



Capernwray's Anti-Extremism & Anti-Radicalisation Policy

Background

This Anti-Extremism and Anti-Radicalisation Policy is part of our commitment to keeping Capernwray's service users and staff safe. We recognise that over the last few years global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

We recognise that institutions like Capernwray have an important part to play in both educating people about extremism and recognising when individuals start to become radicalised. We seek to abide by the requirements of Section 26 of the Counter Terrorism and Security Act (2015) and to have 'due regard to the need to prevent people from being drawn into terrorism'. We also seek to abide by the Prevent Duty Guidance for Further Education institutions in England and Wales.

Ethos

At Capernwray we ensure that through our vision, values, diverse curriculum and teaching we promote loving engagement with all cultures, faiths and lifestyles. The Board of Trustees also ensures that this ethos is reflected and implemented effectively in Capernwray's policies and practices and that there are effective risk assessments in place to safeguard and promote service users' welfare.

Service users who attend Capernwray have the right to learn and live together in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others. All service users are encouraged to respect others, particularly in relation to the protected characteristics set out in the Equality Act 2010.

Statutory Duties

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (2020)
- Prevent Duty Guidance (2015)
- Working Together to Safeguard Children (2018)

Related Policies, Documents & Resources

- Prevent Duty Guidance for further education institutions in England and Wales.
- Prevent Awareness online training
- [Report Extremism in Education form](#)
- [DfE Terrorist Incident Response Checklist](#)

- Regional Prevent coordinator, Nigel Lund (nigel.lund@education.gov.uk /07384 452146)
- Capernwray's Anti-Bullying and Harassment Policy
- Capernwray's Safeguarding Policy
- Capernwray's Pastoral Care Policy
- Capernwray's Equality Policy
- Capernwray's Acceptable Use of ICT Policy
- Capernwray's Complaints Procedure
- Capernwray's Whistle-blowing Policy
- Capernwray's Staff Handbook, including Code of Conduct
- Capernwray's Student Handbook, including Code of Conduct
- Capernwray's Core and General Values
- Capernwray's Statement of Faith

Definitions

Extremism is defined in the 2011 Prevent strategy as 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Roles and Responsibilities

Role of the Board of Trustees

It is the role of the trustee body to ensure that Capernwray meets its statutory duties with regard to preventing radicalisation.

The Board of Trustees has a nominated person who will liaise with the Managing Director and other staff about issues to do with protecting children from radicalisation.

Role of the Managing Director

It is the role of the Managing Director to:

- ensure that Capernwray and its staff respond to preventing radicalisation on a day-to-day basis
- ensure that Capernwray's curriculum addresses the issues involved in radicalisation
- ensure that staff conduct is consistent with preventing radicalisation

Role of the Designated Safeguarding Lead

It is the role of the designated safeguarding lead to:

- ensure that staff understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about service users who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- make referrals to appropriate agencies with regard to concerns about radicalisation

- liaise with partners, including the local authority, the police and the Regional Prevent Coordinator
- report to the Board of Trustees on these matters

Role of staff

It is the role of staff to understand the issues of radicalisation, be able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

Working in Partnership

Capernwray's trustees, managers and leaders actively engage with other partners involved in Prevent including the police, who will be alerted regarding any concerns, and the BIS regional Further Education Prevent co-ordinator, who will be consulted annually when the policy is reviewed and more regularly in the event of any concerns or incidents.

Curriculum

Capernwray is committed to ensuring that our service users are offered balanced Bible teaching and to be tolerant of others. Capernwray's eighth value 'Trust' specifies that 'As we are created by the God who is in very nature truth, we seek in his strength to be trustworthy people forging a community of trust and truthfulness. This includes our dealings with the UK Government; we commit to full and transparent compliance with the laws and regulations applicable to this organisation and ministry'.

Capernwray's ninth value 'Peace' specifies that 'We seek to live peaceably as part of wider society in prayerful and practical support of our democratically-elected leaders and statutory bodies. As individuals and as a community we follow the rule of law, respect individual liberties and promote and encourage mutual respect and tolerance of those with different faiths and beliefs'.

Capernwray's core and general values thus include the fundamental British values and underpin quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society. They also allow leaders and teachers to exemplify British values in their teaching and management and through general behaviours. Service users are encouraged to respect others, particularly in relation to the protected characteristics set out in the Equality Act 2010.

The following is sent to any Guest Lecturers as guidance:

'We ask that lecturers don't only present their own views (which of course we welcome) but also explain alternative positions as fairly, thoroughly and accurately as possible, in order to give the students the best possible opportunity to think the question through for themselves. We welcome robust and engaged debate on contentious issues, but not if it becomes strident, dogmatic and divisive. A major emphasis here is 'making every effort to keep the unity of the Spirit in the bond of peace' (Eph 4: 3), and making the gospel visible in our loving, gospel-rooted behaviours towards one-another. You have been invited as a speaker because we recognise these tendencies in you, and will be grateful for your contribution in shaping this community in these ways.'

Capernwray works in partnership with its Bible School students by engaging and consulting them in the implementation of this policy. Information about this policy is included in the Student Handbook, presented in introductory lectures, and discussed as part of the 'Student Voice' termly review and feedback sessions.

Internet Safety

The internet provides service users with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages.

Our internet network was significantly upgraded in September 2020 to provide a more robust, secure network which allows us better monitor use, but this does not include content.

We have a dedicated member of staff who monitors online access and works closely with the pastoral team, which allows for strong interpersonal relationships with students resulting in opportunity for changes in behaviour or concerns to be raised at an early stage.

Staff and students are aware of our Acceptable Use of ICT Policy which refers to preventing radicalisation and related extremist content, through our staff and student handbooks and our lecture program.

Senior staff take appropriate action where there are any concerns.

Further developments include adding a login portal when any user connects to our wifi network. This will require signed agreement to our Acceptable Use of ICT Policy before access is granted.

Staff Training

All staff undergo the online Prevent Awareness training, helping them understand the issues of radicalisation, recognise the signs of vulnerability or radicalisation and know how to refer their concerns to the Safeguarding Lead and, when necessary and appropriate, to Channel. The training also makes them aware of where to find additional information and support. This information also forms part of induction safeguarding training. Staff are updated as necessary in.

Safer Recruitment

Capernwray ensures that suitable appointments are made through rigorous recruitment procedures that follow the statutory guidance. Vetting and barring checks are undertaken on relevant people, including trustees and volunteers.

Visitors`

Visitors to Capernwray are made aware of our safeguarding policies and are given information about what to do if they are concerned about any aspect of service users' welfare.

Guest Speakers and Lecturers are informed about our preventing extremism policy, and relevant vetting checks are undertaken. We undertake due diligence to ensure that visiting speakers are appropriate. Speakers receive guidelines on appropriate interactions with service users, and are not allowed unsupervised access to children.

Staff may not invite speakers to Capernwray without first obtaining permission from the Managing Director, Bible School Principal or Holiday and Events Manager.

External Users

Capernwray is vigilant to the possibility that hire of the premises may be requested by people wishing to run an extremist event. Capernwray only accepts bookings for events from known individuals or organisations who can affirm Capernwray's values, and does not accept bookings from individuals or organisations that are extremist in their views.

Signs of vulnerability

There are no known definitive indicators that a service user is vulnerable to radicalisation, but there are a number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

Recognising Extremism

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that can be accessed online, so involvement with particular groups may not be apparent.)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

Referral Process

Staff and visitors to Capernwray must refer all concerns about service users who show signs of vulnerability or radicalisation to the Designated Safeguarding Lead using the usual methods for reporting other safeguarding concerns, and where necessary to 'Channel'.

When there are significant concerns about a service user, the Designated Safeguarding Lead in liaison with the Managing Director will make a referral to the appropriate body.

Any Capernwray staff member or service user can also report concerns about extremism using the government's 'Report Extremism in Education' form, available [here](#).

Monitoring and Review

This policy will be monitored by the Board of Trustees at least annually by receiving a report from the Designated Safeguarding Lead. It will be reviewed annually in consultation with the North-West Prevent Co-ordinator.

Policy last reviewed and revised September 2020