

## Preventing Extremism and Radicalisation Statement

### 1.0 Introduction

Ixion Holdings (Contracts) Ltd is committed to providing a secure environment for all customers and learners, where they feel safe and are kept safe. We recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for customers and learners or not.

When operating this policy, Ixion Holdings (Contracts) Ltd uses the following accepted UK Governments definitions of extremism and radicalisation which are:

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'.

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

In adhering to this policy and procedures staff, visitors, partners and suppliers will contribute to Ixion Holdings (Contracts) Ltd delivery of the outcomes to all customers and Learners, as set out in s10 (2) of the Children Act 2004.

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within Ixion Holdings (Contracts) Ltd.'s overall arrangements to Safeguard and Promote the Welfare of all customers and learners in line with our statutory duties set out at s175/s157 of the Education Act 2002

**Ixions Preventing Extremism and Radicalisation Safeguarding Policy** also draws on:

- Revised Prevent Duty Guidance for England and Wales (July 2016)
- Guidance in the "London Child Protection Procedures" DfE Guidance "Keeping Children Safe in Education, 2014"
- DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK"
- DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People"

- Peter Clarke’s Report of July 2014 “Report into allegations concerning Birmingham schools arising from the Trojan Horse letter” and
- Training and refresher training delivered to all staff during Induction and annually through Marshall Training and online JISC WRAP E-Learning.

The full Government Prevent Strategy can be viewed at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/97976/prevent-strategy-review.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)

There is no place for extremist views of any kind in Ixion Holdings (Contracts) Ltd, whether from internal sources (customers, learners, staff, non – executives or associate tutors) or external sources (Ixion wider communities, external agencies or individuals). Our customers and learners see our programme environments (training, work place training, employability programmes) as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this – we have a duty to ensure this happens.

As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for all 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 customers and learners.

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 and vulnerable people.

Education is a powerful weapon against this; equipping people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

At Ixion Holdings (Contracts) Ltd we therefore aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our customers and learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at Ixion Holdings (Contracts) Ltd we are also aware that young and vulnerable 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 customers and learners 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 customers, learners or staff will always be challenged and where

appropriate dealt with in line with Ixion Holdings (Contracts) Ltd Behaviour Policy as outlined in our learner handbook and the Code of Conduct for staff. Where misconduct by a member of staff either through Ixion or one of its partners is proven the matter will be referred to the Police for their consideration as to whether to a Prohibition Order is warranted.

## **2.0 Responsibilities**

As part of wider safeguarding responsibilities our staff will be alert to:

- Disclosures by customers and learners of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes or community groups, especially where customers and learners have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images.
- Customers and learners accessing extremist material online, including through social networking sites.
- Parental and or family reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting customers and learners in other settings
- Customers and 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

## **3.0 Social media**

Learners, customers and staff access to our internet connection, regardless of location, is heavily restricted and monitored, using approved and kite marked systems and guidance provided by government. All use of our internet connection is logged and can be reviewed on request. Use of our internet connection is actively monitored for any customer, learner or staff member on request.

Ixion Holdings (Contracts) Ltd will closely follow any locally agreed procedure as set out by the Local Authority and/or local Safeguarding Children Board's (LSCBs) agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

#### **4.0 Teaching Approaches**

We will all strive to eradicate the myths and assumptions that can lead to some young and vulnerable people becoming alienated and disempowered, especially where the narrow approaches some customers and learners may experience elsewhere may make it harder for them to challenge or question these radical influences. In our programmes this will be achieved by good teaching, promotion of citizenship, reinforcement of safeguarding and equality and diversity policies and through effective PSD and Ethics training.

In every programme there is a specific focus on preventing radicalisation and extremism through the following integrated and embedded areas for free discussion:

- What is an extremist?
- What causes extremism? Free speech and right to religion
- Crime and Punishment
- Extremism lesson in Community Cohesion
- Peace and Conflict
- Religious Experience
- Fundamentalism

In addition to the above, Ixion Holdings (Contracts) Ltd also adopts the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young (and vulnerable) people' DfE 2011.

We will ensure that all of our teaching approaches help our customers and learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff and partners are equipped to recognize extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will follow 3 key principles:

- Making a connection with young and vulnerable people through good [teaching] design and a learning centred approach.

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- Facilitating a 'safe space' for dialogue, and
- Equipping our customers and learners with the appropriate skills, knowledge and understanding and awareness of resilience.

Therefore this approach will be embedded within the ethos of our organisation so that Learners, customers, staff and partners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with Ixions approach to the spiritual, moral, social and cultural development of learners and customers as defined in Ofsted's Inspection Handbook and will include the further promotion of this rounded development of our participants on all programmes.

Ixion Holdings (Contracts) Ltd 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 using a curriculum that includes:

- Citizenship programmes
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focussed training programmes

### **5.0 Collaboration with stakeholders**

We will also work with local partners, wider stakeholders and communities in our efforts to ensure our organisation understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our participant's experiences and horizons. We will help support those who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe any learner or customer is being directly affected by extremist materials or influences we will ensure that that they are offered support. Additionally in such instances we will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

At Ixion we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage all participants to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our learners and customers safe and prepare them for life in modern multi-cultural Britain and globally.

### **6.0 Use of External Agencies, Partners and Speakers**

At Ixion we encourage the use of external agencies or speakers to enrich the experiences of our participants on all programmes; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our customers and learners. To do this we will use our Supply Chain Management Framework guidance for employing partners and associates to support our work.

Such vetting is to ensure that we do not unwittingly use agencies, partners and suppliers that contradict each other with their messages or that are inconsistent with, or are in complete opposition to our values and ethos.

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

- Any messages communicated are consistent with the ethos of the organisation and do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of all participants
- Activities are carefully evaluated to ensure that they are effective

## **7.0 Whistle Blowing**

Where there are concerns of extremism or radicalisation customers, learners, partners and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. Staff should use the Ixion Whistleblowing Policy which has been communicated through a number of linked policies and directly to all staff. Partners are also able to use this policy should the need arise.

## **8.0 Training**

Whole organisation training will be organised for staff, partners and all non executive directors on an annual basis and will comply with the prevailing arrangements agreed by the Local Authority and the Local Safeguarding Children Board.

The Designated Safeguarding Lead will attend training courses as necessary and the appropriate inter-agency training organised by the Safeguarding Children Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

## **9.0 Signposting safeguarding concerns related to radicalisation and extremism**

1. In the first instance, any concerns should be referred to the Local Safeguarding Champions;
2. The Champions will meet with the customer or learner to discuss the concerns and make a professional judgement that is factually recorded about the appropriate course of action;
3. If the Local Safeguarding Champion is satisfied that the customer or learner has not been radicalised and is not involved in extremist activities then any underlying issues (e.g. social isolation) will be dealt with in accordance with the safeguarding policy and where necessary external agencies will be informed by the Designated Safeguarding Manager.
4. After reporting to the Designated Safeguarding Manager, if they believe that the customer or learner is involved in radicalisation or extremist activities then they will refer the matter to the police.

## **10.0 Role of Executive Board of Directors**

The Ixion Executive Board of Directors will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities including their statutory safeguarding duties.

The Executive Board will support the ethos and values of the organisation and will support it in tackling extremism and radicalisation.

In line with Recommendation 13 of Peter Clarke's report details of the Executive Board are published on our website to promote transparency.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2014' the Executive Board will challenge Ixion's senior management on the delivery of this policy and monitor its effectiveness. They will review this policy regularly (every two years) and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendation pertaining to the delivery of this policy and the overall safeguarding arrangements made.

## **11.0 Policy Adoption, Monitoring and Review**

This policy was considered and adopted by the Ixion Executive Board in line with their overall duty to safeguard and promote the welfare of all participants as set out in the DfE guidance 'Keeping Children Safe in Education'

All parents, guardians and carers can be issued with a hard copy of this policy on request. This policy will also be made available via the Ixion website.

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The Ixion CEO will actively evaluate the effectiveness of this policy by monitoring staff understanding and application of the procedures within this policy as their overall duty to safeguard all learners and customers.

**Policy Updated: March 2017**

**Policy Due for Review on: March 2018**