



HR-23 Prevent Policy

Any member of staff or learner at TDR who have any concerns regarding the issues identified within this policy should report those concerns immediately and no later than the end of the working day to a Designated Person (DP).

Designated Person: Frank Devlin frankdevlin@tdrtraining.co.uk
Stephen Guppy stephenguppy@tdrtraining.co.uk
Paul Lund paullund@tdrtraining.co.uk
Chris Turnbull christurnbull@tdrtraining.co.uk
Gemma Yildirim gemmayildirim@tdrtraining.co.uk

1. Introduction

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people, including children and young people.

This policy is designed to provide a clear structure and clearly define our response to safeguarding concerns for people who may be vulnerable to the messages of extremism. In addition, it provides details of the local inter agency process and expectations in identifying appropriate interventions based on the threshold of need and intervention model and the Channel process.

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).

2. Equality, Diversity and Community Cohesion

TDR aims to guide our staff and learners to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action. We take extremely seriously our key role in preparing all our young people for life in modern Britain.

We aim to encourage working towards a society in which a common vision and sense of belonging by all. Communities; a society in which the diversity of people's backgrounds and circumstances are appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

3. National Guidance and Strategies

Prevent is a key part of the Government's strategy to stop people becoming terrorists or supporting terrorism. Early intervention is at the heart of Prevent in diverting people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation. The Prevent strategy objectives are:

Funded by



Issued: 12/11/2015
Revised:

TDR HR-23
Revision No 0
breatheHR/Company/Document



Ideology	Respond to the ideological challenge of terrorism and the threat we face from those who promote it.
Individuals	Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
Institutions	Work with sectors and institutions where there are risks of radicalisation which we need to address.

All staff should have an awareness of the Prevent agenda and the various forms of radicalisation, taking in being able to recognise signs and indicators or concern and respond appropriately.

4. Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person or their family may be vulnerable or involved with extremism.

Identity Crisis	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal Crisis	Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
Personal Circumstances	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism, discrimination or aspects of Government policy.
Unmet Aspirations	Perceptions of injustice; feeling of failure; rejection of civic life.
Criminality	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

Access to extremist influences

- Reasons to believe that the young person associates with those known to be involved in extremism;
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence;
- Use of closed network groups via electronic media for the purpose of extremist activity.

Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection;
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour;

Funded by



Issued: 12/11/2015
Revised:

TDR HR-23
Revision No 0
breatheHR/Company/Document



- Verbal or written support of terrorist attacks;
- First-hand experience of racial or religious hate crime;
- Extended periods of travel to international locations known to be associated with extremism;
- Evidence of fraudulent identity/use of documents to support this;
- Experience of disadvantage, discrimination or social exclusion;
- History of criminal activity;
- Pending a decision on their immigration/national status.

More critical risk factors include:

- Being in contact with extremist recruiters;
- Articulating support for extremist causes or leaders;
- Accessing extremist websites, especially those with a social networking element;
- Possessing extremist literature;
- Justifying the use of violence to solve societal issues;
- Joining extremist organisations;
- Significant changes to appearance/behaviour.

5. Referral and Intervention Process

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported to the Designated Person immediately and no later than the end of the working day.

TDR Designated Persons are:

Frank Devlin	frankdevlin@tdrtraining.co.uk
Stephen Guppy	stephenguppy@tdrtraining.co.uk
Paul Lund	paullund@tdrtraining.co.uk
Chris Turnbull	christurnbull@tdrtraining.co.uk
Gemma Yildirim	gemmayildirim@tdrtraining.co.uk

If a member of staff in TDR has a concern about a particular learner/staff member and/or where investigations may need to be carried out (even though parental consent may be withheld), they should follow TDR's Safeguarding procedure.

However, it should be recognised that concerns, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process).

As part of the referral process, the Designated Person will also raise an electronic referral to Channel (counter.extremism@education.gsi.gov.uk) 020 7340 7264.

Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.

Issued: 12/11/2015
Revised:

Funded by



TDR HR-23
Revision No 0
breatheHR/Company/Document