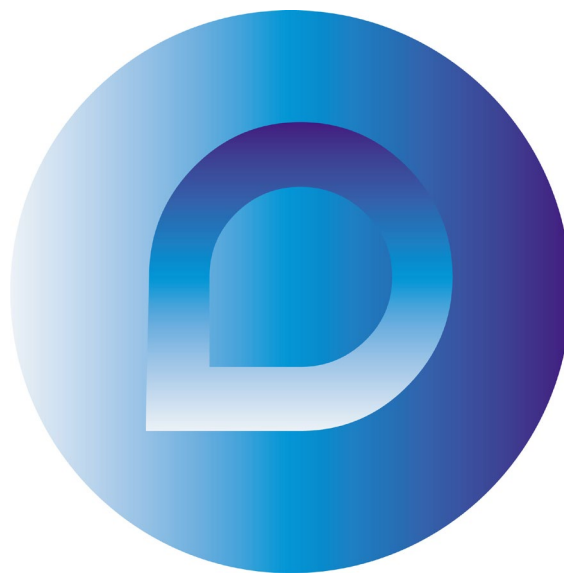


Preventing Radicalisation Policy



Reviewed: May 2022

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Preventing Radicalisation Policy

The purpose of this Policy is to ensure that By Design Group and its associated companies (BDG for future reference in this document) complies with **PREVENT** which is one of 4 elements of CONTEST, the Government's counter-terrorism strategy: Prevent is the Government's strategy to stop people becoming involved in violent extremism or supporting terrorism, in all its forms. Prevent works within the non-criminal space, using early engagement to encourage individuals and communities to challenge violent extremist ideologies and behaviors.

Extremism is defined as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual and mutual respect and tolerance of different faiths and beliefs. Also included in the definition is the call for the death of members of our armed forces, whether in this country or overseas.

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups or actions. (HM Government Prevent Strategy 2011)

The BDG is committed to providing a secure environment for Learners where they can feel safe and are kept safe from being radicalised or exposed to extremist views. Early intervention is a crucial part of PREVENT and it is important to recognise those who may be susceptible to being radicalised before any criminal activity takes place.

All staff and Sub-contractors working for the BDG recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for Learners or not.

Under the Counter Terrorism and Security Act 2015 the BDG has a statutory duty to have due regard to the need to prevent people from being drawn into terrorism.

The BDG employees have a duty to 'actively promote' the 4 fundamental British Values, namely:

- Democracy. An individual's opinion counts.
- The rule of law. No one is above the law. Laws protect everyone. Innocent until proven guilty.
- Individual Liberty. Freedom of speech.
- Respect and Tolerance. All backgrounds and cultures. All ages. All genders and sexualities. All religions and beliefs.

External Speakers

The BDG encourages the use of external trainers and speakers to enrich the experiences of our young people however we will vet those external individuals with whom we engage. Such vetting 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, By Design values and ethos. By Design will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated are consistent with the ethos of the BDG and so not marginalize any communities, groups or individuals and promote British Values.
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise through extreme or narrow views of faith, religion or culture or other ideologies.

The BDG will ensure that:

- They endeavor to work with all suppliers and partners with a view to:
 - Promoting best practice with regard to Prevent strategies.
 - Promoting British Values.
 - Reporting safeguarding concerns and preventing extremism.
- Learners are clear how and to whom they can report any safeguarding concerns, including preventing extremism.
- Resources, up-dates, and training are regularly available to all staff.
- Sub-contractor's Policies which link to PREVENT are up to date. To include:
 - Safeguarding
 - Whistle Blowing/Complaints
 - IT and Cyber-security
 - Code of conduct
 - HR / Training policy

The following are examples of vulnerability:

Identity Crisis

Adolescents/vulnerable adults who are exploring issues of identity can feel both distant from their parents/family and cultural and religious heritage and uncomfortable with their place in society around them. Radicalisers can exploit this by providing a sense of purpose or feelings of belonging. Where this occurs, it can often manifest itself in a change in a person's behavior, their circle of friends, and the way in which they interact with others and spend their time.

Personal Crisis

This may, for example, include significant tensions within the family that produce a sense of isolation of the vulnerable individual from the traditional certainties of family life.

Personal Circumstances

The experience of migration, local tensions or events affecting families in countries of origin may contribute to alienation from UK values and a decision to cause harm to symbols of the community or state.

Unemployment or Under-employment

Individuals may perceive their aspirations for career and lifestyle to be undermined by limited achievements or employment prospects. This can translate to a generalised rejection of civic life and adoption of violence as a symbolic act.

Criminality

In some cases, a vulnerable individual may have been involved in a group that engages in criminal activity or, on occasion, a group that has links to organised crime and be further drawn to engagement in terrorist-related activity.

Similarly, to the above, the following have also been found to contribute to vulnerable people joining certain groups supporting terrorist-related activity:

- Ideology and politics.
- Provocation and anger (grievance).
- Need for protection.
- Seeking excitement and action.
- Fascination with violence, weapons, and uniforms.
- Youth rebellion.

- Seeking family and father substitutes.
- Seeking friends and community.
- Seeking status and identity.

Possible signs of radicalisation taking place:

- The individual's views become increasingly extreme regarding another section of society or government policy.
- The individual becomes increasingly intolerant of more moderate views.
- The individual expresses a desire/intent to take part in or support extremist activity.
- They are observed downloading, viewing, or sharing extremist propaganda from the web.
- They become withdrawn and focused on one ideology.
- The individual may change their appearance, their health may suffer (including mental health), and they may become isolated from family, friends, peers, or social groups.

Where there is an identified/potential risk of a Learner being involved/potentially involved in supporting or following extremism this is to be reported direct to the local Prevent officer and By Design are to be informed.

Single Point of Contact

The single point of contact for Prevent in the organization is:

Stephen Frew – Governance and Compliance Manager and Designated Safeguarding Officer

Office: 01827 316297

Mobile: 07814 384622

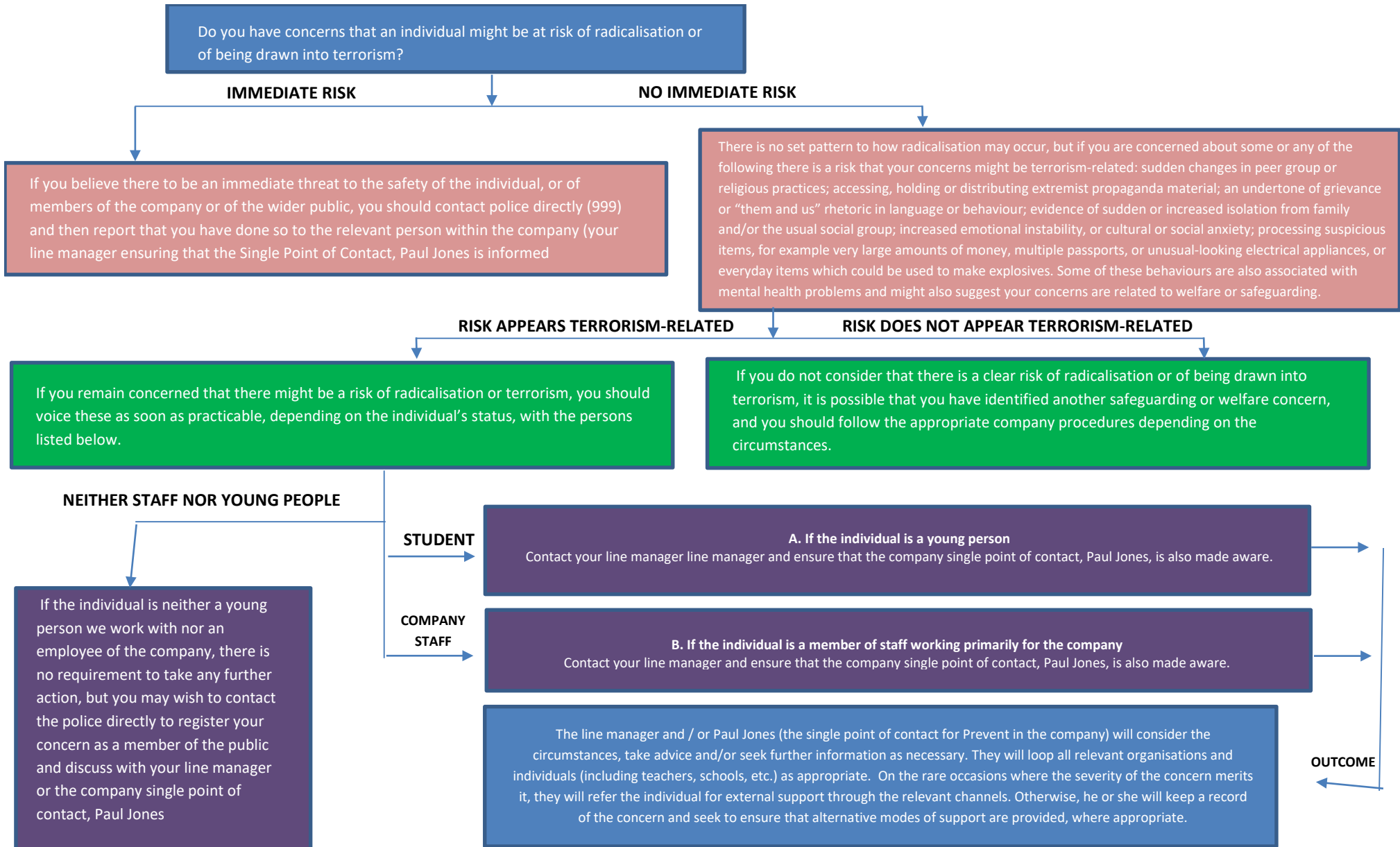
Email: stephenfrew@bydesign-group.co.uk

Clear agreed referral channels and reporting

- Every person in a company / institution including young people / learners should know what they need to do if they are concerned about another young person / learner or member of staff.
- The process of referral within the company needs to be clear.
- The process for referring out of the company needs to be clear.
- The page below details our procedure for raising a concern under prevent.

The BDG will ensure that all sub-contractors have a policy in place and clear reporting procedures, where a risk/potential risk has been identified. The following flow chart provides guidance on how to deal with any Prevent concerns.

Raising a Concern Under Prevent



Useful Points of Local Contact

Prevent & Regional Engagement Officer
Rachel Sheppard - 0300 122 8694

Other useful contacts:

It's probably nothing but...

Anti-terrorist hotline
0800 789 321

Facebook Prevent Page

<https://www.facebook.com/East-Midlands-Prevent-226462507365780/timeline/>

Derbyshire Prevent Team

<http://www.derbyshire.police.uk/Safety-advice/Terrorism/Prevent-Team/Prevent-Team.aspx>

includes contacts.

Nottinghamshire Prevent Team

<http://www.nottinghamshire.police.uk/site-page/how-can-prevent-team-help-me>

includes contacts.

Leicester Prevent Team

<https://leics.police.uk/advice-and-information/information-zone/prevent-preventing-violent-extremism-terrorism>

includes contacts.

A web resource for Leicester, Leicestershire & Rutland.

<http://www.leicesterprevent.co.uk/>

includes contacts.