Prevent and Radicalisation Policy

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Wilor Academy - Prevent and Radicalisation Policy

Wilor Academy is committed to safeguarding all its students, staff, and stakeholders from the Risks associated with radicalisation and terrorism. This policy outlines the approach taken by the Academy to prevent individuals from being drawn into extremist ideologies and to ensure that all members are aware of the procedures for identifying and responding to concerns about radicalisation.

The academy adheres to the **Prevent Duty** under the Counter-Terrorism and Security Act 2015, which requires educational institutions to have measures in place to protect vulnerable individuals from radicalisation.

Key Objectives

The academy follows the four key strands of the **CONTEST Strategy**, which guide all Prevent work:

- **Prevent:** To stop individuals from becoming terrorists or supporting terrorism.
- **Pursue:** To stop terrorist attacks.
- **Protect:** To strengthen protection against terrorist attacks.
- **Prepare:** To mitigate the impact of a terrorist attack.

Responsibilities

All staff, students, and stakeholders have a responsibility to be vigilant and act if they identify concerns related to radicalisation or extremist behaviour. The Designated Safeguarding Lead (DSL) or an equivalent must be contacted if there is a concern about an individual.

The Prevent Process

If you have a concern, follow the steps below:

- ✓ **Speak to the Designated Safeguarding Lead (DSL)** or an equivalent, such as a Centre Manager.

✓ **Gather Contextual Information**: Collect as much information as possible to assist with understanding the concern and sharing it appropriately.

✓ **Police Gateway Assessment**: A police gateway assessment will determine if the referral should be discussed at a multi-agency meeting.

✓ **Channel Panel Meeting**: A multi-agency panel will decide if the individual will be provided with support. The action plan created will detail the level of intervention required.

✓ **Follow-up Support**: You may be asked to provide additional support or information as part of the action plan.

Susceptibility to Radicalisation

Not all individuals who are susceptible to radicalisation are vulnerable in the traditional sense. Vulnerability may arise due to factors such as age, disability, or risk of abuse, but radicalisation can also affect those who do not show these vulnerabilities. It is essential to approach each case on its own merits and to provide support tailored to the individual's needs.

Identifying Radicalisation

Radicalisation is the process where an individual starts to support or use violence for ideological, political, or religious beliefs. This is often triggered by emotions such as feeling marginalised, isolated, or powerless. Some signs that someone may be at risk of radicalisation include:

- Increased online activity, including exposure to extremist materials.
- Significant changes in behaviour or attitudes, such as justifying violence.
- Social isolation, withdrawal from family and friends.
- Displaying extremist symbols or engaging with extremist groups.

Types of Extremism

Radicalisation can be linked to various forms of extremism, including:

- **Islamist Extremism**: This is the use of violence to establish a caliphate based on a strict

interpretation of Shari'ah Law.

- **Extreme Right-Wing Ideology**: This includes beliefs focused on protecting a perceived "white race" and can include violence against ethnic, religious, or cultural minorities.
- **Other Extremist Ideologies**: Including left-wing extremism, eco-terrorism, and anarchism.

The academy recognises the role of communities in countering radicalisation, and will work closely with local authorities and stakeholders to identify and prevent extremism from taking root within our community.

Addressing Concerns about Radicalisation

If you spot a concern, follow the **Notice, Check, Share** procedure:

- **Notice**: Observe anything concerning changes in behaviour and actions.
- **Check**: Discreetly discuss your concern with a colleague or manager for advice.
- **Share**: If concerns persist, contact the DSL or make a referral to the police or the relevant agency.

It is important that concerns are shared in a proportionate, informed, and sensitive manner.

Information Sharing

While data protection laws, such as GDPR, apply to the sharing of personal data, the need to safeguard vulnerable individuals from radicalisation takes precedence. Consent should be sought where possible, but in cases where consent is not appropriate, information can still be shared with the relevant authorities based on the need to protect the individual.

Training and Awareness

Wilor Academy will observe the Prevent Strategy from the government website and refer all staff and stakeholders for training to ensure they are aware of the signs of radicalisation, understand the Prevent Duty, and know how to respond effectively. This training will help to ensure that everyone is equipped to can act with confidence when they spot concerns, and to understand the full context before taking further action.

Support and Intervention

If an individual is identified as being at risk of radicalisation, support and intervention will be put in place through the **Channel Programme**. This may involve a range of services, such as mentoring, counselling, and education to help the individual make positive choices and prevent further engagement in extremism.

The Prevent Duty is a crucial part of our safeguarding responsibilities. Wilor Academy is committed to protecting our community from the risks posed by radicalisation, supporting individuals who may be at risk, and working collaboratively with partners to ensure the safety and wellbeing of everyone in our academy.