



## **Preventing Extremism and Radicalisation Safeguarding Policy**

### **Introduction**

Masterclass Academy is committed to providing a secure environment for learners. This Preventing Extremism and Radicalisation Safeguarding Policy outlines Masterclass Academy's duty as a specified authority in Schedule 6 of the Counter-Terrorism and Security Act 2015. It also draws upon the Government's Prevent Strategy and the guidance contained in the DfE Guidance "Keeping Learners 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. It also takes account of the Common Inspection Framework requirements from 1 September 2015 on Personal Development, Behaviour and Welfare.

This policy should be read alongside Masterclass Academy's Safeguarding Young People and Vulnerable Adults Policy and Procedures.

### **Ethos and Practice**

When operating this policy Masterclass Academy 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."*

Radicalisation is closely linked to extremism and is defined by the Home Office as:

*"The process by which people come to support terrorism and violent extremism and, in some cases, then join terrorist groups."*

There is no place for extremist views of any kind at Masterclass Academy, whether from internal sources – learners or staff, or external sources – employers, parents, external agencies or individuals. Learners see Masterclass Academy as a safe place where they can explore controversial issues safely and where training consultants encourage and facilitate this – Masterclass Academy has a duty to ensure this happens.

Masterclass Academy recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern as set out in this policy. It also recognises that



if it fails to challenge extremist views it is failing to protect its learners.



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.

To ensure that they thrive, feel valued and not marginalised, Masterclass Academy provides a broad and balanced tutorial programme, delivered by skilled professionals, so that learners are enriched, understand, and become tolerant of difference and diversity. Central to this is the concept of “Britishness” and the demonstration of British values, defined as:

“Democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” (*from the Prevent Duty Guidance 2015*)

Furthermore, Masterclass Academy is aware that young people can be exposed to extremist influences or prejudiced views from an early age. These may 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 is challenged and where appropriate dealt with in line with the procedures within the Masterclass academy`s Staff Handbook.

As part of wider safeguarding responsibilities academy staff are alert to:

- disclosures by learners of their exposure to the extremist actions, views or materials of others outside our academy`s, such as in their homes or community groups, especially where learners have not actively sought these out
- graffiti symbols, writing or art work promoting extremist messages or images
- learners accessing extremist material online, including through social networking sites
- parental reports of changes in behaviour, friendship or actions and requests for assistance



- partner providers, local authority services, and police reports of issues affecting learners in other training provisions or settings
- 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 Respecting Difference Strategy or 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

Masterclass Academy closely follows locally agreed procedures as set out by the local authorities within which it operates and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

### **Risk assessment**

Masterclass Academy in conjunction with their main provider HTP Apprenticeship College have completed a Prevent Duty Risk Assessment and Action Plan. The Risk Assessment is a live document and is monitored closely by the Designated Safeguarding Lead in conjunction with the Respecting Difference Action Plan.

### **Approach**

Masterclass Academy’s goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. It helps support learners who may be vulnerable to such influences as part of its wider safeguarding responsibilities and where it believes a learner is being directly affected by extremist materials or influences will ensure that the learner is offered additional support. Additionally in such instances it seeks external support from the Local Authority and/or local partnership structures working to prevent extremism.

Masterclass Academy strives to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences.

It develops strategies and staff training to ensure that all staff are equipped to recognise extremism and are skilled and confident enough to challenge it. It promotes the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. It teaches and encourages learners to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.



## **Whistle Blowing**

Where there are concerns of extremism or radicalisation Learners and Staff are encouraged to make use of internal systems to whistle blow or raise any issue in confidence.

## **Safeguarding**

All staff at Masterclass academy are aware that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or learners may be at direct risk of harm or neglect. For example, this could be due to a learner displaying behaviours which may place them at risk of harm in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a learner's family that may equally place a young person at risk of harm. All instances where they believe a young person may be at risk of harm or neglect is to be reported to the Designated Safeguarding Lead.

### **Role of the Designated Safeguarding Lead**

The Designated Safeguarding Lead works in line with the responsibilities as set out at Annex B of the DfE Guidance "Keeping Learners Safe in Education".

The Designated Safeguarding Lead is the focus person and local "expert" for Masterclass Academy staff, and others, who may have concerns about an individual learner's safety or well-being and is the first point of contact for external agencies

In line with Recommendation 2 of Peter Clarke's Report (July 2014), at Masterclass Academy the role of the Designated Safeguarding Lead has been extended to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy.

## **Training**

All learner-facing staff will receive training on Safeguarding at least every three years and will include training on extremism and radicalisation and its safeguarding implications.



The Designated Safeguarding Lead and other key staff are to attend external training courses as necessary on extremism and radicalisation and its safeguarding implications.

### **Recruitment**

Masterclass Academy ensures DBS checks are made at the appropriate level, references are received and checked and a single central record of vetting checks is maintained.

In order to avoid inappropriate recruitment or advancement Masterclass Academy applies safer recruitment best practice principles and sound employment practice.

By adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within the staff team, Masterclass Academy aims to minimise the opportunities for extremist views.

### **Policy Adoption, Monitoring and Review**

This policy has been adopted by Masterclass Academy in conjunction with HTP Apprenticeship College's Directors and Senior Management Team, in line with the overall duty to safeguard and promote the welfare of learners as set out in the DfE guidance "Keeping Children Safe in Education".

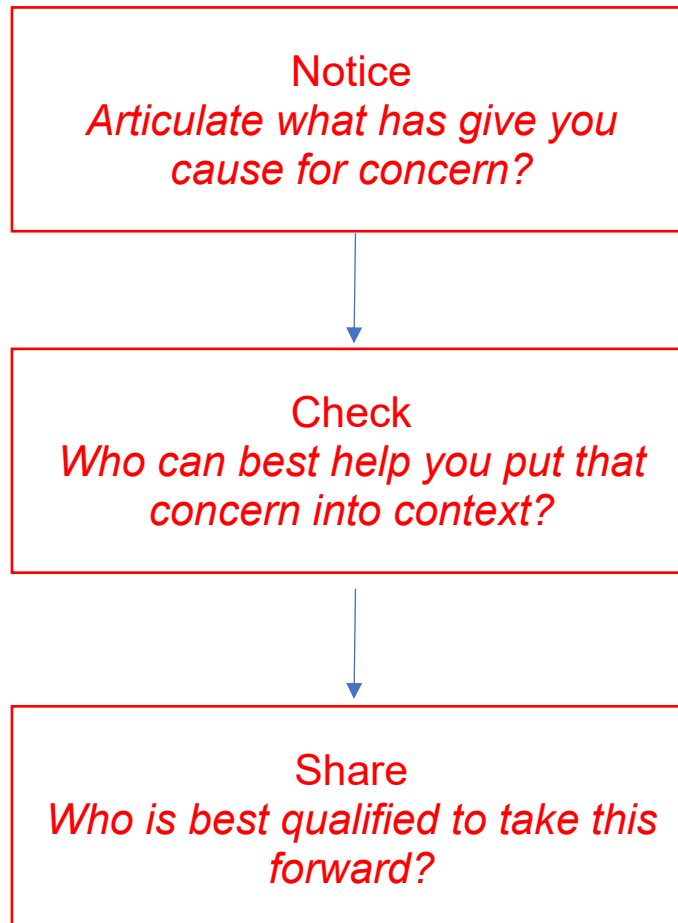
The Directors actively evaluates the effectiveness of this policy by monitoring the understanding and application of the procedures as part of their commitment to the overall duty to safeguard learners.

- Appendix 1 -** Guidance for Staff
- Appendix 2 –** Referral Pathway
- Appendix 3 -** Prevent Referral form



## Appendix 1 – Guidance for Staff

### PREVENT





## Appendix 2 - Referral Pathways

Should a learner feel that they may have concerns for themselves about radicalisation, or either an employer or staff member of the academy express concerns: Masterclass Academy would encourage all to report this concern via the designated helpline [help@masterclass-academy.co.uk](mailto:help@masterclass-academy.co.uk) this helpline is managed by our Safeguarding team, details of whom are listed below:

### Lead Designated Safeguarding Officer:

Alison Lipscombe 023 9226 4438 [alison@masterclass-academy.co.uk](mailto:alison@masterclass-academy.co.uk)

### Designated Safeguarding Officers:

Greg Ott 023 9226 4438 [Greg@masterclass-academy.co.uk](mailto:Greg@masterclass-academy.co.uk)

Welfare Officer

Bernie Aranibar 023 9223 2360 [Bernie@masterclass-academy.co.uk](mailto:Bernie@masterclass-academy.co.uk)

**We advise that should either a learner, employer or academy staff member feel that the concern is too great or there is an immediate threat to life to call 999 straight away.**

If a learner, employer or academy staff member complete a Prevent Referral form (Appendix 3), a Designated Safeguarding Lead/Officer will review the concern and investigate further before acting. This may result in escalating and liaising with the local Police force and Local Authority Safeguarding Team.

Information on the Hampshire Prevent Partnership can be found here:

<http://www.hampshirepreventboard.org.uk/>

### Local safeguarding contacts

<b>Portsmouth</b>	Children: 0845 6710271	Adults: 02392 688613
<b>Southampton</b>	Children: 02380 833336	Adults: 02380 833003
<b>Isle of Wight</b>	Children: 01983 814545	Adults: 01983 814980
<b>Hampshire</b>	Children: 0300 5551384	Adults: 0300 5551386

### National Numbers:

Anti-terrorism hotline	0800 789321
Crimestoppers	0800 555111

### More information:

<https://educateagainsthate.com>





1	Laura Cosier	Revised version 1	21.4.22
2	Laura Cosier	Reviewed	20.3.23
3	Alison Lipscombe	Revised updated	08.04.24