

Written with guidance document- The prevent duty – departmental advice for schools and childcare providers- June 2015

Working together to Safeguard children 2018

Keeping Children safe in education sept 2021

Government publications – common inspection framework

Fundamental British Values

The Prevent Duty Anti- Radicalisation Policy

General guidelines

Policy and Procedures

Cobtree Playschool for Special Children

Maidstone Mencap Charitable Trust Ltd

Policies and procedures: safeguarding

reviewed March 2022

Anti-radicalisation policy statement

Working together to Safeguard Children defines extremism. It states “extremism goes beyond terrorism and includes people who target the vulnerable- including the young- by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination between women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

Under the counter -terrorism and security Act 2015 we have a duty to refer any concerns of extremism to the police. [Calling 999](tel:999) or [101](tel:101) or [0800 789321](tel:0800789321) or [complete referral online form](mailto:prevent.referrals@kent.pnn.police.uk)

Prevent Education officer sally.green2@kent.gov.uk tel:03000 413439
Kent and Medway Prevent team prevent@kent.gov.uk
Kent and Medway Prevent Co-ordinator jess.harman@kent.gov.uk

Maidstone Mencap Charitable Trust Ltd is fully committed to safeguarding and promoting the welfare of all its service users, young volunteers and staff.

As a charity we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability

At Maidstone Mencap Charitable Trust Ltd all staff are expected to uphold and promote the fundamental principles of British values , including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

AIMS AND PRINCIPLES

The main aims of this policy statement are to ensure that through our vision, values rules and diverse teaching, we promote tolerance and respect for culture faith and lifestyles. Through our management we ensure that this ethos is reflected and implemented effectively in our policies procedures and practices.

We are committed to providing and secure and safe environment for children and young people where they feel safe and are kept safe.

Trustees and all staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our service users and Helpers are safe from harm.

All staff recognise that safeguarding is everyone’s responsibility irrespective of the role they undertake or whether their role has direct contact with children or not.

The principle objectives are that:

- All trustees, staff and volunteers will have an understanding of what radicalisation and extremism are and why we need to be vigilant. All staff to be able to identify children who may be vulnerable to radicalisation and know what to do when they are identified.

- All trustees, staff and volunteers will know what the settings policy is on anti-radicalisation and extremism and will follow the policy when issues arise.

- All parents/carers and service users and staff will know that MMCT has policies in place to keep service users safe from harm and that MMCT regularly reviews its systems to ensure they are appropriate and effective. As a provider of care protecting children from the risk of racialisation is part of our wider safeguarding duties and is similar in nature to protecting children from other harms (such as neglect, sexual exploitation) whether these come from within the family or are the product of outside influences.

The Prevent Duty is consistent with the existing responsibilities of Maidstone Mencap- to have safeguarding arrangements in place to promote the service user's welfare and prevent radicalisation and extremism.

DEFINITIONS AND INDICATORS

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

Extremism is defined as the holding of extreme political or religious views. –there are a number of behaviours within families or in the children themselves which may indicate a child is at risk of radicalised or exposed to extreme views. These include:

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to accord with the group
- Day to day behaviour becoming increasingly centred on an extremist ideology group or cause
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause
- Possession of material or symbols associated with an extremist cause
- Attempts to recruit others to the group/cause
- Communications with others suggest identification with a group cause or ideology
- Using increasing derogatory names for other groups
- Increase in prejudice related incidents committed by that person including physical or verbal assaults, provocative behaviours, damage to property, derogatory name calling, possession of prejudiced related material , inappropriate forms of address, refusal to co-operate, attempts to recruit to prejudice related organisations, condoning or supporting violence towards others.

PROCEDURES FOR REFERRALS

Although serious incidents involving radicalisation have not occurred at MMCT to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the area in which we operate. Trustees and staff are reminded to suspend any professional disbelief that instances of radicalisation 'could not happen here' and to refer any concerns through the appropriate channels

All Concerns should be made to our designated safeguarding lead (DSL) who will follow guidance to inform police or contact our local Prevent Education Officer for advice.

Our charity promotes respect, tolerance and diversity. Individuals are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.

It is recognised that children and young people with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our service users and Helpers with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Staff are reminded to be safe when using the internet with service users and are encouraged to recognise that people are not always who they say they are online. They are taught to seek adult help if they are upset or concerned about anything they read or see on the Internet.

STAFF TRAINING

At Maidstone Mencap we take our safeguarding responsibilities very seriously, therefore we adhere to and achieve understanding of the Prevent Duty to tackle radicalisation by ...

- Having clear Policies and procedures that will be regularly reviewed, to support staff with the knowledge and confidence to recognise the vulnerability of racialisation and to be aware of what action to take in response. Maidstone Mencap is clear that exploitation of vulnerable children and racialisation should be viewed as a safeguarding concern and will follow guidance for the government and department for education on preventing children and young people from being drawn into terrorism.
- Utilising KCC training opportunities (Kent and Medway safeguarding board), trustees and line managers will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.
- Staffing to be fully aware of the threats risks and vulnerabilities that are linked to radicalisation, aware of the process of radicalisation and how this might be identified early
- Staffing to have a focus of understanding the personal social and emotional development of the individual children and young adults in our care. With a provision supporting the understanding of learning right from wrong, of mixing and sharing opportunities together, understanding and valuing points of view of others.
- Staffing to have the understanding to support children and young people to recognise and respect similarities and differences between themselves and others, to challenge negative attitudes and stereotypes.
- Making referrals relating to extremism to the Police or Government helpline in a timely way sharing relevant information as appropriate
- Ensuring that our provision is an inclusive environment, tackling inequalities and negative points of view- teaching through fundamental British values
- Using Government document Prevent Duty Guidance England and Wales.

STAFF ROLE

- Staff will be alert to any changes in a child or young person's behaviour which could indicate that they are in need of help or protection. To understand that children or a young person at risk of radicalisation may display different signs or seek to hide their views.
- Having a high ratio of adult support and strong management and key person approach means that staff will have a secure knowledge of the individual children and young adults attending our provisions, we will notice any change in behaviour, demeanour or personalities quickly.
- Management staff will be aware and alert to safeguarding issues within the family
- Staff will take appropriate action to protect children and young adults attending our provision, they will be alert to harmful behaviours by other adults in the child's lives
- Staff will be aware of how Maidstone Mencap can provide support to help families and children to be resilient and able to resist involvement in radical or extreme activities.
- Staff will have understanding and awareness of the online risk of radicalisation, through social media and the internet
- Staff will follow reporting procedures understanding the referral process, seeking appropriate guidance as needed.
- Staff will work in partnership with multi-agency safeguarding partners for guidance and support
- Staff will support children and young people attending our provisions in their personal social and emotional development, to develop a positive sense of themselves, to form positive relationships, develop respect for each other, to develop social skills, and learn how to manage their feelings, to understand appropriate behaviours in groups, and to have self-confidence in their own abilities.
- Staff will ensure children and young adults learn right from wrong, mix and share with their peers and value each other's views. They will support children's awareness of similarities and differences between themselves and others, challenge negative attitudes and stereotypes in an age and ability appropriate way.

RISK ASSESSMENT

Maidstone Mencap will meet its statutory obligations to assess the risk of children and young children being drawn into terrorism including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and the young people in our care and a specific understanding of how to identify those who may be at risk of radicalisation and what to do to support them.

REFERRAL – THE CHANEL PROGRAMME

Maidstone Mencap will support all staff to understand when it is appropriate to make a referral to the Channel Programme. The Channel programme is a confidential, voluntary multi-agency safeguarding programme that supports people who are vulnerable to radicalisation. It is run in every local authority in England and Wales and addresses all types of extremism. It is about early intervention to protect vulnerable children and adults who might be susceptible to being radicalised, which if left unsupported could lead to involvement in terrorist-related activity.

Anyone can make a referral if they are concerned about someone being radicalised.

Detailed information and guidance on the Channel programme is available,

www.gov.uk home office

www.kscmp.org.uk Kent safeguarding children multi-agency partnership.

- If there is an immediate concern about the welfare of any persons, the Police will be contacted by calling 999
- Staff must consult with the designated safeguarding lead, DSL, if there are concerns or staff are unsure about making a referral. They will contact the Kent and Medway prevent team by email prevent@kent.gov.uk
- Contact the Kent and Medway Prevent Co-ordinator Jess Harman jess.harman@kent.gov.uk

LINKS TO OTHER POLICIES

Anti-Radicalisation policy statement links to the following policies:

- Child Protection and Safeguarding and Adult Protection Policy
- Promoting Fundamental British Values
- Equality and Diversity Policy
- Anti-bullying policy
- Positive Behaviour policy