

Preventing Extremism and Radicalisation Policy

Nine Dots Development (NDD) is committed to providing a safe environment for our staff, learners and other stakeholders.

NDD believes that the freedom of speech and the freedom to express beliefs and ideology are a fundamental right reserved for all of our learners, staff and wider society. However freedom of speech is not an unqualified right, and is still subject to laws and policies governing equality, human rights and community safety. NDD will not tolerate any expression of belief that is designed to manipulate young or vulnerable people and/or lead to harm or violence towards others, against the moral principles on which freedom of speech is based.

The NDD 'Preventing Extremism and Radicalisation Policy' draws on the guidance set out in the 'Prevent Strategy, 2011', DFE guidance, 'Keeping Children Safe in Education, 2014', 'Tackling Extremism in the UK' and DFE's 'Teaching Approaches that Help Build Resilience to Extremism Among Young People' as well as Peter Clarke's Report of July 2014. Additionally, definitions of radicalisation and extremism can be found in Appendix 1. In adhering to this policy and the procedures therein, NDD staff, learners and stakeholders will contribute to NDD's efforts to prevent extremism and radicalisation.

It is imperative to NDD that learning programmes, places of business and any environments that we do business in are safe places where people feel comfortable to express their opinions, and can discuss even controversial topics safely. NDD recognises that not only can extremist views be destructive, they are also damaging to a healthy learning environment and can lead to poor outcomes for our learners; there is no place for these views in NDD or in any of the work that we do.

NDD is aware that young people can be exposed to prejudiced views and extremist opinions from an early age from a variety of personal, social and digital sources and that this can lead to limited life opportunities and that learners may at times display extremist views or terminology.

Any prejudice, discrimination or extremist views, including derogatory language display by learners, staff, associates or stakeholders will be challenged immediately and dealt with appropriately. Should any of these behaviours be proven to have been shown by any NDD staff, the matter will immediately be referred to the Senior Leadership Team.

As part of wider of NDD's safeguarding responsibilities, staff will be alert to:

- Any learners or staff voicing opinions in favour of extremist ideologies

- Employer reports of changes in behaviour, friendship or actions towards others and requests for assistance

- Learners accessing or producing extremist material online including through social media

- Disclosures by learners of their exposure to extremist materials within and outside of their dealings with NDD

- Use of extremist terms to exclude others or incite violence

- Intolerance of difference – as set out in NDD's Equality, Diversity and Inclusion Policy

- Anti-Western or Anti-British views

- Efforts to impose extremist views on others

Teaching and Learning:

It is NDD's duty to help to eradicate views that lead some people to become extremist or radical in their own views, especially where learners may be exposed to these views elsewhere and have limited exposure to wider thinking. This will be achieved mostly through good teaching practices in our face to face interactions with learners as well as adopting the approaches set out in DFE's 'Teaching Approaches that Help Build Resilience to Extremism among Your People' 2011.

It is essential that we help build this resilience among our learners through developing their analytical and critical thinking skills as well as encouraging open-mindedness, self-awareness and open debate on a wide variety of topics. NDD will also ensure that its workforce are able to spot extremism and challenge it wherever it occurs.

NDD will at all times promote the values of democracy, individual liberty, the rule of law and tolerance for those of different beliefs and different faiths. Our teaching will encourage mutual respect between learners and staff alike. In line with OFSTED's Inspection Handbook, we will embed our approach to preventing extremism in our teaching and learning programmes, so that all learners know what constitutes safe and acceptable behaviour.

Associates, Suppliers and External Agencies:

NDD believes in using external specialists and a diverse range of speakers to enrich our learning programmes and expose our learners to new learning opportunities, however we understand that this comes with the responsibility to ensure the quality and safety of the messages being delivered and the behaviours of such associates, suppliers and external agencies, particularly in relation to safeguarding and preventing radicalisation.

NDD will assess any associates, suppliers and external agencies used as part of our learning programmes to ensure that:

- Activities and messages are matched to the needs of learners
- Activities are embedded in the programmes/curriculum to ensure consistency and clarity of learning
- Any messages communicated to learners support fundamental British Values
- Any messages communicated to learners support NDD's ethos and do not seek to marginalise any groups or individuals
- Any messages communicated to our learners do not seek to radicalise learners through extreme or narrow views nor glorify criminal activity or violent extremism

NDD also recognise the importance of understanding opposing views and ideologies, and where age appropriate to discuss these as part of a balanced curriculum. Our teaching staff will always encourage healthy debate as part of a quality learning process within the bounds of safe practice.

By encouraging debate and delivering a broad curriculum to our learners, NDD will help to build the critical thinking and self-awareness skills as well as open-mindedness within all of our learners appropriate to their age and abilities.

Risk Management:

The Senior Leadership Team along with Designated Safeguarding Officer (Bev Holloway) will conduct ongoing risk assessment within the organisation and put appropriate actions in place to reduce risk. Staff, associates, suppliers and external agencies will be vetted appropriately to ensure that they do not deliver messages of extremism. This risk assessment will be reviewed as part of the annual policy review process.

Response:

Registered in England & Wales 10003282

NDD is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement with terrorism. The SPOC within NDD is Jordan Burke and the responsibilities of the SPOC are outlined in Appendix 2.

All staff including associates, suppliers and external agencies working with NDD are required to report any cases where they feel a child or other learner may be at risk of harm or neglect or if they feel that someone may be at risk of radicalisation or involvement in terrorism.

NDD understand that young people may indirectly be at risk of harm, neglect or radicalisation through indirect factors such as activities they are involved in or their family and must be vigilant for these factors at all times.

Appendix 1 – Indicators of Vulnerability to Radicalisation

Extremism is defined in the Government's 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. We also include in our definition of extremism the calls for the death of members of our armed forces whether in this country or overseas.

The Crown Prosecution Service defines extremism as: the demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts;
- Foster hatred which might lead to inter-community violence in the UK.

NDD understand the extremism and radicalisation occurs in a diverse range of individuals, groups and communities and as such there are no typical extremists. There are a range of methods and tools used to radicalise young and vulnerable people as and it can occur as a result of many personal and environmental factors. There are however indicators of vulnerability to extremism and radicalisation, these include:

- Personal Circumstances – migration, local community tensions, 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;
- 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;
- Identity Crisis – the learner distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- Unmet Aspirations – the learner may have perception 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
- Special Educational Need – learners may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivation of others.

Other factors could include:

- Being in contact with extremists
- Accessing extremist or violent literature or material online – particularly over social platforms
- Using extremist narratives and global ideologies to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining or seeking to join extremist organisations
- Significant changes to appearance and / or behaviour
- Experiencing a high level of social isolation resulting in issues of identity crisis / personal crisis

Appendix 2 – Roles and responsibilities of the single point of contact (SPOC)

The SPOC for NDD is Jordan Burke, who is responsible for:

- Ensuring that all staff undertake annual Prevent training and relevant CPD activities
- Raising awareness about the role and responsibilities of NDD in relation to protecting learners from radicalisation and involvement in terrorism
- Acting as first point of contact for cases relating to protecting learners from radicalisation or involvement in terrorism
- Ensuring that staff are aware that they are the SPOC in relation to protecting learners from radicalisation and involvement in terrorism
- Maintaining and applying a good level of understanding of the relevant guidance in relation to 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
- Collating relevant information from, and in relation to, 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 Channel* Co-ordinator
- Sharing any relevant additional information in a timely manner

*Channel: a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. 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 activities

- Provide early intervention to protect and divert people away from the risk they face and reduce vulnerability