

Preventing Extremism and Radicalisation

Lead Safeguarding and Prevent Officer: Vishnu Appadu

Introduction

The Universal Vibes Ltd. is committed to providing a secure environment for learners/apprentice where learners/apprentice feel safe and are kept safe. All adults at the Universal Vibes Ltd. recognize that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners/apprentice or not. This Policy is intended to link in with, and refer to, the following documents:

- Prevent Action Plan
- Safeguarding Policy and Procedure
- Health & Wellbeing Policy
- Safe learners/apprentice Policy and Procedure
- Equality and Diversity and Equal Opportunity Policy and Procedure
- Prevent Policy and Procedure

In adhering to this policy, and the procedures therein, staff and visitors will contribute to Universal Vibes Ltd.'s delivery of the outcomes to all learners/apprentice, as set out in s10 (2) of the Children's Act 2004

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall arrangements to Safeguard and Promote the Welfare of all Learners/apprentice in line with our statutory duties set out at s175 of the Education Act 2002.

Our Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in the "London Child Protection Procedures" and DfE Guidance "Keeping Learners/apprentice Safe in Education, 2014"; and specifically DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's Report of July 2014.

Universal Vibes Ltd. Ethos and Practice

When operating this policy, Universal Vibes Ltd. uses the following accepted Governmental definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas’.

There is no place for extremist views of any kind in our organisation, whether from internal sources -learners/apprentice, staff or external sources - community, external agencies or individuals. Our learners/apprentice see the Company as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.

As a training provider we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners/apprentice and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect our learners/apprentice.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, at the Universal Vibes Ltd. we will provide a broad and balanced tutorial programme, delivered by skilled professionals, so that our learners/apprentice are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore at the Universal Vibes Ltd. 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/apprentice 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/apprentice or staff will always be challenged and where appropriate dealt with in line with our Disciplinary Policy for learners/apprentice and the Code of Behaviour for staff.

As part of wider safeguarding responsibilities staff will be alert to :

- Disclosures by learners/apprentice of their exposure to the extremist actions, views or materials of others outside of the Company, such as in their homes or community groups, especially where learners/apprentice have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images

- Learners/apprentice accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Colleges, local authority services, and police reports of issues affecting learners/apprentice in other educational settings
- Learners/apprentice 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, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views

The Universal Vibes Ltd. will closely follow any locally agreed procedure as set out by the Local Authority and/or Borough Safeguarding Children's Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalization.

Ethos and approach

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners/apprentice may experience elsewhere may make it harder for them to challenge or question these radical influences, this guidance and support be delivered in tutorials.

We will ensure that all of our support and approaches will help our learners/apprentice build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will develop strategies and staff training to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate and address specific issues to become even more relevant to the current issues of extremism and radicalisation and following the three broad categories of:

- Making a connection with young people through positive engagement and a learner centred approach.
- Facilitating a 'safe space' for dialogue, and
- Equipping our learners/apprentice with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore, this approach will be embedded within the ethos of our Company so that learners/apprentice know and understand what safe and acceptable behaviour is in the context

of extremism and radicalisation. This will work in conjunction with our Company's approach to the spiritual, moral, social and cultural development of learners/apprentice.

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 achieve this by using an approach that includes:

- Citizenship programmes
- Open discussion and debate
- Work on anti-violence and a restorative approach to conflict resolution
- Targeted programmes

We will also work with local partners, families, communities in our efforts to ensure we understand and embrace our local context and values in challenging extremist views and to assist in the broadening of our student's experiences and horizons.

We will help support learners/apprentice who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences, we will ensure that that learner is offered mentoring. Additionally, in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

At the Universal Vibes Ltd., we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners/apprentice to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners/apprentice safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies and Speakers

At the Universal Vibes Ltd., we encourage the use of external agencies or speakers to enrich the experiences of our learners/apprentice; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners/apprentice.

Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the Company's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the curriculum, so we need to ensure that this work is of benefit to learners/apprentice.

The Universal Vibes Ltd. will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to learners/apprentice are consistent with the ethos of the

Company and do not marginalise any communities, groups or individuals

- or violent extremism or seek to radicalise learners/apprentice through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are matched to the needs of learners/apprentice
- Activities are carefully evaluated to ensure that they are effective

We recognise, however, that the ethos of the Universal Vibes Ltd. is to encourage learners/apprentice to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

Therefore by delivering a broad and balanced tutorial programme, augmented by the use of external sources where appropriate, we will strive to ensure our learners/apprentice recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help learners/apprentice develop the critical thinking skills needed to engage in informed debate.

Whistle Blowing

Where there are concerns of extremism or radicalisation Learners/apprentice and Staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

Staff can raise issues with Vishnu Appadu (the 'Whistleblowing' procedure).

Please find below the link of our local Channel:

<https://www.redbridge.gov.uk/crime-and-public-safety/anti-terrorism-prevent-and-channel/>

Name:	Vishnu Appadu	Position:	Managing Director
Signature:	<i>V. Appadu</i>	Date:	01.09.2020