



Preventing Extremism and Radicalisation Safeguarding Policy and Procedure

Date: February 2024

Review Date: February
2025

Scope

For the avoidance of doubt and unless expressly stated to the contrary any reference to Little Gate Supported Employment (LITTLE GATE) should be treated as including Little Gate College and Little Gate Farm and any reference to client/participant should be treated as including a work trainee, young ranger and a Student of Little Gate College. This policy applies to all employees.

Introduction

Little Gate is committed to providing a secure environment for work trainees, young rangers and students, where children and adults feel safe and are kept safe. All adults at Little Gate recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children or not.

In adhering to this policy, and the procedures therein, staff and visitors will contribute to Little Gate's delivery of the outcomes to all children, as set out in s10 (2) of the Children Act 2004.

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall Charity arrangements to Safeguard and Promote the Welfare of all Children in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002). Our Charity's Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in the "Pan Sussex Child Protection Procedures" and DfE Guidance "Keeping Children Safe in Education, 2019"; and specifically DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's Report of July 2014. The Charity ethos and practice when operating this policy, our Charity 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'. There is no place for extremist views of any kind in our Charity, whether from internal sources, work trainees, young rangers and students, staff or governors, or external sources – The Charity community, external agencies or individuals. Our work trainees, young rangers and students see our Charity as a safe place where they can explore controversial issues safely and where all staff encourage and facilitate this – we have a duty to ensure this happens. As a Charity we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and adults, so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our work trainees, young rangers and students. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people.

Education is a powerful weapon against this, equipping young people with the knowledge, skills, and critical thinking, to challenge and debate in an informed way. Therefore, we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our work trainees, young rangers and students are enriched, understand, and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized. Furthermore we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times work trainees, young rangers and students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. Any prejudice, discrimination or extremist views, including derogatory language, displayed by work trainees, young rangers and students or staff will always be challenged and where appropriate dealt with in line with our Behaviour Policy for work trainees, young rangers and students and the Code of Conduct for staff. Where misconduct by a teacher is proven the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether to a Prohibition Order is warranted. As part of wider safeguarding responsibilities Charity staff will be alert to:

- Disclosures by work trainees, young rangers and students of their exposure to the extremist actions, views, or materials of others outside of Charity, such as in their homes or community

- groups, especially where work trainees, young rangers and students have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Work trainees, young rangers and students accessing extremist material online, including through social networking sites.
- Parental/Carer reports of changes in behaviour, friendship or actions and requests for assistance
- Partner schools, local authority services, and police reports of issues affecting work trainees, young rangers and students in other schools or settings.
- Work trainees, young rangers and students voicing opinions 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, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.
- Anti-Western or Anti-British views, Our Charity will closely follow any locally agreed procedure as set out by the Local Authority and/or the Local Safeguarding Children and Adults Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Teaching and Staff 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 children may experience elsewhere may make it harder for them to challenge or question these radical influences.

In our Charity this will be achieved by good training and teaching, primarily via PSHE and the JIGSAW (Ocklynge) scheme of work; but also, 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 our training and teaching approaches help our work trainees, young rangers and students build resilience to extremism and give work trainees, young rangers and students a positive sense of identity through the development of critical thinking skills.

We will ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our training and teaching approaches, as appropriate, so as 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 following the three broad categories of:

1. Making a connection with children and adults through good [training and teaching] design and a work trainee, young ranger and pupil centred approach.
2. Facilitating a 'safe space' for dialogue
3. Equipping our work trainees, young rangers and students with the appropriate skills, knowledge, understanding and awareness for resilience. Therefore, this approach will be embedded within the ethos of our Charity so that work trainees, young rangers and students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our Charity's approach to the spiritual, moral, social and cultural development of work trainees, young rangers and students as defined in OfSTED's School Inspection Handbook and will include the sound use of group work to help further promote this rounded development of our work trainees, young rangers and students.

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 achieve this by using a work and support plan and curriculum that includes:

- Citizenship programmes

- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout skills training, support plans and curriculum.
- Little Gate College - Focussed educational programmes We will also work with local partners, families, and communities in our efforts to ensure our Charity understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our pupil's experiences and horizons.

We will help support work trainees, young rangers and students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a work trainee, young ranger or pupil is being directly affected by extremist materials or influences, we will ensure that that each work trainee, young ranger or student is offered the advised mentoring and support in conjunction with East Sussex County Council. Additionally, in such instances our Charity will seek external support from the Local Authority and/or local partnership structures working to prevent extremism. 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 work trainees, young rangers and students to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our work trainees, young rangers and students safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies and Speakers - We encourage the use of external agencies or speakers to enrich the experiences of our work trainees, young rangers and students, however we will positively vet those external agencies, individuals, or speakers who we engage to provide such learning opportunities or experiences for our work trainees, young rangers and students. 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, the Charity'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 our training and college curriculum, so we need to ensure that this work is of benefit to work trainees, young rangers and students.

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

- Any messages communicated to work trainees, young rangers and students are consistent with the ethos of the Charity 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 work trainees young rangers and students through extreme or narrow views of faith, religion or culture or other ideologies
 - Activities are properly embedded in the training and support plans and curriculum. Clearly mapped to schemes of work and training plans to avoid contradictory messages or duplication.
 - Activities are matched to the needs of work trainees, young rangers and students.
 - Activities are carefully evaluated by each department to ensure that they are effective.

We recognise, however, that the ethos of our Charity is to encourage work trainees, young rangers and students 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. Therefore, by delivering a broad and balanced training and support plan and curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our work trainees, young rangers and students recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help work trainees, young rangers and students develop the critical thinking skills needed to engage in informed debate.

- **Whistle Blowing** - Where there are concerns of extremism or radicalisation of work trainees, young rangers or students; Staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. Please refer to the Charity Whistle Blowing Policy.

Child Protection - Please refer to our Child Protection Policy for the full procedural framework on our Child Protection duties. Staff will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or children or adult may be at direct risk of harm or neglect. For example; this could be due to a child or adult displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a child or adults family that may equally place a child or adult at risk of harm. (These examples are for illustration and are not definitive or exhaustive). Therefore, all adults working at the Charity (including visiting staff, volunteers' contractors, and students on placement) are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Lead and/or CEO.

Role of the Designated Safeguarding Lead (DSL) - The DSL works in line with the responsibilities as set out in the DfE Guidance 'Keeping Children Safe in Education'. The DSL is the focus person and local 'expert' for all staff, and others, who may have concerns about an individual child or adults safety or well-being and is the first point of contact for external agencies. In line with Recommendation 2 of Peter Clarke's Report; the role of the DSL will be extended, at the appropriate time, to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy.

Training - Whole Charity in-service training on Safeguarding Adult and Child Protection will be organised for staff and Trustees at least every two years and will comply with the prevailing arrangements agreed by the Local Authority and Local Safeguarding Children Board and will, in part, include training on extremism and radicalisation and its safeguarding implications. The DSL will attend training courses as necessary and the appropriate inter-agency training organised by the Local Safeguarding Children Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

Recruitment - The arrangements for recruiting all staff, permanent and volunteers, to our Charity will follow guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our Charity so as to unduly influence our Charity's character and ethos. We are aware that such persons seek to limit the opportunities for our work trainees, young rangers and students thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our Charity we will minimise the opportunities for extremist views to prevail.

Role of Trustees – The Trustees and the Charity will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Trustees, including their statutory safeguarding duties. The Trustees and the Charity will support the ethos and values of our Charity and will support the Charity in tackling extremism and radicalisation. In line with Recommendation 13 of Peter Clarke's report details of our Trustees and the Charity will be published on each Charity's website to promote transparency.

Signed by Charityee Trustee	<i>Maureen J</i>		
Signed by CEO	<i>Ben</i>		

Reviewed by	Date	Changes made	Next review date

