Nurture Training and Development

PREVENT AND RADICALISATION

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Approved by Directors	14/05/2022
Next Major review	22/03/2024

Nurture Training

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Rationale

Nurture Training and Development radicalisation policy and procedure is designed to prevent any radicalisation activities taking place internally by outlining key responsibilities of staff and to support the process of monitoring, identification, recording, reporting and referrals of radicalisation concerns. This is to ensure the safety and well-being of staff, learners, customers, and other stakeholders throughout their journey with us.

Policy

Gov.UK (2021) defines radicalisation process as "Radicalisation can be seen as a two-stage process. The first stage encompasses an attitudinal journey, where a vulnerable individual begins to hold extremist views – vulnerabilities being influenced by background factors (e.g. criminality, troubled family background), experiences and influences (e.g. friends and family), and unmet psychological needs (e.g. for belonging and status). The second stage focuses on behaviours, where extremist views turn into violent actions influenced by social, emotional or experiential factors. Within both stages there are opportunities to proactively and reactively support individuals and families to protect them from the risks of radicalisation.

It is important to highlight that radicalisation concerns can be identified and reported by any person(s)who may suspect radicalisation activities, furthermore, any person may be vulnerable at certain points in their life and become more susceptible to ideology influencers; however, there is a broad agreement over factors that influence peoples vulnerability, these include:

- History of criminality
- Unmet psychological needs
- Relative influence

Now that a rationale and a definition has been provided this policy will aim to outline how to monitor, identify, report, refer and review any radicalisation concern.

We have, furthermore, included contact details of the internal safeguarding teams and external agencies for the ease of access to information; we have also included a "**referrals form"** to support the reporting process and the type of information to be recorded in the event of a safeguarding concern arising to ensure effective processes.

The company aims to put Prevent in practice through the following:

- ⇒ Challenging violent extremist ideology and support for it
- ⇒ Disrupting those who promote violent extremism and, in the places, where they may be active
- ⇒ Supporting individuals who are being targeted and recruited to the cause of violent extremism
- ⇒ Increasing the resilience of the service to withstanding radicalisation and extremism particularly where the risks are relatively high
- ⇒ Addressing the political, religious, social, cultural and economic grievances that are being exploited through the extremist ideology and behaviour

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Extremism and radicalisation

All education settings have a legal duty to protect young people from the risk of radicalisation and being drawn into extremism. There are many reasons why a young person might be vulnerable to radicalisation;

- feeling alienated or alone
- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause
- associating with others who hold extremist beliefs

Signs of radicalisation

Signs that a person might be at risk of radicalisation include:

- changes in behaviour, for example becoming withdrawn or aggressive
- claiming that terrorist attacks and violence are justified viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a person is at risk of becoming radicalised, they will record any relevant information or observations on a "**referrals form"** and refer to this policy to ensure the correct revised response.

If any person(s) has a concern the same process should be followed.

The key duties of the Prevent Duty are based on the following four themes:

- Promote local partnerships;
- safeguarding risk assessment;
- Undertake staff training;
- Ensure the development and implementation of policies relating to Information Communication Technology;

Other policies include:

- Safeguarding policy (staff)
- Safeguarding policy (apprentice)
- Safeguarding booklet
- Safe internet use and technology policy
- Staff training policy
- Safer recruitment policy

Aims and objectives within our structure

Leadership & Values

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To create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all students, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- promoting core values of respect, equality and diversity, learner voice and participation
- building staff and student understanding of the issues and confidence to deal with them through mandatory staff training

Teaching and learning

To provide a curriculum that promotes Fundamental British Values.

- embedding British Values, Equality, Diversity and Inclusion
- promoting wider skills development such as social and emotional aspects of learning
- teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values

Student Support

To ensure that staff take preventative and responsive steps,

This will be achieved through:

- strong, effective and responsive student support services
- Implementing anti-bullying strategies and challenging discriminatory behavior.
- recognising factors that may increase risk to a student, i.e. vulnerability, disadvantage or hardship and implementing early risk management strategies
- ensuring that students and staff know how to access support
- supporting students with problem solving and repair of harm
- supporting 'at risk' students through safeguarding and crime prevention processes
- focusing on narrowing the attainment gap between the different groups of students
- working collaboratively to promote support for students across all areas of provision

Staff

All staff have a responsibility to:

- create and support an ethos that upholds the vision and values including British values, to create an environment of respect, equality and diversity and inclusion
- the designated DSL has relevant experience and receives appropriate training in safeguarding and the Prevent Duty, and is aware of the Channel Programme and how to access it
- designated person training is refreshed every three years
- safe recruitment practices are followed for all new staff
- all staff have a copy of this **Safeguarding policy**, understand its contents and are vigilant to signs of abuse, neglect or radicalisation

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- all staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation
- all staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings
- all staff receive basic training in the Prevent Duty
- staff are familiar with the Safeguarding File which is kept in lockable filing cabinet in Project Manager's Office
- ensuring compliance with related policies
- acceptable Use Information Technology and refer to Safe Use of Internet and Technology Policy

In Addition:

- All new members of staff will receive **Prevent** training as part of their induction and annual review thereafter. A particular emphasis will be placed on safeguarding.

Procedure

Identification

A concern must firstly be identified, prior to reporting any safeguarding concern; again, signs can be:

- changes in behaviour, for example becoming withdrawn or aggressive
- claiming that terrorist attacks and violence are justified viewing violent extremist material online
- possessing or sharing violent extremist material

Reporting details

All safeguarding concerns must be factual, recorded and reported to Debbie Richards or Sarah Richards using the following contact details:

drichards@nurturetraining.org 07810640128

srichards@nurturetraining.org 07887518511 or

visit our website contact www.nurturetraining.org and record details

You can also use the referral documents on the last page of this document, external contact details are also available in the event of an emergency, however, in the event of an emergency, the form must still be completed and submitted, after the emergency action.

All information about the suspected abuse, disclosure, or concern about radicalisation, will be recorded on the **"referrals form"** as soon as possible after the event. The record should include:

- date of the disclosure, or the incident, or the observation causing concern
- date and time at which the record was made
- name and date of birth of the person (s) involved
- a factual report of what happened.
- If recording a disclosure, name, signature, and job title of the person making the record

The record will be given to the DSL who will decide on the appropriate course of action.

Referral procedure:

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As with other safeguarding issues, where any person (s) has any concerns about any other person (s), they must speak with Nurture Training and Development Safeguarding Lead – Debbie Richards or Sarah Richards at the earliest convenience.

The Safeguarding Lead will offer advice and guidance about the appropriateness of making a referral.

Records of all actions will be taken and kept on record for several reasons, for the appropriate amount of time. Reason could include sharing the information if needed with other agencies or revisit the information if needed.

If, at any stage, it is felt that the individual poses an immediate danger to themselves or any other person, the police will be called immediately.

A referral form and summery report is included at the end of this document.

Immediate danger procedure:

If a child or young person is at immediate risk, this will be reported without delay to the police service on 999.

If a child is not in immediate danger, one of the following actions will be taken:

- Call the Contact Centre on (01744) 676767 and tell them that you have a concern about a child;
- Outside of office hours call the Emergency Duty Team on 0345 050 0148;
- Call Merseyside Police on 0151 709 6010 (24 hour line);
- Discuss your concerns with a professional you can trust such as a health visitor, teacher or GP; or
- Contact the NSPCC Helpline on 0808 800 5000
- Police: 101 (non-emergency) or 999 (emergency)
- Anti-terrorist hotline: 0800 789 321
- NSPCC: 0808 800 500

Review

Any reported concern must be followed up to ensure that the correct reporting lines are being followed and that the process is been dealt with accordingly, this process is just as important to ensure that safeguarding concerns are being managed effectively, it is also important to ensure this is happening as we may have to make referrals and work with external agencies.

This policy is reviewed annually, using government information to ensure the correct revised levels.

The Designated Safeguarding Lead must ensure that the responsiveness and effectiveness of this policy is working at the correct revised level providing the designed outcome, should there be any limitation in the process, the policy and procedure must be revised.

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Referral Form

Please complete the below details and send to: • http://safer.sthelens.gov.uk/pages/preventing-terrorism/ • or call **999** if **immediate risk** is identified • **St Helens Preventing Terrorism Hotline by calling 0800 789 321**	**This will be dealt with by individual Police Force Prevent Teams.**

Your Details

Surname		**Date of Birth**	
Forenames		**Relationship to Individual**	
Contact No.			
Email			
Organisation and Professional Role			
Signature			
Address			

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Individuals' details and summary of concerns *Please include as much detail as possible*			
Surname		**Date of Birth**	
Forenames		**Gender**	
Contact no.			
Email			
Date of the incident, or the observation causing concern			
Today's date:			
Social Media Username / technology used			
Address			
Educational Establishment			
Occupation			
Occupation Address			
Has anyone been consulted about this referral (Safeguarding Agency etc.)?	**Yes** ☐ **No** ☐		
If yes please give details			

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Additional Info (e.g. Family details, Associates of concern)	

Summary of Concerns About the Individual(s)

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Sign …….

Date …….

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