



PREVENTION OF EXTREMISM AND RADICALISATION POLICY

SCCU LIMITED
VERSION 4.0

Contents

Version Control	2
Introduction	3
Scope	3
Roles and Responsibilities	3
Policy Objectives	4
Definitions	5
Indicators	5
What to do About Suspected Activities of Radicalisation or Extremism	7
Reporting Concerns About Adults Working in Education	7
Useful Phone Numbers	7
Related Policies	8
Appendix 1: The Prevent Scheme	9

Version Control

VERSION	REVIEWER NAME	DATE	NEXT REVIEW	COMMENTS
2.0	Liam Morrissey	August 2021	01/08/2022	Update to previous.
3.0	Liam Morrissey	August 2022	03/07/2023	
4.0	Liam Morrissey	03/07/2023	01/09/2023	
4.1	Policy Pros	08/09/2023	08/09/2024	Small additions.

Introduction

1. The threat of terrorism in the UK is real, and SCCU is fully committed to safeguarding and promoting the welfare of all its learners and recognises that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.
2. At SCCU, all staff are expected to uphold and promote the fundamental principles of British Values, including democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs.

Scope

3. This policy applies to all SCCU Ltd venues, offices, operations, activities, and services, without exception, and all SCCU Ltd staff at all levels of the organisational structure and includes self-employed contractors.
4. This policy includes policy and procedures on:
 - PREVENT – the UK Government's strategy to Prevent terrorism.
 - Anti-Extremism and Radicalisation – SCCU's roles, responsibilities, and actions to support PREVENT.

Roles and Responsibilities

5. Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist-related activity. It is led by the Police Counter-Terrorism Unit, and it aims to:
 - Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
 - Safeguard individuals who might be vulnerable to being radicalised so that they are not at risk of being drawn into terrorist-related activity; and
 - Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.
6. The responsibility for this policy will come under the responsibilities of the Designated Safeguarding Officer:

- Ensuring that staff are aware of the roles and responsibilities of the Designated Safeguarding Officer in protecting learners from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance about the Prevent strategy and preventing learners from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Acting as the first point of contact within SCCU for case discussions relating to learners who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information about referrals of vulnerable learners into the Channel process;
- Attending Channel meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Senior Management Group; and
- Sharing any relevant additional information promptly.

Policy Objectives

7. The main aims of this policy are to ensure that staff are fully engaged in being vigilant against extremism and radicalisation, that they overcome professional disbelief that such issues will not happen here, and to ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.
8. The principle objectives are that:
 - All staff will know what the company policy is on radicalisation and extremism and will follow the policy when issues arise.
 - All staff will have an understanding of what radicalisation and extremism are, why we need to be vigilant and what to do if we suspect radicalisation or extremist behaviour.
 - All learners will know that we have a radicalisation and extremism policy and that the company regularly reviews its systems to ensure they are appropriate and effective.

Definitions

9. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism and can happen in person or online.
10. Extremism is defined by the Government in the Prevent Strategy as:
"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."
11. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
12. Please note that as an education facilitator, we must be alert to both violent and non-violent extremism, including certain divisive or intolerant narratives which can reasonably be linked to terrorism. These groups support divisive or hateful narratives towards others but may not promote extreme violence. For example, they may hold views that support the distrust or hatred of people with different faiths or undermine the principles of democracy.

Indicators

13. There is no such thing as a "typical extremist": those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
14. Learners may become susceptible to radicalisation through a range of social, personal, and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities.
15. It is vital that staff can recognise those vulnerabilities.
16. Indicators of vulnerability include:
 - **Identity Crisis** – the learner is distanced from their cultural/religious heritage and experiences discomfort about their place in society;
 - **Personal Crisis** – the learner may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;

- **Personal Circumstances** – migration; local community tensions; and events affecting the learner's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- **Unmet Aspirations** – the learner may have perceptions of injustice; a feeling of failure; rejection of civic life;
- **Experiences of Criminality** – which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration; and
- **Special Educational Need** – learners may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

17. This list is not exhaustive, nor does it mean that everyone experiencing the above is at risk of radicalisation for violent extremism.

18. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations;
- Significant changes to the appearance and/or behaviour; and
- Experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.

19. For further indicators of radicalisation risk indicators, please visit the following [UK Government webpage](#), which goes into more detail.

20. Colleagues wishing to expand their knowledge are encouraged to complete the UK Government's new 'notice, check, share procedure', which can be found [here](#).

What to do About Suspected Activities of Radicalisation or Extremism

21. If you believe someone is at risk of radicalisation, you can help them obtain support and prevent them from becoming involved in terrorism by raising your concerns and making a referral.
22. In the first instance, express your concerns to the Safeguarding Officer, who will refer your concerns to the Police using the Channel referral form.
23. The Safeguarding Officer should inform the learner that they are going to speak with their parents or carers (if under 18) and refer this to the local authority.
24. The Police will carry out an initial assessment and, if appropriate, set up a multi-agency meeting to agree on actions for supporting the individual.
25. If it is deemed that there are no concerns about radicalisation, support will be arranged for the individual through other means, such as a Common Assessment Framework (CAF), or through social care or another organisation.
26. Remember that any information given to the Police at this stage will be investigated in the pre-criminal arena; it does not assume that any criminal activity has taken place, and the Police will be looking to support and guide rather than to criminalise and arrest.
27. If you see inappropriate web content, including speeches calling for racial or religious violence or videos glorifying terrorists who have committed atrocities, inciting racial hatred, there is a dedicated internet page where inappropriate content can be reported. You can visit the site at www.direct.gov.uk/reportingonlineterrorism
28. There is a lot of information about Prevent available on the Home Office website: www.gov.uk/government/organisations/home-office

Reporting Concerns About Adults Working in Education

29. Where there are concerns about an adult working in a school, college or organisation that works with children, young people, or adult learners, you should refer the matter to the Safeguarding Officer, who will contact the LADO.

Useful Phone Numbers

Anti-terrorist hotline on 0800 789 321

Crimestoppers on 0800 555 111

30. If you suspect terrorism or violent extremism is being promoted or related activity is taking place, then these concerns should be reported to the local Police by calling 101 or, in an emergency call, 999.

Related Policies

31. This Policy links to the following policies:

- SCCU Safeguarding Children and Vulnerable Adults Policy.
- Prevent Risk Assessment and Action Plan.

Regional Prevent Coordinator

Alamgir Sheriyar

Prevent Regional HE/FE Co-ordinator – South East of England and West Midlands

Department for Education

Email: alamgir.sheriyar@education.gov.uk

Mobile:07468714372

Appendix 1: The Prevent Scheme

What is PREVENT?

32. Part of the Counter-Terrorism Strategy - The Prevent team works closely with communities and partner agencies such as Local Authorities, Education and Health to safeguard vulnerable individuals from any background who might be at risk from radicalisation.

- Institutions - Working with key locations where radicalisation could take place
- Ideology - Looking at challenging and counteracting messages of hate and negativity
- Individuals - Using a safeguarding approach to help those who are at risk of becoming radicalised.
- It may seem insignificant, but your call could be vital.
- Trust your instincts - it could disrupt terrorist planning and save lives.
- That's the message from the Police as we encourage the use of the confidential anti-terrorist hotline.
- Don't rely on others. If you suspect it, report it. Confidential Anti-Terrorist Hotline: CALL 0800 789 321
- Unusual activity or behaviour which seems out of place may be terrorist-related - and anyone who notices such behaviour is being urged to pass on any information via the freephone hotline on 0800 789 321.

Terrorism - If you suspect it, report it.

- Terrorists won't succeed if suspicious activity is reported by members of the public and that somebody could be you.
- If you think you have seen something suspicious or are unsure about somebody's activities or behaviour, however insignificant it may seem at the time, call the hotline. Calls are taken in confidence by specialist officers who will analyse your information. They'll decide if and how to follow it up. Your call could be vital to us, however unsure you may be.
- There is no room for complacency.

- The terrorist threat remains real, and there is no room for complacency. The public should remain alert and aware of their surroundings at all times. If something strikes you as suspicious and out of place, then trust your instincts and call the Police.
- Terrorists must live somewhere. They store their equipment and materials somewhere. They need vehicles.
- They have people who help them - and these people might come and go at strange times of the day and
- night. They may make unusual financial transactions or use false documents to hide their real identities.
- Perhaps someone you know has been behaving differently lately?

33. The following are just some of the things you should be looking out for:

- **Transport** – Terrorists need transport. If you work in commercial vehicle hire or sales, has a sale or rental made you suspicious?
- **Documentation** – Terrorists use multiple identities. Do you know someone with documents in different names for no obvious reason?
- **Mobile phones** – Terrorists need communication. Anonymous, pay-as-you-go and stolen mobiles are typical. Have you seen someone with large quantities of mobile phones? Has it made you suspicious?
- **Cameras** – Terrorists need information. Observation and surveillance help terrorists plan attacks. Have you seen anyone taking pictures of security arrangements?
- **Chemicals** – Do you know someone buying large or unusual quantities of chemicals for no obvious reason?
- **Masks and goggles** – Terrorists use protective equipment. Handling chemicals is dangerous. Maybe you've seen goggles or masks dumped somewhere?
- **Credit cards** – Terrorists need funding. Cheque and credit card fraud are ways terrorists generate cash. Have you seen any suspicious transactions?
- **Computers** – Terrorists use computers. Do you know someone who visits terrorist-related websites?
- **Travel** – Terrorists need to travel. Meetings, training, and planning can take place anywhere. Do you know someone who travels but is vague about where they are going?

- **Storage** – Terrorists need storage. Lockups, garages, and sheds can all be used by terrorists to store equipment. Are you suspicious of anyone renting a commercial property?