

Statement on Promoting British Values / Anti-Radicalisation Policy / Elmhouse Training Prevent Strategy

October 2015

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Elmhouse Training Policy in Promoting British values, incorporating the National Prevent Strategy to combat radicalisation and terrorism

Introduction

Elmhouse Training is committed to providing a secure environment for students and all staff recognises that safeguarding and creating a safeguarding culture is the responsibility of everyone who works here.

The National Prevent Strategy

Elmhouse Training supports the Home Office '4P' Prevent strategy to combat radicalisation and terrorism. The 4P's are:

Protect - to strengthen protection against a terrorist attack in the UK or against its interests overseas and so reduce their vulnerability. This work focuses on border security, the transport system, national infrastructure and public places

Prepare - to mitigate the impact of a terrorist attack where that attack cannot be stopped. This includes work to bring a terrorist attack to an end and to increase the UK's resilience to facilitate recovery from its aftermath

Pursue - to stop terrorist attacks by detecting, prosecuting and otherwise disrupting those who plot to carry out attacks against the UK or its interests overseas

Prevent - to stop people from becoming or supporting terrorism. This includes countering terrorist ideology and challenging those who promote it; supporting individuals who are especially vulnerable to becoming radicalised; and working with sectors and institutions where the risk of radicalisation is assessed to be high.

Whilst the first three strands are clearly the remit of the government and security services, the fourth one is one to which centres and those who work with young people in a wider setting such as Youth workers or Social Services can contribute. Elmhouse Training acknowledges this, supports the strategy and strives to take an active part of the Prevent section of the strategy both at a whole centre and an individual level. Prevent is a strategy that is also endorsed and supported by Lambeth Local Authority.

Prevent is a strategy that works to prevent the growth of issues that create a climate which facilitates radicalisation to occur, by creating a climate of mutual trust in which young people grow and develop. This climate works against creating circumstances in which young people feel isolated and become vulnerable to exploitation by those who wish to further a radical agenda. The creation of a centre that is a secure and safe place based on appreciation and respect for all has always been a stated aim of Elmhouse Training and continues to be so in the centre's clear statement of Equality and related policies and procedures.

Extremism in all its forms has no place at Elmhouse, as exposure to both extremist materials and influences is detrimental to the development of young people. Extremists of all kinds aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice. Education is a powerful weapon against this as it equips young people with the knowledge, skills and sound judgement to challenge and debate these issues in a secure environment.

At Elmhouse Training the Prevent strategy is furthered by -

- 1 Raising Awareness of the issue of radicalisation with staff so that those who work with young people at Elmhouse Training appreciate that they are a front line strategy, and act accordingly. This is done through staff training, which is delivered and revisited at appropriate times through the year as opportunities arise. Elmhouse Training staff appreciates how positive relationships created within centre can remedy the factors that create the environment for dangers of radicalisation. All staff will undergo Prevent strategy CPD between November 2015 and Feb 2016 run by the Lambeth Prevent team at a series of three workshops. Pastoral staff will specifically monitor students under their care and curriculum leaders will ensure that opportunities for combatting radicalisation should be taken when they arise directly in lessons, and indirectly all the time in making sure no student is marginalised or excluded from activities or learning.
- 2 Raising student awareness through the curriculum, where a clear understanding of history / religion tradition promotes an appropriate understanding of the origins of movements such as Nazism and promoting an understanding of Islam and other world religions based on peaceful messages and intent. The pastoral curriculum is designed to encourage students to want to be part of an inclusive society, and the importance of Citizenship is stressed as students are encouraged through learning to strengthen their sense of belonging. Subjects will when applicable, foster an understanding of what terrorism is and how it occurs.
- 3 Creating an inclusive centre, which appreciates the importance of SMSC (Spiritual, Moral, Social and Cultural) and delivers it though a shared curriculum for all, encouraging full participation in a broad and balanced curriculum, including the Pastoral curriculum, which celebrates the diversity of the centre community and aims to make students feel valued and included.
- 4 Celebrating success for all. Elmhouse celebrates and rewards achievement and effort, and is open to all students and monitored for inclusivity by the coordinator.
- 5 Responding to concerns. All concerns raised by staff or other students are investigated as Safeguarding issues according to the centre safeguarding protocol and policy. Feedback is given to reporting staff/students and issues regarding further investigation are reported to the Lambeth Prevent team for discussion and further action as appropriate.
- 6 Robust Safeguarding protocols and procedures. These are audited annually through the Safeguarding policy (Lambeth Local Authority policy) and protocol (Elmhouse Training action protocol – adopted by Lambeth as an example of recommended good practice) which aims to create a culture where all staff and students feel empowered and enabled to raise concerns no matter how small in an atmosphere of support and openness. Elmhouse Training is fully committed to safeguarding and promoting the welfare of all its students. As a centre we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At Elmhouse Training all staff are expected to uphold and promote the fundamental principles of British values, as defined in the 2011 Prevent strategy.
- 7 Clear channels of communication for passing on concerns. Lambeth Prevent have a clear procedure (called 'Channel') which Elmhouse Training supports and recognises that concerns passed on to them will be dealt with appropriately. Should concerns arise about this then the Lambeth Whistleblowing policy will be enacted and concerns reported until appropriate action is taken at further level.

- 8 Internet monitoring. Websites with radicalised content are screened through this system. Further to this, the centre will install a screening filter which can monitor requested internet access to radical sites at centre. Students found wanting to access sites with radicalised content will be referred through the Lambeth Prevent referral process to Channel.
- 9 Promoting Resistance. Elmhouse's curriculum and extra-curriculum builds in resilience / independence / broader activities and participation is encouraged and facilitated by centre bursary / discounted fees / options to pay by instalment where appropriate so that it is open to all as far as possible.

UNICEF Rights Respecting Centre

As a UNICEF Rights Respecting Centre, committed to the Convention on the Rights of the Child (CRC), Elmhouse Training actively promotes a centre ethos and curriculum which mitigates against extremism and radicalisation. Elmhouse Training is committed to all the articles of the Convention, but Articles 12, 14 and 17 pertain particularly here.

Article 12 states that: "Every child has the right to say what they think in all matters affecting them, and have their views taken seriously."

Elmhouse efforts to enable positive participation in centre life through the Centre participation in many and varied interest groups and clubs e.g. (food exchange, raising funds for Macmillan Trust, Christmas toy drive), demonstrates the commitment to respecting the view of the student. This respect enables all students to feel included and involved in the centre community rather than seeking solace in other communities with radical inclinations.

Article 14 states that: "Every child has the right to think and believe what they want and also to practise their religion, as long as they are not stopping other people from enjoying their rights."

Elmhouse Training embraces this freedom of thought, belief and religion for all of our students with opportunities for discussions on religion within lessons such as Religious Education and PSHE, and in extra curricula groups. The centre also creates an inclusive centre through its uniform which is easily adaptable to accommodate religions which prescribe modest dress. In making all of its students and their beliefs welcome, Elmhouse Training seeks to combat radicalisation by exploring myths around religion and allowing space for different views to be aired.

Article 17 states that: "Every child has the right to reliable mass media. Television, radio, newspapers and other media should provide information that children can understand." Elmhouse Training seeks to educate its students about and through the media. This is done safely through the monitoring of the Internet traffic coming through the centre and Securus screening filter to ensure that students are not able to access inappropriate material that is contrary to the British values that the centre is committed to promoting. The teaching of the safe use of the Internet to students and information given to parents enables freedom for students to access appropriate and unbiased information on a variety of subjects.

Tackling extremism at Elmhouse

At Elmhouse, we are 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 learners 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 learners or staff will always be challenged and dealt with in line with the relevant policies on student behaviour or staff conduct.

As part of wider safeguarding responsibilities staff will be alert to and report using the Elmhouse Training Safeguarding protocol -

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of centre, such as in their homes or community groups
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Other local centres, local authority services, and police reports of issues affecting their students
- Learners 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, sexuality, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views

We will 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 strive to ensure that our support and approaches will help our students build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills.

We will provide staff training to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

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 also work with local partners, families and communities in our efforts to ensure Elmhouse Training students understand and embrace our local context and values in challenging extremist views, and to assist in the broadening of young people'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 student is being directly affected by extremist materials or influences we will refer the student through the Channel reporting process for help and support.

Use of External Agencies and Speakers

External agencies or speakers can enrich the experiences of our students, however we will endeavour to ensure that we do not unwittingly use agencies that are inconsistent with, or are in complete opposition to Elmhouse's values and ethos.

The Role of the Curriculum

Our curriculum promotes respect, tolerance and diversity. Students are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

Our PSHCE (Personal, Social, Health, Citizenship Education) and SMSC (Spiritual, Moral, Social and Cultural) provision is embedded across the curriculum and through the wider centre life, and it underpins the inclusive ethos of the centre.

It is recognised that students with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our students with confidence, self-belief, resilience, respect and tolerance as well as setting high standards and expectation for themselves.

Students are regularly taught how to stay safe when using the Internet and are encouraged to recognise that people are not always who they say they are online. They are taught to seek adult help if they are upset or concerned about anything they read or see on the Internet.

Staff Training

Through INSET opportunities in centre, we will ensure that our Directors and staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on. Training from the Brooklands College/Lambeth Prevent team will be facilitated and updated as this becomes available.

Policy Review

This policy statement will be reviewed regularly to reflect Government initiatives and developments in this field.

Definitions for clarification

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

Extremism is defined as the holding of extreme political or religious views which may deny rights to any group or individual. It can be expressed in vocal or active opposition to fundamental British values including democracy, the rule of law, individual liberty and respectful tolerance of different faiths or beliefs.

Elmhouse Training statement on promoting British values

Elmhouse Training actively encourages student and staff to respect British values as defined in the Ofsted Inspection Handbook:

“acceptance and engagement with the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs; the pupils develop and demonstrate skills and attributes that will allow them to participate fully in and contribute positively to life in modern Britain”.

Elmhouse Training understands that extremism of all kinds undermines British values and a proactive approach throughout the curriculum and extra-curricular is necessary to ensure that students are made aware of the danger posed by extremism.

Elmhouse Training welcomes students of all faiths and none, equally. The Quiet Prayer and Contemplation Room is open to all. It is in Rm3. Abuse of the Quiet Prayer and Contemplation Room is dealt with as a behaviour incident under the centre's Behaviour Policy. Student faith based clubs are permitted but only when supervised by an appointed member of staff.

Elmhouse Training supports and participates in the Prevent strategy to combat radicalisation and terrorism. As part of the '4P' Plan, (Protect, Prepare, Pursue and Prevent) Prevent seeks to tackle the issues that create a climate in which radicalisation can occur.

As with all matters pertaining to the maintenance of a safeguarding culture within centre, staff are enjoined to be fully engaged in being vigilant about radicalisation and any issues or concerns should be reported immediately to the Centre Manager. These incidents will be followed up in the usual way according to the Child Protection and Safeguarding Policy and Elmhouse Training will refer any issues to the relevant external agencies via the MASH team or Police Liaison Officer as necessary.

All Directors and staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in centre through training.

All Directors and staff will know what the centre policy is on anti-radicalisation and extremism and will follow the policy when issues arise.

All parents and students will know that the centre has policies in place to keep students safe from harm and that the centre regularly reviews its systems to ensure they are appropriate and effective and the statement will be available on the centre website.

Other Policies linked to promoting British values as defined in the 2011 Prevent Strategy

Anti Bullying

Child Protection and Safeguarding

Equalities and Equal Opportunities

