



## **PREVENTING EXTREMISM AND RADICALISATION POLICY**

### **Introduction**

Prevent is about safeguarding staff and participants from the threat of terrorism. Prevent is part of the Government's counter-terrorism strategy. Its aim is to stop people becoming terrorists or supporting terrorism and violent extremism. The Prevent statutory duty, which became law on 1 July 2015, has prompted a significant step forward in the delivery of Prevent work across all public and private sector organisations. Prevent seeks to address all forms of extremism while at the same time it continues to ensure resources and effort are allocated based on the greatest threat to UK's national security. At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity

The Centre for Capacity Training and Development (CCTD) values freedom of speech and the expression of beliefs as fundamental rights underpinning every society's values. Participants and staff have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

It is therefore important that CCTD is committed to providing a secure organisational environment for participants and staff, where everyone is kept safe and feels kept.

## **Purpose**

To provide a framework for CCTD staff to work and understand in relation to the organisation's

efforts in Preventing extremism and radicalisation Policy.

- Ensure staff and participants at risk of harm to be safeguarded from risk of radicalisation.
- Members of staff receive the appropriate level of Prevent training.
- Staff members consider the potential risk of radicalisation and violent extremism or terrorism
- Any concerns regarding radicalisation or extremism are reported and thoroughly investigated.
- CCTD complies with relevant legislation and partnership policies.

## **Who is this policy for?**

All Staff and Consultants/Facilitators.

**1.0** This Policy states the Centre for Capacity Training and Development's (CCTD) approach and commitments to preventing extremism and radicalisation that can lead to terrorism. This is in line with the Counter Terrorism Strategy (CONTEST) (as revised in 2018), the Counter Terrorism Act (2015) and the Counter Terrorism and Border Security Act 2019 and the statutory duty to have due regard to the need to prevent people from being drawn into terrorism.

**1.1** Members of staff who fail to comply with this policy could result in disciplinary action.

## **2 Intention**

**2.0** The motive of this Policy is to provide staff with a clear and reliable framework to enable them

to identify and report concerns surrounding staff and members of the general public if they have

concerns in respect of potential radicalisation, extremism or terrorism.

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on CCTD

have “due regard to the need to Prevent people from being drawn into terrorism”. The policy

will ultimately help minimise the potential impact of radicalisation on members of the general

public, and reduce the potential harm that the resulting terrorist act could cause.

**2.1** The Centre for Capacity Training and Development (CCTD) have a duty to co-operate with and support Channel (see definition below) panels, under section 36 and 28 of the Counter Terrorism & Security Act 2015.

**2.2** This Preventing Extremism and Radicalisation Policy applies to all members of staff and facilitators/Consultants. Safeguarding and promoting the welfare of members of staff,

and is everyone’s responsibility. Providing support at an early stage to members of staff, facilitators /consultants who are identified as being vulnerable to being drawn into terrorism and or hate crime is an important part of this, and essential to our duty of care.

**2.3** Implementation of this Policy will ensure that:

- CCTD staff and facilitators know how to safeguard and support individuals, be it staff or Participants, who have been identified as being at risk of being radicalised by extremists

or who are violent extremists/terrorists.

- Appropriate systems are in place for staff to raise concerns if they believe that this

form of exploitation is taking place

- CCTD promotes and operates safe environments where violent extremists are unable to operate

- Staff/facilitators who have attended workshops, training and awareness programmes must implement knowledge acquired from these programmes to ensure that staff

are aware of their responsibilities in in respect of PREVENT agenda.

Subscribing to Prevent agenda in this Organisation is very important. Even though the organisation is not best placed to identify people who may be radicalised or groomed into terrorism as we are a very small organisation. However, staff and facilitators must be able to identify possible signs radicalisation and be able to raise concerns and refer the individual who can then receive help before he /she commits extremist act.

### 3. Definitions

<p><b>Extremism</b> – This is vocal or active opposition to fundamental values including democracy, the rule of the law, individual liberty, and mutual respect and tolerance of different beliefs and faiths, extremism calls for the death of members of our armed forces, whether in this country or overseas</p>
<p><b>Hate Crime</b> - a crime, especially, one involving violence, that is motivated by prejudice on the basis, religion, of race, sexual orientation etc.</p>
<p><b>Radicalisation</b> - radicalisation refers to the process by which people come to support terrorism and forms of extremism leading to terrorism.</p>
<p><b>Terrorism</b> – According to Terrorism Act of 2000 (TACT, 2000) this is an action that endangers or</p>
<p>causes serious violence to someone or people; causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the government or to intimidate the public and is made for the purpose of political, religious or ideological gain.</p>
<p><b>Ideology</b>- An ideology is a set of beliefs in particular the political beliefs on which people, parties, or countries base their actions</p>
<p><b>Exploitation</b> -The action or act of treating someone unfairly in order to benefit from their work</p>
<p><b>Groomed</b>- The act of luring another with gifts, favours, promises, praise</p>

<b>Intervention-</b> Is the act of intervening in a situation
<b>OSCT-</b> Office for Security and Counter Terrorism
<b>Statutory</b> - An organisation that has been created by parliament
<b>Supervision-</b> Uses the supervisory relationship to promote positive outcomes for children and families through creating a safe contained environment where the practitioner has the capacity to think and reflect.
<b>WRAP</b> -Workshop to Raise Awareness of Prevent including Basic Prevent Awareness Training (BPAT)
<b>Channel</b> –forms a key part of Prevent. Section 36 of the Counter Terrorism & Security Act sets out the
duty on local authorities and partners of local panels to provide support for people vulnerable to being drawn into terrorism. In England and Wales, this duty is met through Channel panels.

#### 4. Duties

The director of Training is the person responsible for making sure that:

- (i) Staff support the principles of Prevent; following statutory guidance documents for Prevent and Channel
- (ii) CCTD meets its organisational responsibilities under the Counter Terrorism and Security Act 2015 and the Counter Terrorism and Border Security Act 2019.

#### Definition of Prevent

The Office for Security and Counter Terrorism (OSCT) in the Home Office is responsible for providing strategic direction and governance on CONTEST 2011 revised in 2018 (Government Counter Terrorism Strategy). As part of CONTEST, the aim of Prevent is to stop people becoming terrorists or supporting terrorism. Radicalisation is comparable to other forms of exploitation; this is a safeguarding concern that staff working for CCTD must be aware of.

CONTEST is primarily organised around four key principles:

- PURSUE: to stop terrorist attacks and acts of terrorism

- PREVENT: to stop people becoming terrorists or supporting terrorism
- PROTECT: to strengthen our protection against a terrorist attack or acts of terrorism
- PREPARE: to mitigate the impact of a terrorist attack or acts of terrorism

CONTEST Strategy: The Prevent principle of this strategy has the following three national objectives: These takes a Risk Reduction Model Approach to Countering Violent Extremism to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
- Safeguard and support those most at risk of radicalisation through early intervention, identifying them and offering support.
- Enable those who have already engaged in terrorism to disengage and rehabilitate.

### **CCTD's Contribution to Prevent**

CCTD as an organisation is a Principal partner in the successful implementation of the Prevent agenda even though we deal with adult professional clients who come to us for a short period of time however, we cannot out the possibility of some of them may be vulnerable to radicalisation and can be drawn into extremism and terrorism, likewise staff/participants of the organisation.

The challenge for the Centre for Capacity Training and development (CCTD) is to ensure that where there are signs that someone has been, or is being drawn into radicalisation, extremism and terrorism, CCTD staff have the skills to comprehend these signs correctly, are aware of the support that is available and are confident in referring the person(s) for further support.

CCTD's contribution to Prevent begins with an escalation process where any staff/facilitator or even Participants who has concerns can raise them confidently and within agreed structures and processes.

Prevent aims to protect individuals from exploitation from those who seek to recruit people to support or commit acts of violence. CCTD staff will be well placed to recognise individuals, whether participants /clients or staff, who may be vulnerable to radicalisation by violent extremists or terrorists. CCTD staff has a role to play in protecting and supporting individuals who use our services.

The implementation of the Prevent agenda is key to our duty of care to such individuals including staff and participants/Delegate who might be susceptible to radicalisation.

## **Responsible Person**

The Director of Programmes is responsible for ensuring that:

- staff endorse the principles of Prevent; following statutory guidance documents for Prevent and Channel.
- CCTD meets its organisational responsibilities under the Counter Terrorism and Security Act 2015 and the Counter Terrorism and Border Security Act 2019.

## **Referral Process when concerns are raised**

The following information shows the process for staff to raise concerns and/or make referrals through the Prevent strategy.

- A Prevent concern does not have to be proven beyond reasonable doubt; it should be based on something that raises concern, which is assessed by using professional judgement.
- A concern that an individual may be vulnerable to radicalisation does not mean that they think the person is a terrorist; it means they are concerned they are open to being exploited by others, and so the concern is one relating to the safeguarding.
- If a member of staff feels that he/she has a concern that someone is being radicalised or is a risk for violent extremism/terrorism, the member of staff should in the first instance discuss their concerns with the Director of Programmes. If there is an immediate risk of harm, staff should contact **the Police on 999 immediately**.
- All concerns, discussed and advice should be documented and reported.
- If a decision is made after discussion with the Prevent Lead that a formal referral is required; please complete a Prevent Referral Form.

## **Referral process**

- All referrals or enquiries will be treated extremely sensitively by the organisation; the Police will maintain the privacy and safety of the person raising concerns and the person who may be radicalised.
- Each referral is screened for suitability by the police.
- Counter-terrorism police will gather information.

Police may:

- Give advice to the individual about how to keep themselves safe.
- Close the case if there are no concerns of extremism
- Refer into Channel

### **Staff Training**

All staff will be made aware of the Prevent Policy and how it is being implemented within the organisation. This will be facilitated by communication processes such as emails, vital signs, team briefs, and both face to face and online workshops organised by BAC or Prevent.