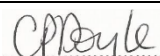


Prevent Extremism and Radicalisation Policy

Version 2.1

This document sets out the Prevent Extremism and Radicalisation
Policy for Magic Beans Group Limited

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| Document Responsibility | <i>CEO</i>  | Created | <i>10/01/2022</i> |
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Introduction

Magic Beans Group protects learners/apprentices and employees from radicalising influences and follows the Home Offices range of measures to challenge extremism in the UK.

All staff at Magic Beans Group recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners/apprentices or not.

By adhering to this policy and the procedures therein, staff and visitors will contribute to Magic Beans Group's overall safeguarding responsibilities.

What is Extremism?

'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 Magic Beans Group, whether from internal sources– learners/apprentices, staff or governors, or external sources - external agencies or individuals. Our learners/apprentices see our courses as a safe place where they can explore controversial issues safely and where our tutors encourage and facilitate this – we have a duty to ensure this happens.

We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners/apprentices 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/apprentices.

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 Magic Beans Group we will provide a broad and balanced tutorial programme, delivered by skilled professionals, so that our learners/apprentices are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at Magic Beans Group 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/apprentices 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/apprentices or staff will always be challenged and where appropriate dealt with in line with our behaviour policy and equality policy.

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

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

Approach

We will ensure that all of our support and approaches will help our learners/apprentices 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 so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the key ingredients for success as set out in Appendix A. As part of our teaching, we will:

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

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:

- Discussing British Values and Prevent during progress reviews
- Open discussion and debate in a safe space

We will also work with local partners, families and 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 learner's experiences and horizons. We will help support learners/apprentices 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.

Use of External Agencies and Speakers

At Magic Beans Group we encourage the use of external agencies or speakers to enrich the experiences of our learners/apprentices; however, we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our learners/apprentices. 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 our values and ethos.

We will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to learners/apprentices do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise learners/apprentices through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are matched to the needs of learners/apprentices

Whistleblowing

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

See separate Whistle Blowing Policy.

Safeguarding

Please refer to our Safeguarding Policy.

Staff at Magic Beans Group will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where learners/apprentices may be at direct risk of harm or neglect. For example; this could be due to a learner displaying risky behaviours 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. (These examples are for illustration and are not definitive or exhaustive).

Therefore, all adults working in Magic Beans Group (including visiting staff, volunteers, contractors, and students on placement) are required to report instances where they believe a young person may be at risk of harm or neglect to the Designated Safeguarding Lead Clare Parker-Doyle via email on clare@qdostraining or via telephone on our main telephone number 0116 2044170 or the designated safeguarding telephone 07855 061140.

Magic Beans Group Prevent Strategy

Introduction and Context

Prevent is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy seeks to:

Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views

Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support

Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

A system of threat level has been created which represents the likelihood of an attack in the near future. The five levels are:

- Critical- an attack is expected imminently
- Severe – an attack is highly likely
- Substantial – an attack is a strong possibility
- Moderate – an attack is possible but not likely
- Low – an attack is unlikely

The current threat level from international terrorism in the UK and is substantial which means that a terrorist attack is a strong possibility.

Magic Beans Group works with learners/apprentices from many different backgrounds which include adult unemployed learners/apprentices, and those in the 16 – 25-year age group. Many of our learners/apprentices are from ethnically diverse, and socially and economically disadvantaged areas. The age and profile of our learners/apprentices make it crucial to be involved in the Prevent strategy. Magic Beans Group has a part to play in fostering shared values and promoting social and community cohesion.

The government have made it clear that further education providers should focus on the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within educational settings.

This strategy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate; and to listen and support the learner voice.
2. To break down segregation among different learner communities including by supporting inter- faith and inter-cultural dialogue and understanding, and to engage all learners/apprentices in playing a full and active role in wider engagement in society
3. To ensure learner safety and that Magic Beans Group is free from bullying, harassment and discrimination
4. To provide support for learners/apprentices who may be at risk and appropriate sources of advice and guidance
5. To ensure that learners/apprentices and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives, the strategy will concentrate on four areas;

1. Leadership and Values

To provide an ethos which upholds core values of shared responsibility and wellbeing for all learners/apprentices, staff and visitors and promotes respect, equality and diversity and understanding. This will be achieved through:

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation
- Building staff and learner understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local authorities, police and other agencies

2. Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners/apprentices, by undermining extremist ideology and supporting the learner voice. This will be achieved through:

- Developing equality, diversity and inclusion, wellbeing and community cohesion
- Promoting wider skill development such as social and emotional aspects of learning, and learner resilience.
- A curriculum that recognises local needs, challenges extremist narratives and promote universal rights
- Encouraging active citizenship/participation and learner voice.
- Developing learners/apprentices' critical thinking skills, including their ability to objectively evaluate messages, narratives and propaganda.

3. Learner Support

To ensure that staff are confident to take preventative and responsive steps working with learners/apprentices, employers, partner professionals, families and communities. This will be achieved through:

- Establishing strong and effective support services for learners/apprentices
- Being vigilant, and aware of what is happening within Magic Beans Group and the wider community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping learners/apprentices and staff know how to access support within Magic Beans Group, or through community partners
- Supporting at risk learners/apprentices through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all learners/apprentices

4. Managing Risks and Responding to Events

To ensure that Magic Beans Group monitors risks and is ready to deal appropriately with issues which arise. Magic Beans Group will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on Magic Beans Group
- Understanding and managing potential risks within Magic Beans Group, and from external influences
- Responding appropriately to events in local, national or international news that may impact on learners/apprentices and communities
- Ensuring measures are in place to minimise the potential for acts of violent extremist within the Magic Beans Group.
- Ensuring plans are in place to respond appropriately to a threat or incident within Magic Beans Group
- Developing effective ICT security and responsible user policies

Policy Revision and Review

| Version No | Revision Description | Section | Date of Revision | Approved By |
|------------|----------------------|-------------------|------------------|-------------------|
| 2.0 | Policy Format Update | All Policy Update | 24/02/2023 | Managing Director |