



1.3 PREVENT Policy

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

Any member of staff or any student at EMA Training Limited who have any concerns regarding the issues identified within this guidance policy should report those concerns immediately and no later than the end of the working day to the Company Director, Tracey Mosley.

Introduction

The current threat from Terrorism and Extremism in the United Kingdom is very 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 (see below).

- **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).

Equality, Diversity and Community Cohesion

EMA Training aims to guide our students to:

- understand others
- promote common values
- value diversity
- promote awareness of human rights
- understand the responsibility to uphold and defend them

We also aim to develop the skills of participation and responsible action. We take very seriously our key role in preparing all our young students for life in modern Britain.

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:

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 takes in being able to recognise signs and indicators or concern and respond appropriately.

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:

Vulnerability

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 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 or discrimination or aspects of Government policy.

Unmet aspirations:	Perceptions of injustice; feeling of failure; rejection of civil life.
Criminality:	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

Access to extremist influences

- Reason 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 or religious hatred, or acts of violence
- Use of closed network groups via electronic media for 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
- 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

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 named designated safeguarding professional immediately and no later than the end of the working day.

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) following these steps;

Step 1. Report to designated EMA staff member	Step 2. Report to Sam Slack HE/FE Prevent
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Officer kyle.hudson@derby.gov.uk

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 professional will also raise a referral to: Derbyshire PREVENT team on 101:

Inspector 1907 Frank Burns - 0300 122 8694

Sgt 3236 Alex Wood - 0300 122 8694

PC 4589 Jenny Sadler - 0300 122 8694

PC 3017 Lucy Moorcroft - 0300 122 8694

PC 3191 Amanda Fern - 0300 122 8694

PC 3397 Chris Taylor - 0300 122 8694

5406 Rachel Sheppard, Prevent & Regional Engagement Officer - 0300 122 8694

Channel Referral Process

Some concerns which are identified may have a security dimension to them. For this, it is important that liaison with the police forms an early part of all investigations. Derbyshire Police will carry out an initial assessment and, if appropriate, set up a multiagency 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.

Below is the New Derbyshire Prevent Referral Form:

<https://ematraining.sharepoint.com/Shared%20Documents/Quality%20and%20Compliance/Policies%20and%20Procedures/Policies%20and%20Procedures%20EMA/Prevent%20National%20Referral%20Form%20V3.0.docx>