



RM Training
The Stepping Stones to Your Success

Prevent Duty Policy

Radicalisation and Extremism

Authorised by James MacGregor – Managing Director


James Mac Gregor.

6th September 2021

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Policy Statement

RM Training has a legal responsibility to safeguard and promote the welfare of all their students and to ensure that they operate within the law. The Prevent Duty is a government strategy and was introduced to safeguard communities against the threat of extremism, radicalisation and terrorism and for the promotion of British Values.

Definitions

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

Extremism is “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 calls for the death of members of our armed forces, whether in this country or overseas” (HM Government Prevent Strategy 2011)

Ideology: A set of beliefs.

Radicalisation: The process by which a person comes to support terrorism and extremist ideologies.

Terrorism: A violent act against people or property, designed to create fear and advance a political, religious or ideological cause.

British Values: British values are defined as democracy, rule of law, individual liberty and mutual respect and tolerance of different religions.

Equality and Diversity - Our ethos is intended to ensure that no-one is treated in any way less favourably on the grounds of race, colour, national, ethnic or social origin, race, disability, gender, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity/paternity, age, religion/belief or political/other personal beliefs.

Legislations

Counter-Terrorism and Security Act 2015

The following national guidelines should also be read when working with this policy;

PREVENT Strategy HM Government

Keeping Children Safe in Education DfE 2014

Working Together to Safeguard Children HM Government 2013

Aims and Objectives

The main aims of this radicalisation and extremism policy are to ensure that: employees are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen; and that we work alongside other professional bodies and agencies to ensure that learners’ and employees are safe from harm.

This policy aims to provide a framework for dealing with issues relating to vulnerability, radicalisation, and exposure to extreme views. We recognise that our employees are trained to be able to identify safeguarding issues and this policy clearly sets out how we will deal with such incidents and how our ethos underpins our actions.

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The objectives are that:

- All Directors, managers and employees have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All Directors, managers and employees undertake **Prevent Duty training** within the induction period and repeat training annually.
- All Directors, managers and employees will know about our policy on tackling extremism and radicalisation and will follow the guidance promptly when issues arise.
- All learners will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- All parents/carers (where applicable), learner's and employees' will know about our policies and will be informed about changes through the review process, this will ensure they are appropriate and effective.

Key Indicators

There are a number of behaviours which may indicate an individual, particular a young person is at risk of being radicalised or exposed to extreme views. These include;

- Spending increasing time in the company of other suspected extremists.
- Changing their style of dress or personal appearance to conform to the group.
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group/cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.

Increase in prejudice-related incidents committed by that person – these may include;

- Physical or verbal assault.
- Provocative behaviour.
- Damage to property.
- Derogatory name calling.
- Possession of prejudice-related materials.
- Prejudice related ridicule or name calling.
- Inappropriate forms of address.
- Refusal to co-operate.
- Attempts to recruit to prejudice-related organisations.
- Condoning or supporting violence towards others.

Teaching Learning and Assessment

Showcase Training Ltd promotes respect, tolerance and diversity. Learners and employees are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others. Our assessment and review process recognises that learners with low aspirations are more vulnerable to radicalisation and therefore we strive to equip them with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

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Reporting Procedures

It is important for us to be constantly vigilant and remain fully informed about the issues which affect the areas, cities and society in which we deliver work-based learning. All employees are reminded to suspend any 'professional disbelief' that radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns to the appropriate external agencies. We believe that it is possible to intervene to protect people who are vulnerable.

Policy Review Frequency

RMT review and amend this statement regularly to ensure that it meets legislation and remains effective. The updates to this policy are published to our learners, employees, and workplace providers by the regular distribution of electronic newsletter via email as well as appearing on our company website.

Suggestions for Improvement

If you have any suggestions for improvement within this policy then please feel free to offer these suggestions to the Office Administrator (admin@rmtraining.co.uk)

Monitoring and Evaluation

The RM Training Management Team will monitor and evaluate achievement in respect of equality by taking the following actions:

- Ensure that all employees who deliver training services receive training to ensure that they do not discriminate unlawfully
- Review and monitor our services to ensure that they do not discriminate against anyone, identify barriers to access and assess where improvements can be made
- Ensure that organisations or individuals providing services on behalf of RM Training UK Ltd comply with equal opportunities legislation and promote equality of opportunity

Reporting and Concerns

All queries and concerns about Prevent issues should be referred to the RM Training Managing Director James MacGregor (james.macgregor@rmtraining.co.uk) or call RM Training on 01322 217072.

Imminent threat or harm to others

Call the Police on: **101 / 999**

For non-urgent concerns

Call the Anti-Terrorist Hotline on: **0800 789 321**

Useful websites

Report terrorism online via: www.gov.uk/report-terrorism

www.educateagainsthate.com provides further information with regard to understanding radicalisation and extremism.

www.preventforfeandtraining.org.uk provides information and online training with regard to the Prevent Duty which is specific to Further Education and Training Providers

www.internetmatters.org lots of information advice and guidance on where to stay safe online

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www.ceop.gov.uk CEOP works with child protection partners across the UK and overseas to identify threats to children and coordinate activity against these threats to bring offenders to account, protecting children from harm online and offline

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