

Policy to Support the Prevention of Extremism and Radicalisation (PREVENT)

Any member of staff or student/resident at YMCA Derbyshire who has concerns regarding the issues identified within this guidance policy should report those concerns immediately to the Designated Senior Lead (DSL) for Child Protection/Safeguarding or to the Deputy Designated Senior Lead (DDSL) for Child Protection/Safeguarding or to an Additional Designated Lead for Child Protection/Safeguarding.

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Contents

1.	Introduction	Page 3
2.	Equality, Diversity and Community Cohesion	Page 3
3.	National Guidance and Strategies	Page 4
4.	Vulnerability/Risk Indicators	Page 4
	4.1 Vulnerability	
	4.2 Access to extremist influences	
	4.3 Experience, behaviours and influences	
	4.4 More critical risk factors	
5.	Referral and Intervention Policy	Page 6
	5.1 Child Protection Officers	
6.	Monitoring and Review of the Policy	Page 7

Policy to Support Prevent

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 framework to structure and inform our response to safeguarding concerns for those young 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.

This policy does not form part of any employee's contract of employment and it may be amended at any time. We may also vary any parts of the policy, including any time limits, as appropriate in any case.

2. EQUALITY, DIVERSITY AND COMMUNITY COHESION

YMCA Derbyshire aims to guide our service users 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 roles in preparing all our young people for life in modern Britain.

We aim to encourage working towards a society with a common vision and sense of belonging by all. Communities; a society in which the diversity of people's backgrounds and circumstances is 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 education 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 (often referred to as being radicalised) 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:

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 that radicalisation takes so that staff are able to recognise signs and indicators of concern and respond appropriately.

All YMCA Derbyshire staff are required to complete the Channel General Awareness online learning every two years, and new staff are part of an ongoing induction programme which includes raising the awareness of PREVENT.

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 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.

4.1 Vulnerability

Identity crisis	Distance from cultural/religious heritage and uncomfortable with their place in society around them
Personal crisis	Family tensions; sense of isolation; 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 of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or 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.

4.2 Access to extremist influences

- Reason to believe that the 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.

4.3 Experience, 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.
- 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.

4.4 More critical risk factors include:

- Being in contact with extremist recruiters.
- Articulating support for extremist cause 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 POLICY

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 named designated safeguarding person immediately.

5.1 Child Protection Officers

YMCA Derbyshire's Child Protection Officers are:

- Senior Designated Lead for Safeguarding and Designated Lead for Prevent – Julia Hodder
- Safeguarding Lead – Giles Bowles
- Safeguarding Lead – Rebecca Lauder
- Safeguarding Lead – Gary Lambert
- Safeguarding Lead – Donna Wozik
- Safeguarding Lead – Jane Lunn
- Safeguarding Lead – Jenna Shaw
- Safeguarding Lead – Kelly Spooner

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out (even though parental consent may be withheld), a referral to Children's Social Care should be made in the line with YMCA Derbyshire's Safeguarding Policy. However, it should be recognised that concerns of this nature, 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 senior lead (or the other leads) will raise a referral to Channel.

5.2 Channel referral process

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of the investigations and the Designated Senior Lead for Safeguarding or other Safeguarding Leads will report as appropriate. Derbyshire Constabulary will carry out an initial assessment and, if appropriate, set up a multi agency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the young person.

Please follow Safeguarding reporting procedures for all incidents of concern.

The safeguarding form is appended to the YMCA Derbyshire Safeguarding Policy and is YMCA Derbyshire controlled form F3091.

Always call for advice if you are not sure what to do in a potential child protection/adult at risk/safeguarding situation

6. MONITORING AND REVIEW OF THE POLICY

This policy will be reviewed annually or earlier in the event that there are changes in legislation or for reasons of good practice.