



5E Ltd

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Preventing Extremism and Radicalisation Policy

5 E (hereafter referred to as 'the organisation') is committed to providing a secure environment for all customers and learners, where they feel safe and are kept safe. All adults in the organisation recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for customers and learners or not.

When operating this policy, the organisation uses the following accepted Governmental definitions of British Values and Extremism which are:

'Democracy, rule of law, liberty, mutual respect and tolerance to those having different faith & beliefs'

and,

'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'.

In adhering to this policy and procedures, staff, tutors, advisers, speakers, visitors, partners and suppliers will contribute in practicing Prevent to the organisation's delivery of outcomes to all customers and Learners, as set out in s10 (2) of the Children Act.

The policy safeguards and promotes the welfare of all customers and learners in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002.)

The full Government Prevent Strategy can be viewed at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf

There is no place for extremist views of any kind within the organisation, whether from internal sources (customers, learners, staff, volunteers, contractors, non – executives or associate tutors) or external sources. Our customers and learners see our programme environments (training, work place training, employability programmes) as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this– we have a duty to ensure this happens.

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

To meet the standards of the line of business we follow the ethos and promote the social awareness against the extremist behaviour.

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 and vulnerable people.

Education is a powerful weapon against this; equipping people with the knowledge, skills and critical thinking,

to challenge and debate in an informed way.

In the organisation we therefore aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our customers and learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, in the organisation we are also aware that young and vulnerable 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 customers and 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 customers, learners or staff will always be challenged and where appropriate dealt with in line Code of Conduct for Learners and the Code of Conduct for Staff and Staff Disciplinary Procedure. Where misconduct by a member of staff either through 5E or one of its partners is proven the matter will be referred to the Police for their consideration as to whether to a Prohibition Order is warranted.

Responsibilities

As part of wider safeguarding responsibilities our staff will be alert to:

- Disclosures by customers and learners of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes or community groups, especially where customers and learners have not actively sought these out.

- Graffiti symbols, writing or art work promoting extremist messages or images.
- Customers and learners accessing extremist material online, including through social networking sites.
- Parental and or family reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting customers and learners in other settings
- Customers and 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 our equality and diversity 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
- In the organisation, the tutors and advisers will embed the British Values in their curriculum and at the time of advising the customers.

The organisation will closely follow any locally agreed procedure as set out by the Local Authority and/or local Safeguarding Children Board's (LSCBs) agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some young and

vulnerable people becoming alienated and disempowered, especially where some customers and learners may make it harder for them to challenge or question these radical influences. In our programmes this will be achieved by good teaching, promotion of citizenship, reinforcement of safeguarding and embedding British Values in the curriculum.

We will ensure that all of our teaching approaches, help our customers and learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff and partners are equipped to recognize extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our 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 follow 3 key principles:

- Making a connection with young and vulnerable people through good teaching design and a learning centred approach.
- Facilitating a ‘safe space’ for dialogue, and equipping our customers and learners with the appropriate skills, knowledge and understanding and awareness of resilience. Therefore this approach will be embedded within the ethos of our organisation so that learners, customers, staff and partners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with 5E approach to the spiritual, moral, social and cultural development of learners and customers as defined in Ofsted’s Inspection

Handbook and will include the further promotion of this rounded development of our participants on all programmes.

- The organisational 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 curriculum that includes:
 - Open discussion and debate
 - Work on anti-violence and a restorative approach addressed throughout curriculum
 - Focussed training programmes

Working in Collaboration

We will also work with local partners, wider stakeholders and communities in our efforts to ensure our organisation understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our participant’s experiences and horizons. We will help support those who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe any learner or customer is being directly affected by extremist materials or influences we will ensure that they are offered support. Additionally in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

In the organisation 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 all participants to respect one another and to tolerate differences, especially those of a different or no faith. It is indeed our most fundamental responsibility to keep our learners and customers safe and prepare them for life

in modern multi-cultural Britain and globally.

Use of External Agencies, Partners and Speakers

The organisation may use the services of external agencies or speakers to enhance the service we provide to our participants on all programmes; however we positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our customers and learners.

Such vetting is to ensure that we do not unwittingly use agencies, partners and suppliers that contradict each other with their messages or that are inconsistent with, or are in complete opposition to our values and ethos.

Our organisation therefore assesses the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated are consistent with the ethos of the organisation 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 through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of all participants
- Activities are carefully evaluated to ensure that

they are effective

Whistle Blowing

Where there are concerns of extremism or radicalisation customers, learners, partners and staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. Staff should use the 5 E Policy which has been communicated through a number of linked policies and directly to all staff. Partners are also able to use this policy should the need arise.

Channel Process

Channel Process aims to provide support to the individuals at risk of being drawn into violent extremism. It draws on existing collaboration between local authorities, the police, statutory partners such as social services, children's and youth services, offender management services and local communities.

All our staff have been trained on the Prevent Policy and have been made aware to report any extremism concerns or incident to the safe guarding panel who would further take a step ahead investigating the case and should the need arise to initiate the Channel Process.

Training

All trustees, Senior Managers, Managers, Staff, Contractors and volunteers are trained on Safeguarding, Prevent and Channel. Refresher course will be arranged every year. and will comply with the prevailing arrangements agreed by the Local Authority and the Local Safeguarding Children Board.

The Safeguarding Lead and the officers will attend training courses as necessary.

Signposting safeguarding concerns related to radicalisation and extremism

1. In the first instance, any concerns should be referred to the Safeguarding Officers.
2. The officers will meet with the customer or learner to discuss the concerns and make a professional judgement that is factually recorded about the appropriate course of action;
3. If the Safeguarding Officer is satisfied that the customer or learner has not been radicalised and is not involved in extremist activities then any underlying issues (e.g. social isolation) will be dealt with in accordance with the safeguarding policy and where necessary external agencies will be informed by the Designated Safeguarding Lead.
4. After reporting to the Designated Safeguarding Lead, if they believe that the customer or learner is involved in radicalisation or extremist activities then they will refer the matter to the police.

This policy was created in March 2021 and will be reviewed in June 2022.

If you would like this document in larger print, please contact the Human Resources Department.

Role of Management

The Board of management will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties and initiating the Channel process when need arise.

The Board will support the ethos and values of the organisation and will support it in tackling extremism and radicalisation.

In line with Recommendation 13 of Peter Clarke's report details of the Executive Board are published on our website to promote transparency.

Review of policy