

# PREVENTING RADICALISM AND EXTREMISM POLICY



**Policy Group:** Health & Safety and Environment

**Effective:** September 2023

**Approved:** The Safeguarding Board

**Responsible Officer:** Steve Williams, Head of Risk

**Next Renew Date:** September 2024

**Ref no:** 2.9



# GUIDANCE

## Vision

Transform lives through learning

## Values



**PASSIONATE** - We are passionate about inspiring young people, adults and our Purple People to be their best and we take pride in creating a positive learning environment to fulfil their potential.



**UNSTOPPABLE** - We are unstoppable in our quest for the pursuit of excellence. We are dedicated and resilient to develop ourselves and our learners.



**RIGHT** - We treat each other with respect and strive to do the right thing through insight, inclusion, honesty, growth and trustworthiness.



**PARTNERSHIPS** - We support the people surrounding us in our everyday lives, building effective partnerships with businesses, learners and all stakeholders where we can pass on our knowledge and skills to help them meet their goals.



**LEARNERS** - Learners are at the centre of everything we do and we are driven to provide life-changing and life-long learning for them.



**EMPOWERED** - We encourage our Purple People to be independent and autonomous to maximise their goals surpassing their barriers and targets. Feel it, believe it, live it.

## Tone of voice

Our tone of voice takes its direct influence from our core values. We are passionate about people and learners and are driven to get the best out of everyone by understanding them. We are caring and supportive, as well as being determined and striving for growth. We talk with purpose and enthusiasm in a way that connects and empowers people.

Innovation is at the heart of Learning Curve Group and we're always thinking about what's next!

## SUMMARY CHANGES

Date	Page	Details of Amendments
August 2022	Whole document	Review Prevent Duty Policy for LCG
May 2023	5	Contacts update
September 2023	Whole document	Annual review Prevent Duty for LCG
January 2024	Whole document	Review and update from Prevent Guidance. Update terminology and objectives

## INTRODUCTION

Learning Curve Group (LCG) are one of the largest national training providers in the UK, providing education and training nationally. All companies within the LCG family uphold the same company Vision, Mission and Core Values and follow our group policies and procedures.

Learning Curve Group (LCG) is committed to providing a secure environment for both learners and staff can continue to flourish, and this policy is closely linked with LCG safeguarding framework and Safeguarding Policy.

This Preventing Extremism and Radicalisation Policy draws upon the government's Prevent Strategy and the guidance contained in the DfE Guidance, 'Keeping Children Safe in Education', 'Prevent: Duty Guide' and 'Tackling Extremism in the UK'. We also adhere to Section 26 of the Counter Terrorism and Security Act 2015 (the Act) places a duty on certain bodies ("specified authorities "listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism".

The Prevent Duty is likely to be relevant to fulfilling other responsibilities such as the duty arising from section 149 of the Equality Act 2010.

Prevent Duty is a UK government statutory guidance and is part of the Counter terrorism and Security Act. The Prevent Duty System aims to reduce the threat of terrorism by providing practical advice, statutory guidance, and assistance to help stop susceptible individuals from being radicalised or drawn into terrorist organisations and eventually performing terrorist activity.

In July 2015, the Prevent Strategy was given legal status. Consequently, schools and colleges in England, Scotland and Wales have a due regard to stop their students from being drawn into terrorism.

## The Prevent Strategy

Prevent is one of the four elements of CONTEST (Counter-Terrorism Strategy). This is the British government's counter- terrorism strategy that aims to stop susceptible and vulnerable individuals from becoming terrorists or supporting terrorism. The overall aim of CONTEST is to reduce the risk from terrorism activities to the UK, its citizens and interests, to enable people to go about their lives freely and with confidence. The four pillars of CONTEST are;

Prevent: to stop people becoming terrorists or supporting terrorism

Pursue: to stop terrorist attack

Protect: to strengthen our protection against a terrorist attack

Prepare: to mitigate the impact of a terrorist attack

The British Home Office works with local authorities to deliver this policy.

The goal of the Prevent duty is to be preventive and pre-emptive, as opposed to reactive. What this means is, instead of responding to acts of terrorism after they have taken place, we can target the preliminary steps that may lead to individuals becoming terrorists in the first place.

That is the advocacy of extreme or potentially dangerous views, as well as the vulnerability factors that make some individuals more susceptible to such views or more at risk of radicalisation. The theory is that, by proactively tackling the ideology instead of the criminal activity associated with it, we can have a wider and longer-lasting impact.

Prevent covers all form of terrorism including non-violent extremism and including far-right issues, and covers a range of sectors including education providers, such as LCG.

This policy has been written to provide sufficient guidance to ensure that this commitment is embedded into the culture and ethos of the LCG. It is therefore essential that all staff are aware of their duties regarding safeguarding and report any concerns promptly about concerns following the

Prevent Duty requirements. Staff recording safeguarding concerns should use LCG MyConcern for all reporting as required.

External users such as parents or learners can use the LCG Safeguarding App or email the safeguarding team who will follow up [safeguarding@learningcurvegroup.co.uk](mailto:safeguarding@learningcurvegroup.co.uk).

If recording via email, we will need the following:

- Type of incident concerned about Learner/person's name if known.
- Contact number, email so the safeguarding team can make contact.

LCG recognise that 'Safeguarding' under the Prevent Duty is equally applicable to both children and vulnerable adults as well as anyone who may be susceptible to being radicalised and anyone can be referred to Prevent and the Channel Process regardless of age if the risk assessments justify there is a requirement to protect them and others.

The following policies demonstrate and support a shared commitment to safeguarding and promoting the welfare of its stakeholders:

- Safeguarding
- Bullying and Harassment
- Code of Conduct
- Grievance
- Data Protection (GDPR)
- Equality and Diversity
- E-Safety
- Public Interest Disclosure (Whistleblowing)
- Safer Recruitment and Selection
- Learner Behaviour
- Lone Working
- Complaints
- IT Security and Information
- Health and Safety

This policy has been agreed, sponsored, and approved by the LCG Board Executive and Senior Management Safeguarding and Prevent Team.

Name	Role
Brenda McLeish OBE DL	CEO – Overall accountability for Safeguarding and Prevent
Gail Crossman	Non-Executive Director

Name	Role
Louise Clough	Director of People – Exec Safeguarding
Steve Williams	Named Strategic Safeguarding Officer for Safeguarding and Prevent

## Applies to

This Policy applies to all LCG Staff, Associates, Volunteers, and Delivery Partners (for the purpose of this procedure we will use the term staff).

Within LCG the term 'learner' will relate to all individuals undertaking a course of study irrespective of whether they are a child or adult.

LCG has a legal duty of care to ensure the Prevent Duty is effective within the group. This will elaborate on the need to ensure the health, safety, security and wellbeing of their learners and staff always when in the respective workplaces. All staff being aware of external factors that can be linked to contextual safeguarding and risk of harm to young or susceptible people, such as peer pressures/bullying, grooming and gang related activities, including possible extremist radicalisation of all forms and what they must do to protect and report any concerns.

It is the responsibility of the Directorate and Senior Management and all staff to ensure that this duty is always discharged, and this also applies to ensuring the Prevent Duty is followed and any concerns referred appropriately as required to the safeguarding team via LCG MyConcern

This policy has been developed to support all LCG Staff and learners to identify and prevent against extremism and radicalisation. It applies to all staff, volunteers, and learners at LCG.

LCG recognises that any member of staff irrespective of role can be the first point of disclosure for a Learner or could raise a concern in regard to the Prevent Duty. Therefore, all staff should:

- Be aware of the signs that someone could be at risk and susceptible to radicalisation
- Be confident in reporting concerns to the LCG Safeguarding team if relating to individual(s) being at risk and susceptible to radicalisation, grooming, CSE (Child Sexual Exploitation)

## Reason for policy

### Preventing Extremism and Radicalisation

When applying this policy LCG uses the following accepted governmental definition of extremism, which is:

*"The vocal or active opposition to 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 as extremist* Radicalisation is closely linked to extremism and is defined by the Home Office as:

*"The process by which people come to support terrorism and violent extremism and, in some cases, then join terrorist groups".*

**The 3 key stages of channel are:**

- 1) To identify individuals at risk and possibly susceptible of being drawn into terrorism;
- 2) To assess the nature and extent of that risk; and
- 3) To develop the most appropriate support plan for the individuals concerned

**The objectives of prevent are to:**

- 1) Tackle the ideological causes of terrorism
- 2) Intervene early to support people susceptible to radicalisation
- 1) Enable people who have already engaged in terrorism to disengage and rehabilitate

There is no place for extremist views of any kind at LCG, whether from internal sources – learners or staff; or external sources – employers, parents, external agencies, or individuals. Our learners see our centres/academies as a safe place where they can explore controversial issues safely and where our training programme encourages and facilitate this – we have a duty to ensure this happens.

LCG recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern as set out in this policy.

This policy forms part of our Safeguarding framework and is in place to ensure that anybody who has cause to encounter any of our learners who may be at risk knows what is expected of them and can safeguard others.

This policy and procedure do not form part of your terms and conditions of employment and can be changed at any time as we deem appropriate.

## POLICY STATEMENT

We are fully committed to safeguarding the welfare of all stakeholders by taking all reasonable and practical steps to protect them from harm and the Prevent Duty is an extension of our Safeguarding Framework to ensure and accept its corporate responsibility for the wellbeing and safety of its learners.

We recognise our responsibility and acknowledge that it is the duty of our workforce in its entirety to uphold British Values and Safeguard the welfare of all stakeholders by creating an environment that protects them from harm and reduces any potential risks of being exposed to violence, extremism, exploitation, or victimisation.

Therefore, employees, apprentices, volunteers, subcontract partners and contractors will show respect and always understanding for the rights, safety and welfare of all parties and conduct themselves in a way that reflects the principles, values, and cultures of our organisation.

They will also be aware of and follow current legislation regarding the safeguarding of all learners. Our policy sets out, in detail, the roles and responsibilities of all parties in providing a safe working and learning environment whereby everyone is protected from abuse of any kind. In Alignment with a modern-day Britain, LCG is also a multicultural society with a diverse culture involving our staff and

learners and it is important to protect our culture and society. Voices of extremism come in many forms, some of which oppose the multi-ethnic and multireligious culture within Britain and some of which threaten our welfare as a result.

LCG also recognise that if we fail to challenge extremist views, we are failing to protect our learners. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear, and mistrust of others. This is 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.

LCG provides a broad and balanced programme, delivered by skilled Instructors/tutors, so that our learners are enriched, understand, and become tolerant of difference and diversity and to ensure that they thrive, feel valued and not marginalised.

LCG will promote British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Furthermore, LCG are aware that young and susceptible people can be exposed to extremist influences or prejudiced views from any age which emanate from a variety of sources and media, including via the internet, and at times learners 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 learners or staff will always be challenged and where appropriate dealt with in line with our Code of Behaviour and Disciplinary Policy for staff and learners.

All staff must report any safeguarding and Prevent concerns to LCG Lead Safeguarding Officer Head of Risk using LCG MyConcern

Our intention:

- Reducing permissive environments and controlling our sites, including online to ensure a safe environment free from possible ideological causes of terrorism.
- Protection through teaching and pastoral support offered to learners.
- Procedures for identifying and reporting cases, or suspected cases of abuse.
- The day-to-day contact with learners means delivery staff are uniquely placed to observe signs of abuse or susceptible people who may be at risk of radicalisation.
- Provide support to learners who may be at risk of abuse or neglect.
- Ability to identify concerns in relation to anyone who may abuse a position of trust.
- Ensure the threat is reviewed and relevant risk assessment is completed which is proportionate to the UK and local mitigation is suitable to safeguard all.

If our learners feel safe and supported under the coaching and mentoring of LCG colleagues it will help their development in ways that will foster security, confidence, and independence as they continue to progress and achieve.

Signed



Brenda McLeish OBE DL  
Chief Executive – Learning Curve Group



# POLICY

## LCG Approach

LCG will closely follow any locally agreed procedure as set out by the Local Authority and governmental direction within which we operate and act on criteria for safeguarding individuals who may be vulnerable or susceptible to extremism and radicalisation.

In our training centres/academies, and throughout the learner journey at LCG, we will strive to eradicate the myths and assumptions that can lead to some people becoming alienated and disempowered, by ensuring our programme is enriched and diverse to be able to give approaches where learners may challenge or question these radical influences:

- Establish or use existing mechanisms for understanding the risk of radicalisation
- Ensure staff understand the risk and build the capabilities to deal with it and effective reporting system linked with LCG Safeguarding of learners
- Communicate and promote the importance of the policy
- Ensure staff implement the policy effectively
- LCG will develop strategies and staff training to ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it

LCG 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 learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.

LCG's goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. LCG will help support learners who may be susceptible to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences, we will ensure that the learner is offered mentoring and where appropriate possibly through referral. Additionally, in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

LCG DSLs will engage with Local Prevent Coordinators networks and the Department for Education (DfE) regional Prevent coordinators for attending CPD events and network awareness sessions.

## Prevent Responsibilities

As part of the wider safeguarding responsibilities LCG centre staff will be responsible for the identification of concerns, which might include:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside our centres, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing extremist material online, including through social networking sites, expression of extremist views including on Facebook and Twitter and in particular when using IT and the internet within the college. Refer to LCG E-Safety Policy and use of the internet; ensuring only sites visited are part of a lesson/research as interacted by LCG instructors/tutors.

- Any evidence of family concern about susceptibility to extremism or third-party reports of concerns about behaviour. For example, plans to travel abroad or engaging in extremist activities.
- Partner providers, when on any outreach events such as military camps, showing any expression of views, which are discriminatory against any particular groups or individuals.
- Learners 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 respecting difference or 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.
- If you have any concerns about the behaviour of individuals, then discuss this with your DSL (Designated Safeguarding Lead).

## Whistleblowing

Where there are concerns of extremism or radicalisation learners and staff are duty bound to make use of LCG internal systems to whistle blow or raise any issue in confidence. See LCG Whistleblowing Policy for more information [1.5 Whistleblowing Policy - July 2023](#).

## Safeguarding

Please refer to LCG Safeguarding Policy for the full procedural framework on our safeguarding duties. LCG will be alert to the fact that extremism and radicalisation is also a safeguarding issue and thus there may be instances where learners may be at direct risk of harm or neglect. For example, this could be due to a learner 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 learner’s family that may equally place a young person at risk of harm. All instances where they believe a young person may be at risk of harm or neglect should be reported to the DSL and treated as a safeguarding concern in line with policy.

[2.8 Safeguarding Policy - September 2023](#)

[2.8.1 Safeguarding Referral Procedure - September 2023](#)

[2.8.2 Safeguarding Allegations Made Against an Employee or Volunteer Procedure - September 2023](#)

[2.8.3 Prevent, Duty Channel Referral Procedure - January 2024](#)

[2.8.4 Keeping Learners Safe in Practice Procedure - September 2023](#)

[2.8.5 Types of Safeguarding Themes - Guidance - September 2023](#)

## Role of the Strategic Safeguarding Officer (SSO) and Designated Safeguarding Leads (DSLs)

The SSO will be the Head of Risk and the focus operationally will be the managers within each centre/academy and region as well as the DSLs.

The Designated Safeguarding Leads (DSL) works in line with the responsibilities as set out at Annex B of the DfE Guidance [Keeping Children Safe in Education 2023](#). The role of the DSL will include the responsibilities of the Prevent strand of the Government’s Counter-Terrorism Strategy (CONTEST). The

SSO and DSLs will also support any referrals to the Channel system, which is an early intervention multi-agency process, designed to safeguard vulnerable people.

## LCG Networks

We consider it unacceptable for our IT networks to be used in any way that supports, promotes, or facilitates terrorism. We have referenced Prevent in our relevant IT policies and will keep under regular review the possible use of filters as a means of restricting access to content covered by the Prevent Duty as part of our risk assessment process. Our filtering and monitoring prohibit access to any proscribed groups and reports on any misuse linked with key words set and reducing permissive environments where radicalisation or grooming may happen.

Social media services such as Facebook, Twitter and Reddit and other sites provide new avenues for the distribution and accessing of extremist material, and LCG takes the challenges presented by social media very seriously. If any misuse of the LCGs branding on social media accounts is discovered, then action will be taken in accordance with the terms and conditions of the relevant platform.

## Training

We will carry out training on a regular basis for all relevant staff so that they can recognise those who are susceptible of being drawn into terrorism and potential signs of radicalisation. All staff have annual CPD covering Safeguarding and Prevent Duty.

All staff cover Prevent Training as part of Induction and online Prevent courses as required dependant on their role.

Our approach will be to support vulnerable learners in whatever circumstance they find themselves, recognising that radicalisation could occasionally be occurring when certain behaviour is manifest but that other explanations will usually apply.

The DSLs and other key staff will attend external training courses as necessary on extremism and radicalisation and its safeguarding implications every two years.

## Recruitment

LCG will ensure DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a record of such vetting checks.

LCG 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. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our staff and learners we will minimise the opportunities for extremist views to prevail.

Refer to 1.8 Recruitment Policy – September 2023 for more information on safer recruitment.

## External Speakers and Events

An external speaker or visitor is used to describe any individual or organisation who is not a member of staff or learner working with us, or one of its contracted partners, who has been invited to speak to staff/learners. This also expands to recording and getting clearance of any LCG site being used by any external people where an assessment will be completed and cleared through the SDSL team to ensure we carry out effective checks to reduce our sites being permissive environments.

The Prevent duty does not seek to ban any speakers or impinge on freedom of speech. What the duty does is ensure that the right processes are in place to manage events and speakers. This could mean: It sets out how we will ensure how we manage the external speakers and ensure freedom of speech is not impeded but where the views expressed constitute views that risk drawing people into terrorism, or are shared by terrorist groups, and we will not provide a platform for any proscribed terrorist organisations or encourage terrorism in any way, this also includes not allowing gender segregation at any event. Due diligence is carried out where required we will share information with other institutions if appropriate about any particularly problematic event that comes within the remit of Prevent.

- Ensuring a reasonable notice period for checks to be made, which could potentially be from an open source. This could include looking into instances where potential hate speech may have taken place at previous events.
- Processes or protocols to demonstrate how information about the speaker is used to decide about whether to allow their event to take place or not (risk assessed)
- A requirement for speakers to sign up to the organisation's equality and diversity policy.
- Evidence of the final decision made about whether to allow the speaker into the organization, including the mitigation measures put in place.

For more information on this please refer to LCG External Speaker Policy and Procedure.

## Implementation of Policy

The Head of Risk is responsible for the implementation of this policy and monitoring the understanding and application of the procedures within as overall duty to safeguard learners.

Please contact the Head of Risk if you have any queries regarding the implementation of this Preventing Radicalisation and Extremism Policy.