

# Preventing radicalisation & extremism policy

July 2025



**SKERN**

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# What is Prevent?

Prevent is the Government's strategy to stop people becoming involved in violent extremism or supporting terrorism, in all its forms. Prevent works within the non-criminal space, using early engagement to encourage individuals and communities to challenge violent extremist ideologies and behaviours.

## Policy Statement

This policy is part of our commitment to keeping children and young people safe. Skern has a vital role to play in preventing radicalisation and a duty to promote community cohesion. The duty is closely aligned to our safeguarding policy with a clear duty for all to prevent radicalisation.

## Background information

Prevent is one of 4 strands of the Government's counter terrorism strategy – **CONTEST**. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

In recent years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism. Skern has an important part to play in both protecting children, young people and adults at risk from extremism and recognising when they start to become radicalised.

## Documents and legislation

Safeguarding individuals and groups from all risks of harm is an important part of our work and protecting them from extremism is one aspect of that. The duty to prevent children, young people and adults at risk of being radicalised is set out in the following documents:

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (September 2023)
- Working Together to Safeguard Children 2023
- Prevent Duty Guidance: for England and Wales 2023
- The Use of Social Media for On-line Radicalisation (July 2015)

# Ethos

We ensure that through our vision, values, and policies we promote tolerance and respect for all cultures, faiths, and lifestyles. All staff must ensure that this ethos is reflected and implemented effectively in policy and practice and that effective risk assessments in place to safeguard and promote everyone's welfare.

## Responsibilities and Training

### Our Prevent Lead is:

Alex Coyle, Director of Skern Skills, [alex.coyle@skernskills.co.uk](mailto:alex.coyle@skernskills.co.uk) 01237 809469

The Prevent Lead will liaise regularly with all the DSLs on matters relating to the Prevent duty. They will monitor the organisations compliance with this duty, primarily by way of periodic updates and by conducting an annual review into the organisations compliance with its Prevent duty. As part of this process the Prevent Lead will:

- Ensure that this policy is understood and effectively implemented by team members throughout the company.
- Ensure that DSL's and all staff undergo appropriate training.
- Ensure that the Prevent policies and procedures and general safeguarding arrangements take into account the policies and procedures of the respective Local Areas and policies/trends.

### The DSL will:

- Be the single point of contact to oversee and coordinate the organisations implementation of the Prevent duty;
- Undertake prevent awareness training;
- Ensure that Prevent duty training is completed by all staff so that they understand the general risks affecting individuals;
- Are able to identify individuals who might be at risk of radicalisation; know what to do to support them;
- Provide advice and support to other team members on protecting students from the risk of radicalisation;
- Liaise with the Prevent Lead to establish what advice and support they can provide and to seek guidance on the general levels of risk within the local area;
- Receive safeguarding concerns about children, young people and adults at risk who may be vulnerable;

The DSL will discuss all concerns relating to the radicalisation of an individual with the Local Prevent Officer so that appropriate action can be taken and appropriate referrals, including to the Channel programme (Please see more information about the Channel on page 8).

## All team members will:

Undergo Prevent duty training and/or additional training provided so that all team members have the knowledge and confidence to be able to:

- Understand the general risks of radicalisation affecting individuals;
- Identify individual children who might be at risk of radicalisation and spot signs of extremism;
- Challenge extremist views; and
- Signpost and raise concerns to the appropriate bodies.
- Be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.
- Use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately.

## Referral Process

All team members and visitors must refer all concerns about children, young people and adults at risk who show signs of vulnerability to radicalisation to the Designated Safeguarding Lead (DSL). If the DSL becomes aware of a concern relating to the radicalisation of an individual or group, he or she will discuss this with the Prevent Lead, so that appropriate actions can be taken to safeguard them and appropriate referrals, including to the Channel programme, can be made. Where a child is at risk of immediate serious harm a referral will be made to children's social care immediately.

## Internet Safety

The internet provides children, young people and adults at risk with access to a wide range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages.

Skern will implement prevention measures such as applying appropriate restrictions to internet sites likely to promote terrorist materials. All concerns relating to radicalisation should be referred to the Designated Safeguarding Lead (DSL)

# Signs of Vulnerability

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are a number of signs that together increase the risk.

Signs of vulnerabilities include:

- Underachievement
- Being in possession of extremist literature
- Poverty
- Social exclusion
- Traumatic events
- Mental Health issues
- Personal Crisis
- Desire for status, need to dominate
- Need for meaning and belonging
- Global or national events
- Religious conversion
- Change in behaviour
- Extremist influences
- Conflict with family over lifestyle
- Confused identity
- Victim or witness to race or hate crimes
- Rejection by peers, family, social groups or faith

# Recognising Extremism

A part of our wider safeguarding responsibilities to identify signs of abuse we will be alert to early indicators of radicalisation or extremism which 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 possession 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 young people can come across 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;
- An obsessive or angry desire for change or 'something to be done'
- Spending an increasing amount of time online and sharing extreme views on social media.
- Advocating violence towards others.

## Channel

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for organisations to make referrals if they are concerned that an individual might be vulnerable to radicalisation.

An individual's engagement with the programme is entirely voluntary at all stages. Section 36 of the CTSA 2015 places a duty on local authorities to ensure Channel panels are in place. The panel must be chaired by the local authority and include the police for the relevant local authority area.

Following a referral, the panel will assess the extent to which identified individuals are vulnerable to being drawn into terrorism, and, where appropriate and necessary consent is obtained, arrange for support to be provided to those individuals.

Section 38 of the CTSA 2015 requires partners of Channel panels to co-operate with the panel in the carrying out of its functions and with the police in providing information about a referred individual. Guidance issued under section 36(7) and section 38 (6) of the CTSA 2015 in respect of Channel is available at:

<https://www.gov.uk/government/publications/channelguidance>

## Definitions

The following are commonly agreed definitions within the Prevent agenda:

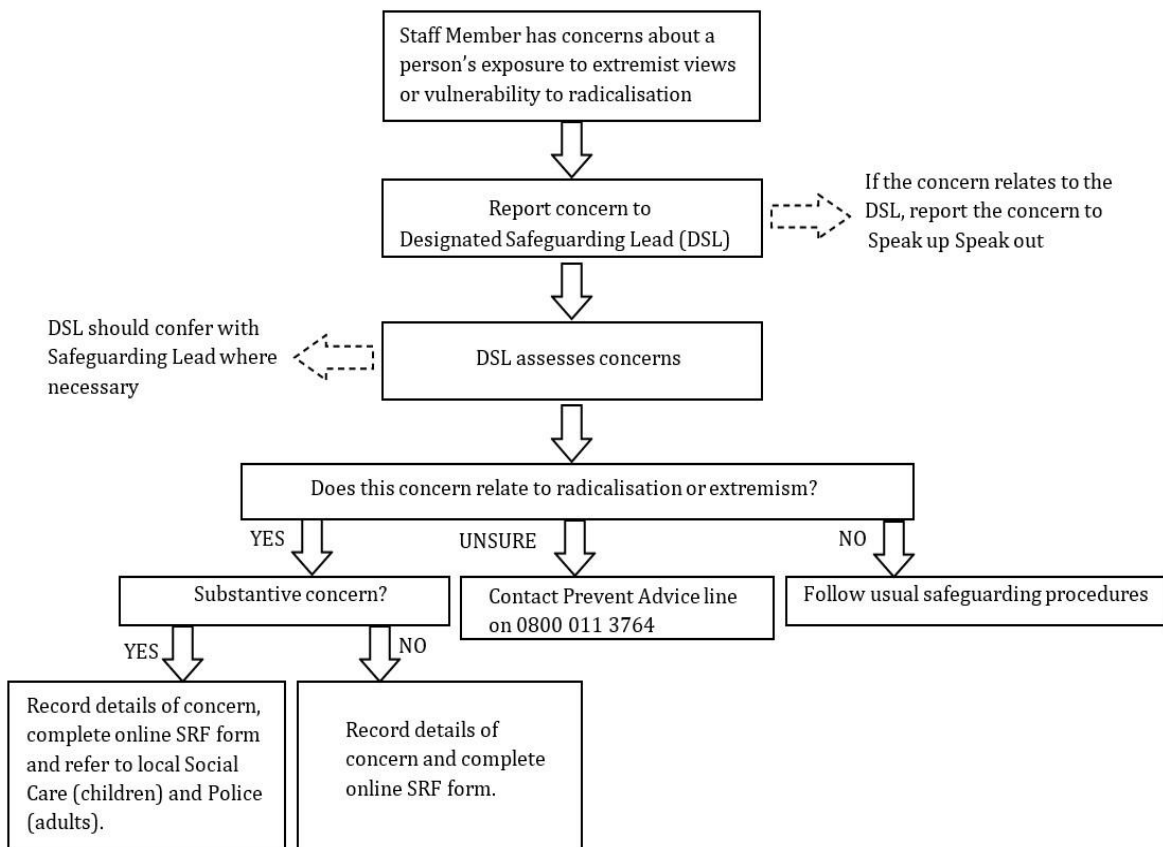
- An **ideology** is a set of beliefs.
- **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse, or from being drawn into terrorism-related activity.
- **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- **Extremism** is vocal or active opposition to fundamental British Values, including democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

- **Terrorism** is an action or threat designed to influence the government or intimidate the public. Its purpose is to advance a political, religious or ideological cause. The current UK definition of terrorism is given in the Terrorism Act 2006.

In the UK we define terrorism as a violent action that:

- Endangers a person's life, other than that of the person committing the action
- Involves serious violence against a person
- Causes serious damage to property
- Creates a serious risk to the public's health and safety
- Interferes with or seriously disrupts an electronic system

## Prevent Reporting Process



To report Prevent concerns to the Police or Social Care please take advice from the below website: [Get help for radicalisation concerns - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

DSL and Children's Services contact details are held at each site.

When contacting the **Police**, dial 101 and ask for the **Prevent Team**.

The National Counter Terrorism Hotline can be called on 0800 789321

# Monitoring and Review

This Policy will be reviewed annually.

# Signatures

Individual cases will only be shared or discussed on a “need to know” basis

In very exceptional circumstances when someone is concerned that the company is not dealing with child or adult safeguarding concern appropriately (as per the ‘open-door’ policy), or when the concern is about a DSL they should contact [safeguardingsupport@skernskills.co.uk](mailto:safeguardingsupport@skernskills.co.uk) or your Line Manager.

As a last resort they may contact Local Authority Children Social Care or Adult Social Care, or the police if a crime has, or may have been committed. This is an action that is legally covered by whistleblowing.

This policy should be read and applied in conjunction with the Safeguarding Policy and Procedures.

*Signed*