



Preventing Extremism and Radicalisation Policy

As a company Cambrian Training Company is aware of the risks and dangers both world wide and in the UK associated with radicalisation, extremism and terrorist activities. The threats from such activities are very real and severe to our society and local communities, and can involve the exploitation of all types of people including young and vulnerable people.

Cambrian Training Company is committed to providing a secure and safe environment for both its learners and all members of staff alike. All employees of the Company recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for either children, young people, or vulnerable people or not. It is the responsibility of all members of staff to read, understand and implement this policy within their roles and responsibilities. All new members of staff will be given a copy of this policy along with the Company's Safeguarding Policy as part of the induction process, and it should be read in conjunction with the Safeguarding Policy.

In adhering to this policy, and the procedures therein, all staff will contribute to CTC's delivery of the outcomes to all children and young people, as set out in s10 (2) of the Children Act 2004¹. This Preventing Extremism and Radicalisation Policy is one element within our overall learning delivery arrangements to Safeguard and Promote the Welfare of all Children.

When implementing this policy the Company uses the following accepted Governmental definitions of extremism and radicalisation as:

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".*

Radicalisation: *"the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups".*

There is no place for extremist views of any kind in our business or within the activities are Company conducts, whether from internal sources or external sources within the wider community. We expect our learners and our staff to view our activities and the environment where activities take place to be in safe environments where they can explore controversial issues safely and where our staff members encourage and facilitate this – we have a duty to ensure this happens.

We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our learners 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.

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 people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. Therefore, we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

We are also aware that young 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 children 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 either learners or members of staff will always be challenged and, where appropriate, dealt with in line with our internal Company procedures and policies.

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

- Disclosures by children of their exposure to the extremist actions, views or materials of others outside of the workplace and learning environments, such as in their homes or community groups, especially where children have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images

- Children accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Local authority services and police reports of issues affecting children in other settings.
- Individuals and young people 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 equalities 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

Cambrian Training Company will closely follow any locally agreed procedure as set out by the Local Authority and/or local Safeguarding Children Board's, 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 people becoming alienated and disempowered, especially where the narrow approaches young people may experience elsewhere may make it harder for them to challenge or question these radical influences.

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

We will be flexible enough to adapt our teaching approaches, as appropriate, to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. Our approach will be embedded within the ethos of our Company so that young people know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. Our 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 all curriculum routes

We will also work with local partners, families and communities in our efforts to ensure that our learners and employees understand and embrace our local context and values in challenging extremist views and to assist in the broadening of our learner's experiences and horizons. We will help support learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a child or young person is being directly affected by extremist materials or influences, we will ensure that this individual is offered mentoring. Additionally in such instances our Company will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

Within Cambrian Training Company, 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 encourage individuals to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in a modern multi-cultural Britain and globally.

Disclosing Concerns

Where there are concerns of extremism or radicalisation, learners and staff will be encouraged to make use of our internal systems to raise any issue in confidence as set out in the Company's Disclosures in the Public Interest Policy.

Child Protection

Please refer to the Company's Safeguarding Policy for the full procedural framework on our Child Protection duties.

Staff will be alert to the fact that while Extremism and Radicalisation is broadly a safeguarding issue, there may be some instances where a child or young person may be at direct risk of harm or neglect. For example; this could be due to a child displaying risky behaviour 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 child's family that may equally place a child at risk of harm.

Therefore all members of staff and learners are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Officer.

The Company's Child Protection reporting arrangements are set out fully in the Safeguarding Policy.

Designated Safeguarding Lead

The Designated Safeguarding Lead is the **General Manager**.

The General Manager has a duty to take responsibility for all safeguarding, child protection, and issues relating to the welfare for children and young persons.

Training

Regular training will be provided for members of staff on safeguarding and child protection which will include training on extremism and radicalisation at the induction stage of employment, and at least every three years thereafter.

Recruitment

The arrangements for recruiting members of staff will be in line with the Company's Safeguarding Policy as follows:

Appropriate checks are applied to staff who may work with children, young persons or vulnerable adults.

Posts and roles are clearly defined.

Key selection criteria for the post or role are identified.

Vacancies are advertised widely in order to ensure a diversity of applicants.

Documentary evidence of academic/vocational qualifications is obtained.

Obtain professional/character references before permanent employment is engaged.

Previous employment history is verified.

For Disclosure and Barring Service (DBS) disclosure checks the Company will ensure sensitive and confidential use of the applicant's disclosure.

A variety of selection techniques (eg qualifications, previous experience, interview, reference checks) are used.

By applying the above safer recruitment best practice principles and sound employment practice in general the Company will deny opportunities for inappropriate recruitment or advancement.

We will be alert to the possibility that persons may seek to gain positions within the Company so as to unduly influence the character and ethos of the organisation. We are aware that such persons seek to limit the opportunities for our learners, thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our organisation we will minimise the opportunities for extremist views to prevail.

Role of the Board of Directors

The board of directors will support the ethos and values of the Company and support the organisation in tackling extremism and radicalisation.

The Company will review the policy annually and may amend it outside of the review timeframe in accordance with any new legislation or guidance, or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements the Company has in place.

Signed:.....
Managing Director

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Date:.....20th October 2018.....

Review Date:.....October 2019.....

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