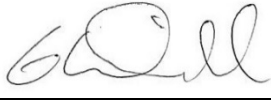


<b>Policy/procedure</b>	<b>Prevent Extremism &amp; Radicalisation Policy</b>
<b>Senior Manager Responsible</b>	<b>Gary Wiswell</b> 
<b>Author</b>	Gary Wiswell
<b>Approved by</b>	Safeguarding Team
<b>Date approved</b>	17/12/24
<b>Next review date</b>	17/12/25
<b>Changes made</b>	Update references to include the Counter-Terrorism and Security Act 2015 and latest Prevent Duty Guidance (2023). Emphasize mandatory annual Prevent Duty training for all staff and directors. Introduce measures to mitigate risks of online radicalization and promote digital safety. Simplify and clarify the referral process for safeguarding concerns. Add a monitoring and evaluation section to review the policy's effectiveness annually. Include a commitment to non-discrimination in implementing Prevent strategies under the Equality Act 2010.

## Introduction

FLM Training is committed to providing a secure environment for its staff and learners, where they feel safe and are kept safe. All staff at FLM Training recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

Preventing Extremism and Radicalisation is one element within our organisation to safeguard and promote the welfare of all learners in line with our statutory duties. This policy also draws upon the Government's 'Prevent' agenda and associated briefing sheet, 'Prevent violent extremism' and DfE Guidance 'Keeping children safe in education 2024 Statutory guidance for schools and colleges September 2024'

This policy complies with the Counter-Terrorism and Security Act 2015, which places a duty on specified authorities, including education providers, to have due regard to the need to prevent individuals from being drawn into terrorism. This policy is aligned with the Prevent Duty Guidance for Further Education Institutions in England and Wales (2023, updated February 2024

## Ethos and Practice

When operating this policy, FLM Training uses the following accepted Governmental definition of extremism which is:

*'The vocal or active opposition to our fundamental values, including democracy, 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.'*

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.

FLM Training does not tolerate extremist views of any kind whether from internal sources; learners, staff or directors, or external sources; external agencies or individuals. Learners see FLM Training as a safe place where they can explore controversial issues safely and where our training consultants encourage and facilitate this. We have a duty to ensure this happens.

As a Training Provider, we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our learners 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.

Therefore, at FLM Training we will provide a broad and balanced tutorial programme, delivered by our tutors, so that our students understand and become tolerant of difference and diversity. We will ensure that they feel valued and not marginalized.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in accordance with our Disciplinary Policy and the Staff Code of Conduct.

As part of wider safeguarding responsibilities, FLM Training staff will be alert to:

- Disclosures by learners, of their exposure to the extremist actions, views or materials of others outside, 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
- Employer and parental reports of changes in behaviour, friendship or actions and requests for assistance

- Partner organisations, local authority services, and police reports of issues affecting learners in other education providers 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 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

FLM Training will closely follow any locally agreed procedure as set out by the Local Authority and/or Wigan Safeguarding Children's Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

We will help support learners 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 the learner is offered mentoring. Additionally in such instances FLM Training will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

By delivering a broad and balanced tutorial programme, augmented by the use of external sources where appropriate, we will strive to ensure our learners recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help them develop the critical thinking skills needed to engage in informed debate.

FLM Training recognizes the growing risks of online radicalization. We will implement measures to protect learners, including:

- Regular monitoring of IT systems and internet usage.
- Filtering and blocking extremist content where possible.
- Promoting online safety education to help learners recognize and report online risks.

FLM Training is committed to ensuring that the implementation of this policy does not discriminate against individuals or groups based on any protected characteristic, in line with the Equality Act 2010. Prevent strategies will be implemented sensitively, ensuring fairness, transparency, and inclusivity.

## Raising Concerns

Where there are concerns of extremism or radicalisation, learners and staff will be encouraged to discuss them with the Safeguarding Officer or Director. The procedure for reporting and referring safeguarding concerns will apply.

## Role of Directors

The Directors of FLM Training will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Directors, including their statutory safeguarding duties. The Directors of FLM Training will support the ethos and values and will support in tackling extremism and radicalisation.

All staff, including directors, will undertake Prevent Duty training annually to ensure they are equipped to identify, report, and manage concerns of extremism and radicalisation. Training will also include recognizing vulnerabilities, such as online radicalization, and understanding referral pathways

## How to make a referral

All concerns about extremism or radicalisation must be reported to the Designated Safeguarding Lead (DSL) in the first instance. The DSL will assess the concern and, where necessary, escalate the matter to the local Prevent team using the Prevent referral form. In emergency cases, concerns will be escalated immediately to the police or local authority safeguarding team.

If you're concerned someone you know is at risk of getting involved in terrorism or extremism, you can complete our Wigan National Prevent referral form:

- [Tell us if someone you know is at risk of getting involved in terrorism or extremism.](#)

If you would like to discuss your concerns before making a referral, you can:

- Contact the Prevent Team on 0161 856 6362
- Call anonymously on 0800 789 321
- [Report online material promoting terrorism or extremism \(external link\).](#)

**If it is an emergency, please call 999.**

## Monitoring and Evaluation

FLM Training will monitor the implementation of the Prevent Policy through:

- Regular reviews of safeguarding incidents and referrals.
- Auditing staff training records to ensure compliance with Prevent Duty training requirements.
- Feedback from learners and staff on the effectiveness of Prevent measures.

This policy will be reviewed annually to ensure it remains effective and compliant with statutory guidance.