TNB Skills Training, including apprentices.

Aim The aim of this policy is to ensure that all TNB staff, customers and learners feel safe and are kept safe from threats relating to extremism and radicalisation.

As a result, this policy ensures that TNB monitors, manages and deals effectively with the threat posed **by any individual or group of individuals** engaging in violent extremism in the name of ideology or belief not just children or adults at risk.

TNB's legal responsibilities

We accept our responsibilities as outlined in Prevent duty guidance: for further education institutions in England and Wales and Section 26(1) of the Counter-Terrorism and Security Act 2015 Updated 1 April 2021.

This policy fully supports the government's Prevent strategy, which seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

TNB staff are alert to:

- those possessing illegal and extremist literature.
- disclosures by customers and learners of their exposure to extremist actions, views or materials.
- graffiti symbols, writing or art work promoting extremist messages or images.
- those accessing extremist material online, including through social media.
- reports of changes in behaviour, friendship or actions that indicate radicalisation or extremism.
- those voicing opinions drawn from extremist ideologies and narratives.
- use of extremist or 'hate' terms to exclude others or incite violence.
- intolerance of difference contrary to our Equality and Diversity policy.
- attempts to impose extremist views or practices on others.

Ensuring commitment to and effectiveness of the policy

Responsibilities

TNB is committed to providing a secure environment for all customers and learners, where they feel safe and are kept safe. All staff at TNB recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether or not their role has direct contact or responsibility for customers and learners. The specific responsibilities are as follows:

Directors, Senior Managers and Section Managers/Team Leaders are responsible for ensuring compliance with this policy.

QIP/IQA Group is responsible for reviewing this policy and procedure on a regular basis to ensure it meets statutory guidance contained in 'Keeping Children Safe in Education' (September 2021) and "Working Together to Safeguard Children" and the Prevent Duty and Section 21 of the

Training/Assessing staff are responsible for complying with this policy, for helping to identify learners at risk, completing the safeguarding report form and referring this to the TNB Designated Safeguarding Officers and assisting them to investigate the matter. See section "Reporting safeguarding concerns related to radicalisation and extremism" below.

Designated Safeguarding Officers are responsible for investigating reports concerning safeguarding, extremism and radicalisation presented by TNB staff, determining and recommending an appropriate route of action and reporting and working with external agencies. The DSOs are responsible for keeping up to date records of investigations and outcomes. The Designated Safeguarding Officers maintain routine contact with Prevent Regional Co-ordinators.

External Authorities are those public bodies who are charged by government with dealing with cases referred as Prevent.

This policy should be considered in conjunction with TNB's policies or procedures relating to

- Safeguarding
- Equality and Diversity
- Bullying & Harassment
- Social Networking
- Whistle-blowing
- Staff induction
- Learner induction
- Staff training
- Staff Code of Conduct
- Data protection
- IT and computer policy

Learner development; ensuring learners' understanding of the support and guidance available to them

Learners can be exposed to extremist influences or prejudiced views from an early age from a variety of sources including family and peer pressure, the internet and social media and at times from customers. Learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

We ensure that TNB staff receive appropriate training to identify learners with potential vulnerabilities to all forms of abuse (including that of indoctrination), understand and promote Fundamental British Values, and ensure that appropriate support is offered including, where necessary, referral to the Channel programme.

As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor training outcomes and should be addressed as a safeguarding concern. We also recognise that if we fail to identify and deal with extremist views, we are failing to protect our staff, customers and learners.

Our learning curriculum challenges extremism and promotes teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion. Learners are informed during the induction process of the safeguarding team including those they might talk to if they have any concerns regarding their own or others' safety. Information is also in the learners' induction packs and via our website student wall. Learners receive a personal safeguarding card and information on external support agencies, for example, Childline and Samaritans.

At TNB we aim to provide a broad and balanced training programme, delivered by skilled professionals so that our customers and learners understand and become tolerant of difference and diversity and also to ensure that they feel valued and not marginalized.

Where we identify prejudice, discrimination or extremist views, including derogatory language, displayed by customers, learners or staff, we take appropriate measures to deal with these instances in line with our policies and procedures. Where serious misconduct is found or proven, the matter will be investigated and may be referred to external support agencies.

Computer resources

Learners - Our learners have access to our training computers and internet connection. We are aware of the dangers of the internet and of the misuse of social media and ensure that all learners' training programmes include age-appropriate safe internet use.

Our computer systems have restriction software and can be monitored using approved systems. We use our monitoring system to monitor e-safety and usage and would be able to identify if computers were being used to research extremist sites. This is a monitoring and alert system coupled with blocking to allow targeted intervention after careful investigation.

TNB Staff - TNB staff use of our internet connection can be directly monitored only at the request and supervision of a Director of TNB and under the terms of our IT and computer policy.

Ensuring apprentices and employees are protected and resilient to extremist narratives

Training Learning and Assessment delivery

Our training programmes are delivered by good teaching, learning and assessment practice that reinforces our bullying, harassment, safeguarding and equality and diversity policies. We adapt our teaching approaches to address specific issues as they become relevant to the problems of extremism and radicalisation.

We aim to set an example and standard for our customers and learners to follow and at the same time provide the appropriate skills, knowledge and understanding and awareness of the problems caused by extremism and radicalisation. Our aim is that learners, customers, staff and subcontractors know and understand what safe and acceptable behaviour is by encouraging active citizenship and promoting fundamental British Values.

Training Associates, Subcontractors and External Agencies

We use training associates and subcontractors to deliver some training experiences that support and bring additional expertise to our training delivery. We DBS check all staff and associates who have contact with learners and ensure, through our observation of teaching, learning and assessment procedures, that these staff provide learning experiences that match our standards and comply with our policies and procedures. In addition, we use our processes for managing our subcontractors to support our work and ensure compliance. We have clearly defined investigation and referral mechanisms.

Staff training

We ensure that all staff know of this policy and have access to good quality training and know how to identify and deal with extremist and radical views and opinions.

All new staff attend training with a TNB Designated Safeguarding Officer during their induction to the Company. This training is recorded on the personal development record and signed off on the induction record once it has taken place.

The Designated Safeguarding Officers maintain current and up to date knowledge on safeguarding and the Prevent duty.

Staff understand how to recognise behavioural changes which may indicate radicalisation or propensity for extremist behaviour.

We identify at Annexe A some of the indicators where people may become vulnerable to radicalisation. Staff training ensures that staff are aware of these vulnerabilities.

Learner induction

There is a specific focus on preventing radicalisation and extremism during the learners' induction to their training programme and this is followed up by reinforcing understanding at suitable points within each training programme. Learners are encouraged to be aware of, and report, behavioural changes in peers.

Dealing with issues

Reporting safeguarding concerns related to radicalisation and extremism

1. In the first instance, any concerns should be referred to the TNB Designated Safeguarding Officers (DSO).
2. The TNB DSO will investigate the issue with the member of staff, customer or learner to discuss the concerns and make a professional judgement that is factually recorded.
3. If the TNB DSO is satisfied that the customer or learner is not in danger of or has not been radicalised and is not involved in extremist activities then any underlying issues will be dealt with in accordance with the TNB Safeguarding policy.
4. If, after investigating the matter, the TNB DSO believes that the customer or learner is involved in radicalisation or extremist activities then they will refer the matter to the Prevent coordinator or external authorities.
5. An outline of any investigation will be reported in a confidential manner at the next TNB Senior Management Team meeting.
6. Outcomes from any investigation will be determined in line with the guidance in DfE Keeping Children Safe as either 'Substantiated' or 'Unsubstantiated'. If the outcome is unsubstantiated a determination on whether the initial report or allegation was false or malicious will be made.
7. The Designated Safeguarding Officer will update the safeguarding form and save this in the appropriate secure place.

Promoting this policy

The policy is displayed on TNB's website and links to the policy are included in learner and staff handbooks and employers' guidance.

Annexe A
Potential causes of grievance and vulnerability

Personal factors:

Bereavement / loss: grief, sadness, death, sorrow, mourning a loved one, relationship break down, moving away from family.

Personal crisis: losing a job/home, lack of money, relationship break down.

Victimization: feeling ill-treated/unfair treatment, persecution.

Isolation: loneliness, being separated from family/friends, having no one to turn to.

Sense of injustice: feeling 'wronged', 'undeserved treatment', wrongful punishment.

Drug or alcohol abuse: misusing drugs or alcohol to block out personal problems.

Homelessness: having nowhere to live thus more susceptible to accept help – possibly from someone who wants to 'radicalise' them to be involved in extremist (i.e. terrorist) activities.

Links to criminality: mixing with people involved with crime – could lead to mixing in the 'wrong' circles and becoming vulnerable to radicalisation processes.

Lack of limited religious or historical understanding: using religion to justify extremist views or engaging in radicalisation processes, lack of tolerance towards different faiths or unsupportive of different faiths.

External factors:

Media bias: journalism i.e. /newspapers etc not reporting all the facts or favouring a particular perspective.

Internet: hyped stories or false images/stories to incite terrorism / racial hatred / extreme violence.

Propaganda: information, especially of a biased or misleading nature, used to promote a political cause or point of view / a form of communication aimed towards influencing the attitude of a population toward some cause or position.

Peer pressure: A 'peer group' or individual may encourage another person to change their values or behaviours to suit others including 'membership groups' i.e. political groups or extremist groups.

Foreign policy: a government's strategy in dealing with other nations hence someone involved in extremist activities might have a grievance with a particular government strategy which is involved with their native country.

Global events: an event that will affect the whole world. For example, the terrorist attack 9/11 impacted on the whole world as many people were killed from different nations. This might incite someone to taking a grievance against the perpetrators or to support the event.

Economic: state of a country's economic position i.e. lack of jobs thus blaming government etc. Lack of employment may also contribute to an individual's vulnerability.

Family pressure: pressure from family to represent family views/causes which may involve extremist activities.



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Amendment Record

Date	Issue No.	Section/Page	Details of Change	Authorised By:
01/05/15	1.0	N/A	New Policy	SMT
27/07/17	2.0	ALL	Updated with latest guidance and staff training	SMT
22/03/19	3.0	ALL	Updated legislation and responsibilities	SMT
14/07/2020	4.0	ALL	Updated and checked for currency	SMT
21/07/2021	5.0	ALL	Updated and checked for currency	SMT
01/09/2021	6.0	ALL	Updated with latest guidance including KCSIE September 2021	SMT