

## **1. Purpose**

- 1.1 The purpose of this policy is to set out the principles to be followed to ensure a consistent and effective approach to managing incidents of bullying and harassment within More Training.

## **2. Scope**

- 2.1 This policy applies to all staff, learners, contractors and third-party agents involved with More Training.

## **3. Policy Statement**

- 1.1. More Training aims to provide a secure environment for learners, where people feel safe and are kept safe. Everyone at More Training recognises that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.
- 1.2. In adhering to this Policy, and the procedures therein, staff and visitors will contribute to More Training's delivery of the outcomes to all learners, as set out in s10 (2) of the Children Act 2004. This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall Company arrangements to safeguard and promote the welfare of all learners in line with our statutory duties set out at S157 of the Education Act 2002.

## **2. Company Ethos and Practice**

- 2.1. When operating this Policy, More Training uses the following accepted Governmental definition of extremism:

'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'.

- 2.2. There is no place for extremist views of any kind in our Company, whether from internal sources such as learners, staff or managers or external sources from within More Training community, external agencies or individuals.

- 2.3. As a Company we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and also impact on our reputation and 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 learners and staff. 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 staff and learners.
- 2.4. We are aware that young people and adults 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 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, employers or staff will always be challenged and where appropriate dealt with in line with our Company Code of Conduct.
- 2.5. Where there is misconduct by an assessor or member of staff the company will suspend said individual(s) from all duties that involve interaction with learners and employers and will carry out a full investigation. If any claims are substantiated then the member of staff will be dismissed and this matter will be handed over to the Police.
- 2.6. As part of wider safeguarding responsibilities Company staff will be alert to:
- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of Company, such as in their homes or community groups, especially where learners have not actively sought these out.
  - Graffiti symbols, writing or art work promoting extremist messages or images.
  - Learners accessing extremist material online, including through social networking sites.
  - 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
- 2.7 All concerns should be reported immediately to More Training's Designated Safeguarding Person or your line manager. See Appendix A for guidance on when and how to report concerns.
- 2.8 Our Company will closely follow any locally agreed procedure as set out by the Local Authority and/or the Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation. Or alternatively we will seek help and assistance from the Police.

### **3. Teaching Approaches**

- 3.1. We will all strive to eradicate the myths and assumptions that can lead to some people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences.
- 3.2. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.
- 3.3. This approach will be embedded within the ethos of our Company so that learners and staff know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our Company's approach to the spiritual, moral, social and cultural development of learners as defined in Ofsted's Company Inspection Handbook. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.
- 3.4. We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner or member of staff is being directly affected by extremist materials or influences we will ensure

that that they are offered support from the Local Authority and/or local partnership structures working to prevent extremism.

#### **4. Whistleblowing**

4.1. Where there are concerns of extremism or radicalisation Learners and Staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence.

#### **5. Protection**

5.1. Staff at More Training will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where students or staff may be at direct risk of harm or neglect. For example; this could be due to a student 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 them at risk of harm (these examples are for illustration and are not definitive or exhaustive). Therefore all adults working in More Training (including visiting staff, volunteers, contractors, and students on placement) are required to report instances (or concerns) where they believe a student or colleague may be at risk of harm or neglect.

#### **6. Role of the Designated Person**

6.1 The nominated manager for dealing with cases of suspected extremism and radicalisation is the General Manager.

6.2 The nominated manager is the focus person and local 'expert' for staff and others who may have concerns about individual safety or well-being and is the first point of contact for external agencies.

#### **7. Training**

7.1 Whole Company in-service training on Safeguarding and Radicalisation is a mandatory requirement for all staff and is 'renewed' at least every three years.

#### **8. Recruitment**

- 8.1 The arrangements for recruiting all staff, permanent and volunteers, to our Company will follow our own guidance on targeted recruitment, including, but not limited to, ensuring that 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.
- 8.2 The application of this process will aim to deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our Company so as to unduly influence our Company's character and ethos. We are aware that such persons seek to limit the opportunities for our learners and staff thereby rendering them vulnerable to extremist views and radicalisation as a consequence.
- 8.3 As a company we seek to encourage an ongoing culture of vigilance within our operations, we aim to minimise the opportunities for extremist views to prevail.

**Unless there are any changes this policy will be reviewed annually at the end of the academic year (1<sup>st</sup> Aug – 31<sup>st</sup> Jul) by the Owner.**

**Appendix A**

**Example Reporting Flowchart for Raising Concerns**

**Action to take if you suspect an individual is being radicalised/self-radicalised into extremist activities**

