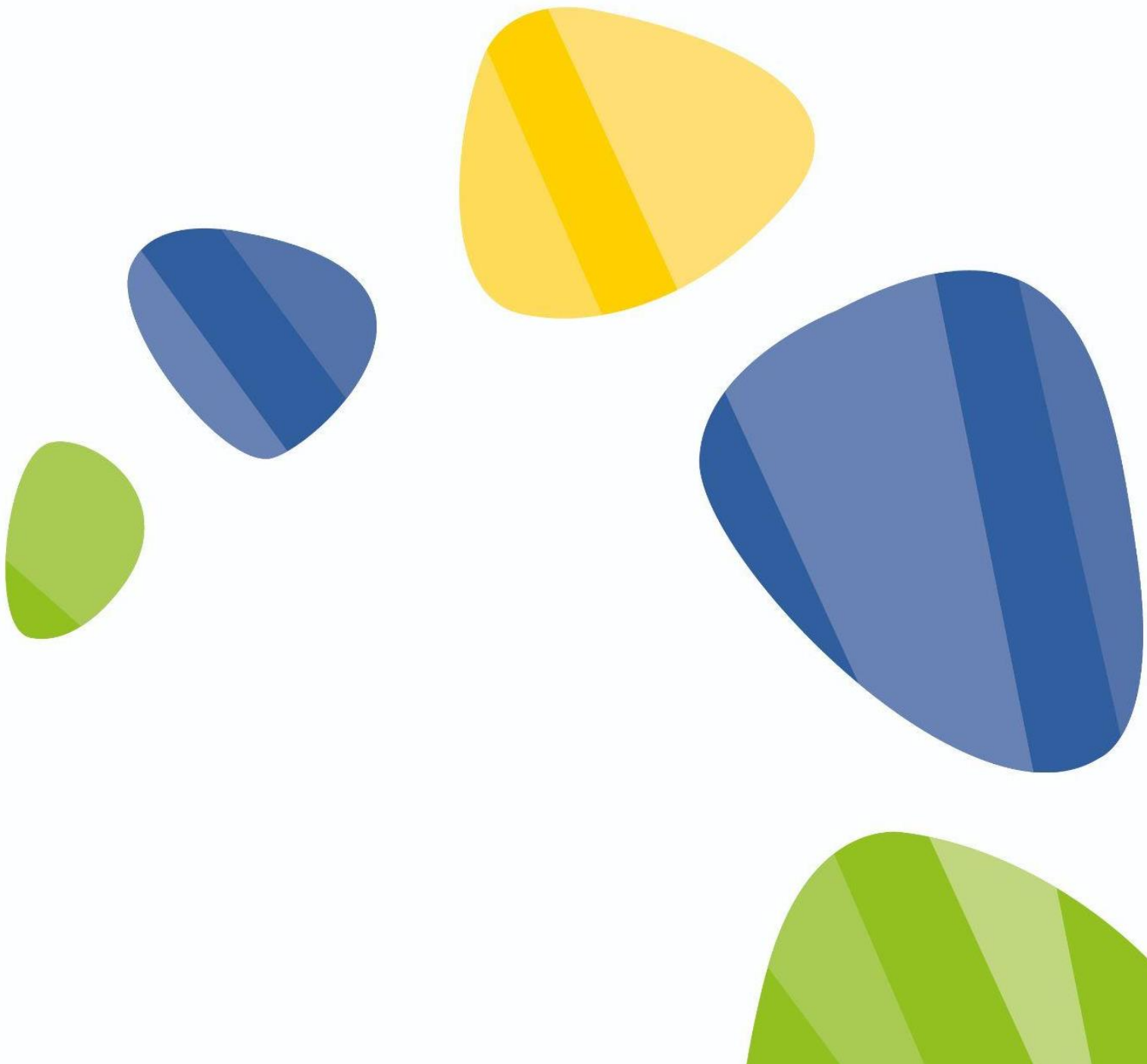




# Preventing Extremism & Radicalisation Policy



About this document:

**Purpose:** Creating Tomorrow College is committed to providing a secure environment for its staff and students, where everyone feels safe and are kept safe. All staff at Creating Tomorrow College recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for students or not.

This Preventing Extremism and Radicalisation Policy is one element within our overall arrangements to Safeguard and Promote the Welfare of all students and staff, in line with our statutory duties

Complied by: Gareth Ivett	Date: March 2024
Committee: Local Governing Body	Date agreed by Governors:
Review Cycle: (annually, 2 years, 3 years): Annually	Review Date: March 2025

## Wellbeing in our Trust

We are all affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to reducing workload
- Supportive and professional working environments
- Employee support programs
  - Health Assure (confidential counselling support available through Perkbox account).
  - Education Support: telephone number 08000 562561 or website [www.educationsupport.org.uk](http://www.educationsupport.org.uk)

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## 1. Intent and Aims

At Creating Tomorrow College we are proud of our diversity and our commitment to social justice, equality of opportunity, mutual respect and tolerance.

In developing our learners to be effective citizens in a democratic society, it is essential the College continues its commitment to promote open debate and free expression, whilst recognising the need to challenge prejudice, eliminate discrimination and prevent radicalisation.

Creating Tomorrow College acknowledges that learners with special educational needs and disabilities (SEND) can face additional challenges which could make them particularly vulnerable to radicalisation and extremist views. The College takes responsibility to ensure that those learners that are at risk or vulnerable are supported.

It is our duty to continue to safeguard our learners and staff; empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of the College's Safeguarding Policy and Procedures.

The College's Prevent strategy outlines how we will meet our statutory duty:

- To promote and reinforce our core values of respect, honesty, achievement, independence and excellence, in so doing, promote fundamental British values.
- To promote community cohesion; support open dialogue; support the learner and staff voice and eliminate discrimination.
- To safeguard our learners from the risk of radicalisation and empower learners to protect themselves from harm.
- To support those at risk.
- To ensure that staff are aware of their responsibilities in preventing people from being drawn into extremism.

The College will achieve these through leadership, partnership and by building learner resilience.

## 2. National & Local Context

Section 21 of the Counter Terrorism and Security Act 2015 places a duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”.

The Government’s Prevent Strategy was published in 2011 and forms part of an overall Counter Terrorism Strategy known as CONTEST. The Contest Strategy has four elements which are:

- Pursue
- Protect
- Prepare
- Prevent

Prevent is a key part of the Contest Strategy which aims to stop people from becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity as Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting individuals who might be susceptible to radicalisation.

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical—an attack is expected imminently
- Severe –an attack is highly likely
- Substantial –an attack is a strong possibility
- Moderate –an attack is possible but not likely
- Low –an attack is unlikely

The current threat level from international terrorism in the UK is **SUBSTANTIAL** which means that a terrorist attack is highly likely. Northamptonshire is seen as a priority area in terms of Prevent and our current threat level is **SUBSTANTIAL**. There are local characteristics which may mean that there is a greater possibility of radicalisation by particular groups.

The Counter Terrorism Local Priorities for 2024 in Northamptonshire are:

- AQ/ISIS Inspired Terrorism
- Extreme Right Wing Terrorism
- Online Extremism
- Self-Initiated Terrorists (S-ITs).

Referrals into Northamptonshire Prevent in 2023 have increased by 12% on the previous year. Schools provided the majority of these referrals (47% in total), followed by police.

The highest number of referrals were received from Northampton town, followed by Wellingborough and then East Northamptonshire. Responses from the CTLP survey report the highest emerging areas as ERW/Racial hate crime, and community tensions followed by refugees settling in the area.

HMP Five Wells opened in March 2022. In August of that year, the establishment received its first TACT related offender. Self-Initiated Terrorism remains the most dominant threat to the UK due to the lack of preparation or skill required, and the ease of access to weapons such as knives and vehicles.

### **Neurodiversity and Prevent**

Both Nationally and Regionally, Pursue and Prevent have dealt with an increase in individuals with traits linked to neurodiversity. The reason for this is unclear at present, however this could be due to a raised awareness of conditions and thus an increase in reporting as opposed to an increase in incidence of neurodiversity.

The challenging circumstances and grievances within society, exacerbated by COVID 19, can be exploited by terrorists to promote their brand of extremism.

The collective impact of these factors may make the most vulnerable in society, particularly those with mental health issues and children, more vulnerable to extremist influences.

Although there is currently no evidence to support a direct causal link between mental ill health or neurodiversity and an individual's terrorist threat or vulnerability to radicalisation, further work is needed.

### **AQ/ISIS Inspired Terrorism**

Terrorism inspired by AQ/ISIS is the dominant ideology investigated by Northamptonshire, at 61%. This remains comparable to the 2021/22 CTLP.

Terrorist groups overseas play an important role in driving the threat in the UK. This is achieved primarily by inspiring would be attackers (self-initiated terrorists) through their ideologies and extremist media rather than a directed group attack.

Self-initiated Terrorists (S-ITs) are the most dominant CT threat to the UK. They are individuals who plan attacks independently of a terrorist network. A low number of Al Qaeda and Da'esh inspired extremism concerns have been reported into Northamptonshire Prevent, despite this remaining the largest threat to CT.

Four out of six referrals are female, and all subjects referred are under the age of 30 with most residing in Northampton, with the exception of one referral located in Kettering.

### **Extreme Right Wing Terrorism**

Extreme Right Wing (ERWT) is an ongoing issue in the Northamptonshire area, with 16% of this years investigations involving this thematic area. ERWT activity in the East Midlands is predominantly online.

It often involves young people inspired by conspiracies and racist stereotypes about ethnic minorities, who believe that violent action to protect white people is justified. I

n Northamptonshire, an ERWT ideology is frequently observed within the Prevent arena. Further analysis shows that referrals often include white supremacist, white nationalist and cultural nationalist views. Concerns reported often feature comments, attitudes and actions that relate to Nazism, anti-Semitism, anti-immigration and racism.

The themes present this year are the sharing of material online, posting extremist views or showing support for ERWT groups.

60% of referrals relate to minors and young adults and 40% adults. When compared to the previous CTLP reporting period, there has been a 4% increase in the proportion of ERWT casework.

In two thirds, the reported concerns relate to racial abuse or racist views. ERWT Prevent concerns have been identified in all districts across the county.

### **Online Extremism**

The threat posed by Online Extremism is high, with 35% of Northamptonshire's investigations last year involving the internet. This is a 2.5% increase from the year before.

Online radicalisation features in a large proportion of local terrorism investigations and is also the largest primary radical influence on individuals referred to Prevent.

Recent activity shows an increase in young individuals within the county committing offences online, downloading or distributing terrorist material, and sometimes even attack planning.

People will often self-radicalise using online materials and may radicalise others by disseminating extremist material.

Some key signs of online radicalisation to look out for:

- Persistent and secretive online behaviour.
- Viewing extreme websites or content.
- Sharing hateful views or images online.
- Displaying messages that are racist or dehumanise others.
- Involvement in suspicious online groups or chat rooms.
- Use of the dark web.
- Making unusual travel plans.
- Researching weapons or explosives.
- Showing support for previous terrorist acts.
- Using hateful speech that indicates they have been brainwashed or radicalised

### **Self-Initiated Terrorists**

Self-initiated terrorism is the greatest terrorist threat to the UK. It is likely that any attack in the UK will be conducted by a S-IT. S-ITs are potential terrorists who act alone and are difficult to identify.

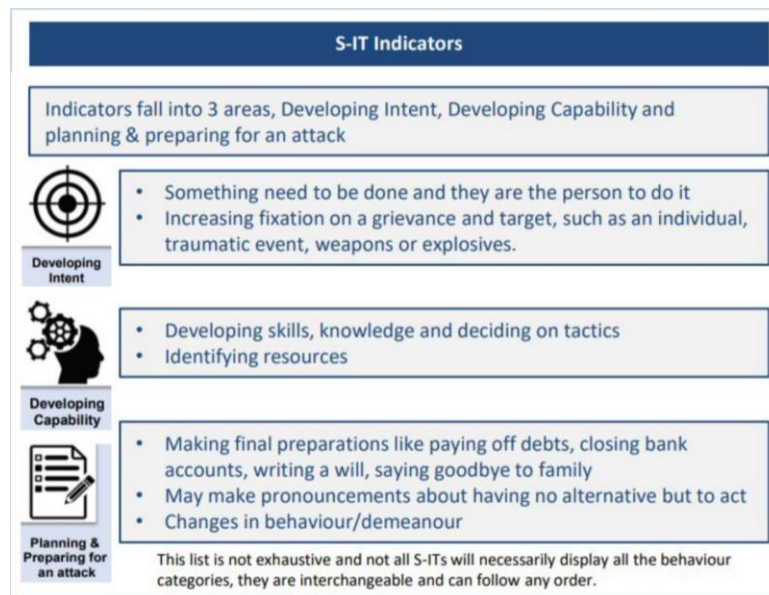
Islamist terrorist groups overseas, most notably Al-Qaeda and ISIL, continue to pose a threat from inspiring would be attackers through radicalisation.

Self-initiated Terrorists (S-ITs) are the most dominant CT threat to the UK. They are individuals who plan attacks independently of a terrorist network. Attacks are often of low sophistication, not requiring much preparation, specialist skills or access to prohibited weapons.

The nature of individuals acting alone makes identification difficult, so early identification is key.



Please see this graphic for some of the key signs to look out for.



## Hostile reconnaissance

Budding terrorists conduct research as part of their attack planning.

Signs to look out for include:

- Loitering in restricted or non-public areas.
- Observing or photographing entrances, exits, CCTV cameras, security features or staff.
- Asking unusual questions.
- Hiding their faces or using a disguise.
- Vehicles retracing routes, parked out of place or abandoned.

Security-Minded communications is designed to disrupt hostiles and to make a hostile believe that if they were to choose your organisation or event as a place to attack, they will almost certainly fail.

Find out more on the CPNI website, and remember, in the rare event of a terrorist attack



### 3. Strategy

Protecting learners from the risk of radicalisation is seen as part of Creating Tomorrow College's wider safeguarding duties and is similar in nature to protecting learners from other forms of harm and abuse.

The aim of the Prevent Strategy is to ensure that the College is able to monitor, manage and deal effectively with the threat posed by any individual or group of individuals engaging in violent extremism in the name of ideology or belief. This is achieved through:

1. Developing staff and learner awareness and understanding of the Prevent agenda.
2. Ensuring that Creating Tomorrow College staff are aware of and able to carry out their roles and responsibilities in preventing violent extremism and radicalisation.
3. Promoting and reinforcing shared values, to create space for free and open debate, and support the learner voice.
4. Documenting and recognising current practice across the College, which effectively manages the risk of learners being exposed to extremism and becoming radicalised.
5. Understanding and managing the potential risks within the College and from external influences including the display of extremist materials and the hiring of College premises.
6. Adopting effective ICT security and responsible user policies and promoting these to all staff and learners.

The College is committed to providing a learning experience which promotes knowledge, skills and understanding in order to build the resilience of all learners,

by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Embedding equality, diversity and inclusion across the curriculum and promoting community cohesion and fundamental British values
- Promoting wider skill development such as social and emotional wellbeing
- Developing a curriculum which recognises local needs, challenges extremism and promotes universal rights
- Teaching and learning strategies which explore controversial issues in a way which promotes equality, diversity and inclusion
- Use of external organisations to support learning and promote respect

To ensure that the College community remains safe, the following support will be in place for learners:

- Effective support services which provide clear information, advice and guidance on preventing learners from being drawn into extremism and radicalisation
- Literature written in clear and simple language which promotes equality, diversity and inclusion and undermines extremist ideology
- Support for learners and staff and guidance on how to access support through community partners
- A strategy to ensure that the learner voice is heard and concerns of the learners are acted upon
- Support for at risk learners through safeguarding processes
- A focus on closing the achievement gaps for all learners

#### **4. Leadership & Values**

The College sees its Prevent duties as a natural extension of our organisational duties to protect our learners from harm and equip them to lead fulfilling and safe lives. Prevent is an integral part of the College's Safeguarding Policy and Procedures.

Prevent duties require colleges to promote the British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. Creating Tomorrow College's values of Determination, Aspiration, Responsibility and Empathy, align well with British values. We will promote our core values through our leadership and our strategic themes.

In order to build resilience and safeguard individuals it is essential to promote a culture where it's possible to openly explore views and opinions. The College

Leadership will achieve this through its policies, forums, staff development and training, and its partnership working with stakeholders.

The Leadership is also committed to the relentless pursuit of a climate where prejudice is challenged and discrimination eliminated.

The College has a key part to play in the Northamptonshire region, not only in its contribution to the economic prosperity of the region, but also to social and community cohesion in the county. We recognise the importance of our social responsibility.

The Governing Body will ensure procedures and policies are in place to prevent people from being drawn into terrorism and ensure the strategy complies with the Prevent Duty.

The College Prevent SPOC (Single Point of Contact), Director of College (Performance & Standards), will co-ordinate a risk assessment to identify the levels of risk proportionate to the College; review College policies and procedures to ensure they are current and ensure that procedures are being followed. The SPOC will engage with the police and local authority Prevent co-ordinators and ensure the College meets the Prevent duty.

College leaders and managers will ensure staff undertake regular training, exemplify the core values through their practice and take every opportunity to promote the core values through the curriculum or College activity.

All staff have a legal responsibility to ensure they undertake training, are aware of their responsibilities, know when it is appropriate to refer to a safeguarding lead and exemplify the core values through their practice.

## **5. Partnerships**

Our partnership arrangements are guided by a shared understanding that Prevent is part of safeguarding; the aim is prevention and support.

## **6. Staff Training**

Prevent training is the same as for any safeguarding training to equip staff to recognise when individuals are vulnerable (in this case to radicalisation) and to ensure they know how to act and who to refer to. The College has adopted a multi-faceted approach to training.

- All staff and governor's will undertake essential on-line training to raise awareness of Prevent, safeguarding and equality and diversity and to ensure staff know how to refer a safeguarding and Prevent concern.
- Staff who work in regulated activity will undertake more in depth development through externally delivered training.

## **7. Welfare, Pastoral Care**

All our learners have trusted adults in the staff team. All staff are aware of their pastoral responsibility and have been through in-depth safeguarding training which incorporates Prevent and are able to recognise signs of vulnerability and provide first line support.

The safeguarding team are well connected to the local Prevent Officers, Adult Social Care and MASH and will seek advice or make referrals as appropriate.

## **8. E-Safety**

The College's web filtering system is app based on each individual student device which has specific categories built into it that provide student filtering. Notifications are sent in real time if a student attempts to access a site containing extremist content and the site is blocked

Any breach of security or activity that may result in radicalisation concerns or other safeguarding concerns would be recorded on My Concern and reported to the SPOC for Prevent. The E-Safety policy makes reference to the Prevent duty.

## **9. External Speakers & Events**

The College encourages external speakers and events as they add enrichment to the learner experience.

## **10. Links to other Policies**

This strategy should be read in conjunction with the following documents and guidance:

- Vulnerable Adult, Child Protection Safeguarding Policy & Procedure
- Equality & Diversity Policy & Procedure
- E-safety Policy
- College Mission Vision & Values
- Health and Safety Policy

- Admissions Arrangements Policy
- Business Continuity Plan
- Emergency Evacuation and Lock Down Policy and Procedure

## 11. Prevent Referrals

Where there is an identified/potential risk that a learner may be involved in supporting or following extremism, or at risk of significant harm, the member of staff who identifies such concerns will report these to the safeguarding team without delay and also complete a My Concern report. The DSL (Designated Safeguarding Lead), will then in turn refer these concerns, if required, to the either MASH or Adult Social Care depending on the age of the learner.

Where Creating Tomorrow College or one of its subcontractors is subject to an investigation by the local authority or the police in connection with a Prevent issue, the Chair of Governors or Chief Executive Officer or DSL will inform the ESFA [Enquiries.EFA@education.gov.uk](mailto:Enquiries.EFA@education.gov.uk).

If a concern arises for a learner who sits outside of the Northamptonshire area within another Local Authority, the DSL will contact the Prevent leads of those Local Authorities for guidance and referral where applicable.

To make a referral in the Northamptonshire area (and for advice and guidance) please contact:

- [prevent@northants.pnn.police.uk](mailto:prevent@northants.pnn.police.uk)
- Phone: 101 ext. 341166
- Northants Police Online - [Tell us about possible terrorist activity](#)
- ACT Early Support Line – Phone: [0800 011 3764](tel:08000113764) (9am to 5pm every day)

If you've seen or heard something that could potentially be related to terrorism, trust your instincts and report it. Your actions could save lives.

- [Report online](#)
- Anti-terror Hotline – [0800 789321](tel:0800789321)

## 12. Managing Risks

To ensure that the College manages the risks in this area, a Prevent Duty Risk Assessment has been undertaken and the Prevent Duty Action Plan arising from this will allow the College to monitor these risks on an ongoing basis and deal appropriately with issues which arise.

This Prevent Duty Action Plan is intended to achieve the following outcomes:

- Staff and learners understand the nature of risk from violent extremism and how this might impact directly or indirectly on the College
- The potential risks within the College and externally are understood and, if relevant, managed
- The College is able to respond appropriately to local, national and international events that may impact on learners and their communities
- Measures are in place to minimise the potential for acts of violent extremism within the College
- Plans are in place to respond appropriately to a threat or incident within the College
- Effective IT security and responsible use of IT is in place

The Prevent Duty Action Plan will be monitored on a termly basis by the DSL.

### **13. Channel Procedures**

Channel is an early intervention multi-agency process designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. Channel works in a similar way to existing safeguarding partnerships aimed at protecting vulnerable people.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. An individual's engagement with the programme is entirely voluntary at all stages. In addition to information sharing, a staff member may be asked to attend a Channel panel to discuss the individual referred to determine whether support is required. Following a referral, the panel will assess the extent to which identified individuals are vulnerable to being drawn into terrorism and, where considered appropriate and the necessary consent is obtained, arrange for support to be provided to those individuals.

### The Channel Process within FE Colleges

