



Preventing Extremism and Radicalisation Policy and Procedure

Date: April 2025

Review Date: April 2026

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, a Student of Little Gate College or a child participating in our Alternative Provision offer. This policy applies to all employees.

Introduction

Little Gate is committed to providing a secure environment for work trainees, young rangers, students and children, 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 and young adults or not.

Legislative Framework

This policy is one element within our overall Charity arrangements to Safeguard and Promote the Welfare of all those set out in the scope above.. The Policy also draws upon the guidance contained in the "Pan Sussex Child Protection Procedures" and DfE Guidance "Keeping Children Safe in Education, September 2024" and specifically DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People", the DfE Prevent Duty Guidance updated 6 March 2024 Peter Clarke's Report of July 2014.

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 and young people, as set out in s10 (2) of the Children Act 2004, the Children and Families Act 2014 and the SEN Code of Practice 2015.

Prevent

The overall aim of the Counter Terrorism Strategy (CONTEST) is to reduce the risk from terrorism to the UK. Prevent remains one of the key pillars of CONTEST alongside the other three 'P' work strands:

- Prevent: to stop people becoming terrorists or supporting terrorism
- Pursue: to stop terrorist attacks
- Protect: to strengthen our protection against a terrorist attack
- Prepare: to mitigate the impact of a terrorist attack

Extremism

Our Charity uses the following Governmental definition of extremism which was updated in March 2024:

Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or

3. intentionally create a permissive environment for others to achieve the results in (1) or (2).

Further information on the types of behaviour that can constitute extremism can be found here:

New definition of extremism (2024) - GOV.UK (www.gov.uk)

There is no place for extremist views of any kind in our Charity, whether from internal sources, work trainees, young rangers, students and children, staff or governors, or external sources – The Charity community, external agencies or individuals. Our work trainees, young rangers, students and children 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, students and children. 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.

Curriculum

Children and young people continue to make up a significant proportion of Channel cases. Education is a powerful weapon, equipping young people with the knowledge, skills, and critical thinking, to challenge and debate in an informed way. We provide a broad and balanced curriculum, delivered by skilled professionals, taking account of the DfE advice on managing the risks of radicalisation in education settings so that our work trainees, young rangers, students and children are enriched, understand, and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

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 including democracy and British Values
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout skills training, support plans and curriculum.

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 young people's experiences and horizons.

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, students and children 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, students, children or staff will always be challenged and considered in line with the level of risks set out below and, where appropriate, dealt with in line with our Behaviour Policy for work trainees, young rangers, students and children 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 and the Teaching Regulation Agency for their consideration as to

whether to a Prohibition Order is warranted. The DfE and local authorities will also be involved as part of our shared funding arrangements and procedures.

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 and young people 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; 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. Consideration is also given to the following resources:

- Educate Against Hate
- ETF Learners from the Education and Learning Foundation
- ACT - Action Counters Terrorism

We will be flexible enough to adapt our training and teaching approaches, as appropriate, to address specific issues and 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 learner centred approach.
2. Facilitating a 'safe space' for dialogue
3. Equipping our work trainees, young rangers, students and children 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, students and children 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, students and children as defined in OfSTED's Further Education and Skills Inspection Handbook and will include the sound use of group work to help further promote this rounded development of our work trainees, young rangers, students and children.

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 child is being directly affected by extremist materials or influences, we will ensure that each work trainee, young ranger, student or child 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 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, students and children safe and prepare them for life in modern multi-cultural Britain and globally.

Risk

We will ensure that all our training and teaching approaches help our work trainees, young rangers, students and children build resilience to extremism and give them all 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. In identifying radicalisation there are the following levels of risk which, as part of wider safeguarding responsibilities Charity staff will be alert to as young people can quickly move between categories:

Low Risk

There may be no evidence to suggest radicalisation even though a young person may express strong opinions, criticise government policies, being active on social media or adopting visible signs such as wearing clothing to identify or express a sense of belonging.

Staff will ensure they talk informally to the young person about their change in behaviour, perhaps providing a safe space to debate controversial issues and offer information on how to stay safe online.

At Risk

At risk behaviours can include:

- being drawn to conspiracy theories
- beginning to isolate themselves from family and friends
- viewing or engaging with inappropriate online content and having uncontrolled or unsupervised access to the internet
- expressing concerns about being victimised, for example feeling under attack
- discriminating against other individuals or groups of people
- a sudden change in behaviour
- showing interest in extremists or extreme groups
- expressing views that divide us, for example talking about 'us' and 'them'

In these circumstances staff will look at the behaviours and gather information to be able to make an assessment of risk and harm. This will include considering:

- if we have enough information to make a comprehensive assessment
- what's happened in the past to trigger the incident
- if this is an isolated incident or a pattern of behaviour
- what else we know and if there are any relevant vulnerability factors
- if there are any relevant contextual factors - for example, previous safeguarding concerns, behaviour, attendance, attainment, general wellbeing
- if there are any protective factors - for example, supportive personal relationships with peers and family, environmental factors such as school, college, provider or home life

In a safe space, we will talk to the young person or their parent/carers if under 18, and make a holistic assessment of vulnerability. This may or may not result in a Prevent Referral being made

Medium Risk

Medium risk means a young person may be at a heightened risk of radicalisation and indicators can be:

- legitimising the use of violence to defend ideology or cause
- accessing extremist or terrorist websites, forums and publications
- expressing dehumanising views
- expressing an interest to travel to a conflict zone
- being in contact with a group or individuals known to support a violent extremist ideology, either online or in real life
- expressing persistent intolerance towards groups of people perceived as 'other' - this may be based on protected characteristics such as gender, religion or ethnicity, but not exclusively
- demonstrating a fixation with weaponry or explosives (this may include posing in concerning photographs or videos with weaponry), without an otherwise reasonable explanation
- being obsessed with massacre, or extreme or mass violence, without targeting a particular group (for example, high school shootings)

Where staff suspect a medium risk, the vulnerability of the young person will be assessed. This will include considering the following:

- is there reasonable cause to suspect that the learner is suffering or likely to suffer significant harm
- what are the risks and what would happen if these needs are not met - what will the impact be on the young person
- what else do you know and are there any relevant vulnerability factors
- are there any relevant contextual factors - for example, previous safeguarding concerns, behaviour, attendance and attainment records and general wellbeing
- are there any protective factors - for example, supportive personal relationships with peers and family, environmental factors such as college or home life

If the young person is suffering from or is at risk of harm including vulnerability to radicalisation, the staff member will act immediately and follow our safeguarding policy, including the designated safeguarding lead considering making a referral to Prevent. We will also ask our Prevent partners for advice or forward the referral on to Channel as appropriate.

We will also carry out an assessment to identify whether any needs should be met by more than one agency, for example child and adolescent mental health services. As above, we will seek advice from the local authority.

When sharing information about a child or young person who is under 18, we will try to get parental consent but only if it is safe to do so. We will not put the child or young person in more danger.

High Risk

High risk means a young person is at significant risk, and there's evidence that they're currently exposed to terrorist or extremist activity and a significant risk to their safety. In these circumstances we will tell the police and other parties immediately.

High risk, criminal behaviour includes:

- where we suspect the person is about to put themselves or others in danger by travelling to join a proscribed organisation
- where the person appears to be involved in planning to carry out a criminal offence
- verbally or physically attacking someone due to their race, religion, sexuality and so on
- committing violent acts guided by a violent extremist ideology or group
- taking part in any proscribed violent extremist group (financing, sharing material online, recruiting others and so on)
- having a 'kill list' or detailed plan to carry out mass violence
- producing or sharing terrorist material offline or online
- recruiting others to a proscribed terrorist group or organisation

We will ask ourselves if the young person:

- needs support from more than one agency
- is about to put themselves or others in danger
- is at risk due to actions of their parents or carers, or wider family members

has made violent threats to our setting

Channel

Channel is a multi-agency approach to safeguarding, supporting and protecting children, young people and vulnerable adults at risk of radicalisation, extremism or terrorist related activity. The Charity works with East Sussex County Council and its partners.

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, students and children, 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, students and children. 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, students and children.

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, students and children 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, students and children 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, students and children.
- 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, students and children 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, students and children; Staff will be encouraged to make use of our internal safeguarding policies and procedures in the first instance, reporting to your line Manager or DSL. If this does not prove satisfactory the CEO or a Trustee should be approached. If this is not successful or there is a reason why this action would not be appropriate then refer to the Charity Whistle Blowing Policy to raise a concern.

Child and Adult Safeguarding and Protection - Please refer to our Child and Adult Safeguarding and Protection Policies for the full procedural framework and our 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 or a Trustee.

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 2024'. 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. The DSL receives more in depth training on areas such as extremist and terrorist ideologies, how to make referrals and how to work with Channel partners.

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, trends in the annually published Prevent referral statistics, relevant local or regional incidents and any new resources or training material. 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 Enhanced 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, students and children 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 which include Prevent. The Trustees and the Charity will support the ethos and values of our Charity and will support the Charity in tackling extremism and radicalisation.

Signed by Charity Trustee	<i>Maureen</i>	<i>John Harrell</i>	28.4.25
Signed by CEO	<i>Ben</i>		28.4.25

Reviewed by	Date	Changes made	Next review date