



# **Radicalisation and Extremism Policy**

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## **Introduction**

Epic Partners is committed to the prevention of extremism and radicalisation, providing a safe environment for all young people and to ensuring that they have the support they need to remain safe. All our staff recognise that safeguarding is everyone's responsibility irrespective of the role they undertake.

### **Section 1: Legal background**

The Counter-Terrorism and Security Act 2015 places a legal responsibility on staff working with children and young people, to prevent people being drawn into terrorism and requires that they challenge extremist ideas. This duty came into force on 1st July 2015.

### **Section 2: Definitions**

*Radicalisation:* the process by which a person comes to support terrorism and forms of extremism which lead to terrorism.

*Extremism:* active or vocal opposition to fundamental British values including but not confined to:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs.

### **Section 3: Policies**

Policies including Safeguarding, Equality and Diversity, Information Technology and E-Safety aim to reflect the objectives enshrined in the Prevent programme.

It is important to be aware that, whilst there is a lot of media coverage regarding Islamic extremism, there are other organisations, including extreme right-wing groups, who can damage society and present a threat to the community. Staff should at all times ensure that their approach to the threat of radicalisation is balanced, calm and proportionate.

### **Section 4: Training**

The Home Office Prevent training is mandatory and all staff should undertake this training. It should also be part of staff induction.

Further training will be identified and refreshed regularly to ensure that new developments are captured and shared with all staff.

## **Section 5: Single Point of Contact (SPOC)**

The SPOC at Epic Partners is Paul Naylor (CEO), working closely with the Designated Safeguarding Leads (Norman Floyd, Chantelle Stefanovic and Pete Bewley).

If there are any concerns a member of staff should inform the SPOC or one of the DSLs.

## **Section 6: Useful Resources**

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/pr\\_event-duty-departmental-advice-v6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/pr_event-duty-departmental-advice-v6.pdf)

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

<http://www.familiesmatter.org.uk>

[Counter Terrorism and Border Security Act 2019](#)

The DfE Due Diligence and Counter Extremism Group have a confidential telephone helpline 0207 3407 6244.

## **Section 7: What to watch out for**

It is important to remember that most children and young people, of whatever background, will not get involved in extremist action and in many cases suspicious behaviour may be a result of other problems, e.g., mental health issues, relationship, drug or alcohol problems, or simply the rigours of the teenage years.

It is important not to jump to conclusions (not least because accusations of radicalisation could push vulnerable young people into the hands of radicals).

Signs to watch for include:

- Discomfort about 'fitting in'
- Appearing distanced from their own culture or heritage
- Isolation
- Low self-esteem or feelings of failure
- Lacking in empathy/poor social interaction
- Disassociation with an old group of friends and arrival of a group of new friends
- Significant change in appearance and/or behaviour
- Hostile or inappropriate questions about faith and identity
- Sudden interest in religion
- Unhappiness following a move from one country to another
- Rejection of civic or community life
- Overly developed sense of grievance triggered by perceptions of racism or discrimination  
Involvement with criminal groups and/or imprisonment
- Failure to understand the actions and motivations of others.

- Accessing of violent or extremist websites or possessing violent or extremist literature
- Contact with known extremists
- Justifying the use of violence to solve society's ills
- Joining an extremist organisation

## **Section 8: Channel Panel**

Channel is a multi-agency programme which provides support for those who are vulnerable and may be being drawn towards terrorism.

The link below has more information:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/425189/Channel Duty Guidance April 2015.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf)

Local Safeguarding Boards are responsible for co-ordinating this programme.

## **Section 9: Raising a concern**

What to do if you have a concern about a child/young person:

- Concerns should be treated like any other safeguarding concern and Epic Partners safeguarding processes should be used.
- Always record your concerns in writing using the relevant paperwork. Make notes as quickly as you can after concerns have arisen, providing a complete record of key information and of evidence for risk. This record may be used as evidence at a later date.
- Pass this information on to the DSL, who will decide on what action needs to be taken including, if appropriate, a referral to the Local Authority.

Emergency action:

There may be circumstances that warrant Epic Partners staff member taking emergency action to safeguard a child or young person. If a staff member believes that a child or young person is at immediate risk of significant harm and they are unable to contact Epic's Safeguarding Leads, emergency action must be taken to ensure that the child is safe. This will mean contacting the Local Authority. If you feel that a crime is going to be committed then you should contact the police on telephone number 101 or if immediate on telephone number 999.

Any such action must be recorded and the Epic DSL must be informed as soon as possible and an Internal Safeguarding Alert form completed and sent immediately.