

Procedure for	Radicalisation		
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Associated Regulation/ Standards	Regulatory body NMS	Number	Standard/Reg Number 11 11.1
Unit	North Hill House	Signature (Author)	Head Teacher
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Radicalisation

INTRODUCTION

Preventing someone from becoming a terrorist or supporting terrorism is no different from safeguarding vulnerable individuals from other forms of exploitation. Therefore, this procedure should be read alongside:

- OP08 Safeguarding Adults (Anyone aged 18 or over)
- ECS01 Safeguarding Children (Education Services)

The key aim of this procedure is to identify how staff will be supported to develop an understanding of the Prevent Strategy and how they can utilise their existing knowledge and skills to recognise that someone may have been, or is being radicalised. It sets out where staff can seek advice from and how to escalate their concerns. Where concerns need to be raised with external agencies, this procedure describes how referrals will be managed within the existing multi-agency safeguarding processes.

ENGAGEMENT WITH THE PREVENT STRATEGY 2015

The Prevent Strategy 2015 addresses all forms of terrorism and non-violent extremism which can create an atmosphere conducive to terrorism and can popularise views which terrorists then exploit. Prevent deals with all kinds of terrorist threats to the UK. The most significant of these threats is currently from organisations in Syria, Iraq and Al Qa'ida associated groups. Terrorists associated with the extreme right wing also pose a continued threat to safety and security. The aim of Prevent is to stop people from becoming terrorists (often referred to as being radicalised) or supporting terrorism. It operates in the pre-criminal space before any criminal activity has taken place.

The three key objectives of the Prevent Strategy are to:

1. Challenge the ideology that supports terrorism and those who promote it;
2. Prevent vulnerable individuals from being drawn into terrorism and ensure that they are given appropriate advice and support;
3. Work with sectors and institutions where there are risks of radicalisation.

Schools such as North Hill House are expected to be involved in delivering objectives 1. and 2. only.

PROCESS OF EXPLOITATION

Evidence suggests that there is no obvious profile of a person who is likely to become involved in terrorist-related activity, or single indicator of when a person might move to support extremism. However, the increasing body of information indicates that factors thought to relate to personal experiences of vulnerable individuals affect the way in which they relate to their personal environment and may make them susceptible to exploitation or supporting terrorist activities. Vulnerable individuals who may be susceptible to radicalisation can be service users, people we support, carers or staff.

Those who seek to radicalise others often use a persuasive rationale or narrative and are usually charismatic individuals who are able to attract people to their cause which is based on a particular interpretation or distortion of history, politics and/or religion.

The key challenge for the health, education and social care sector is to ensure that, where there are signs that someone has been or is being drawn into terrorism, that all staff are aware of the support available and are confident in referring the person for further help.

Vulnerability Factors – Those who seek to radicalise others usually attract people to their cause through a persuasive rationale contained within a storyline or narrative that has the potential to influence views. Inspiring new recruits, embedding the beliefs of those with established extreme views and/or persuading others of the legitimacy of their cause is the primary objective of those who seek to radicalise vulnerable individuals.

INTERNET USAGE AND SOCIAL MEDIA

Vulnerable individuals may be exploited in many ways by those who wish to radicalise them and this could be through direct face to face contact, or indirectly through the internet, social networking or other media.

Social media is a popular and extensively used method of communication, but it can be misused to try to radicalise and recruit vulnerable people. Instances have been reported of young and vulnerable people being encouraged to leave the UK to travel to join terrorist groups in Syria and Iraq.

Access to extremist material is often through leaflets and local contacts. However, the internet plays an important role in the communication of extremist views. It provides a platform for extremists to promote their cause and encourage debate through websites, internet forums and social networking. It is a swift and effective mechanism for disseminating propaganda material and is not always possible to regulate. Depending on the service, local procedures on accessing the Internet must be complied with.

Staff should be aware of anyone making frequent visits to websites showing images such as armed conflict around the world and providing speeches and access to material from those involved in the radicalising process.

RESPONSIBILITIES

Radicalisation is a process not an event and there is no single route or pathway to radicalisation. Evidence indicates that those targeted for radicalisation may have doubts about what they are doing. It is because of this doubt that frontline staff need to have mechanisms and interventions in place to support an individual being exploited and to help them move away from terrorist activity.

Therefore, the UK Government is clear about the responsibilities that organisations such as North Hill House School have with regard to delivering the Prevent strategy.

North Hill House School has a duty to ensure safe environments where extremists are unable to operate. It is essential, therefore, that all staff know how they can support vulnerable individuals (service users, people we support, carers or members of staff) who they feel may be at risk of becoming a terrorist or supporting extremism. Prevent is an on-going initiative and designed to become part of the everyday safeguarding routine.

RAISING CONCERNS ABOUT SERVICE USERS

In the event that a member of staff has concerns that a student may be at risk of being drawn into terrorism, has begun to express radical extremist views or may be vulnerable to grooming or exploitation by others, the primary point of contact will be the Head Teacher who will manage such enquires. The Prevent Lead at North Hill House is **Andy Holder**.

If it is determined that a safeguarding referral needs to be made, this should be completed in accordance with local inter-agency safeguarding procedures. Staff can also seek general advice from the local safeguarding leads or **David Watts**, the Director of Risk & Safety, as the corporate Prevent Lead.

Any concern raised will be added to the internal escalation notification process to the Governance Team.

ESCALATING CONCERNS ABOUT A MEMBER OF STAFF

Although there are relatively few instances of health, care or education staff radicalising others or being drawn into extremist acts, it is still a risk that the organisation needs to be aware of and have processes within which to manage any concerns, for example disciplinary action.

Where any employee expresses views, brings material into the organisation, uses or directs service users to extremist websites or acts in other ways to promote terrorism, Priory Group will look to use non-safeguarding processes in order to address the concerns.

Where a staff member has a concern about a colleague, this should be raised with their line manager. (**OP21** Confidential Reporting (Whistle blowing) processes can also be used for reporting concerns.) The Line Manager will discuss the concerns with the Regional Manager/Operations Director, the Priory Group Prevent Lead and Human Resources Advisor in the first instance. In all such cases or if deemed necessary, the Priory Group Prevent Lead will support the completion of/complete a Raising a Prevent Concern form (**OP Form: 20**), on behalf of the staff member.

PARTNERSHIP WORKING

It should be stressed that there is no expectation that individuals from North Hill House School will take on a surveillance or enforcement role as a result of Prevent. Rather, it must work with partner organisations to contribute to the prevention of terrorism by safeguarding and protecting vulnerable individuals and making safety a shared endeavour.

The Priory Group Prevent Lead will engage where necessary with partnership groups with the responsibility to share concerns raised within the organisation. The Priory Group Prevent Lead and/or delegated staff will represent North Hill House School at local Prevent Steering Groups and, as appropriate, Channel meetings.

(Channel is the process through which statutory partners agree the appropriate level of support to an individual at risk of being drawn into terrorism or committing terrorist acts).

CONFIDENTIALITY, INFORMATION SHARING AND DISCLOSURE

North Hill House School staff or other workers providing services on behalf of North Hill House School must ensure they share information appropriately, both professionally and legally when there is a safeguarding concern and in-line with the Information Commissioner's Guidance set out in OP02 Data Protection.

NOTE: This procedure is owned by the local site and has not been checked by the centre. It is an example, which will need to be localised and updated in accordance with policy changes.