

Hastings Business Training

PREVENTING EXTREMISM AND RADICALISATION POLICY

We commit to ensuring that HBT:

- Provides a safe environment for participants.
- Safeguards participants from being drawn into committing terrorist-related activity.
- HBT will approve and annually review policies and procedures with the aim of:
 - Raising awareness of issues relating to the welfare of participants and promoting a safe environment for them when learning within HBT.
 - Establishing procedures for reporting and dealing with allegations of abuse.
 - Ensuring that individuals at risk of being drawn into extremism are identified and are referred to the Proprietor for appropriate support.

In developing the policies and guidelines, HBT will consult with, and take account of, guidance issued by the Department for Education and other relevant bodies and groups.

This policy applies to all persons acting on behalf of or engaged in activities associated with HBT including, for example, members of the management, staff employed by HBT, visitors to and contractors working at HBT premises.

POLICY STATEMENT

HBT has a statutory and moral duty to ensure that HBT functions with a view to safeguarding and promoting the welfare of all who receive training at HBT.

When operating this policy HBT uses the following accepted Governmental 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:** 'the process by which a person comes to support terrorism and forms of extremism leading to terrorism'.

Preventing Extremism and Radicalisation

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

- Participants voicing opinions drawn from extremist ideologies and narratives and glorifying violence, especially to other faiths and cultures.
- Use of extremist or "hate" terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with our EDI Commitment, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.

HBT acknowledges and respects that staff and Participants hold a variety of faiths and beliefs and therefore identifies, where required, access to 'faith space' to enable users to pray and reflect during HBT opening hours. However, HBT also recognises that such spaces can, on rare occasions, be used

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as an opportunity to promote extreme views and to radicalise others. HBT therefore monitors the use of these areas by having access arrangements in place for those who wish to use the areas.

Promoting British Values

In line with the provisions of s.78 of the Education Act 2002 HBT promotes fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. This promotion takes place through:

- The way Participants are treated by staff.
- The selection/election of Participant representatives.
- The underlying messages delivered to Participants at the start of the training.
- The manner and consistency with which Participants' views and behaviours are challenged should they conflict with such values.

Facilitators and Visitors

HBT values the opportunities presented by different Facilitators for Participants to experience diverse opinion and to enter debate. This is seen as an essential part of both personal and training development.

HBT values freedom of opinion and speech but recognises that, in the interests of the whole learning community, this must exist within formal guidelines.

HBT will not accept the use of language by Facilitators or visitors that offends and is intolerant. Specifically, this means offensive misogynistic, misanthropic, sexual or racist language irrespective of context. Direct attacks on any religions or beliefs are not permitted.

MANAGEMENT

The Administrator has responsibility for the safeguarding of Participants. The Administrator will receive appropriate Safeguarding training.

The Administrator is responsible for overseeing the liaison between external agencies in connection with allegations against Facilitators or any other contractor engaged by HBT. This will not involve undertaking any form of investigation but will ensure good communication between the parties and provide information to assist enquiries.

To assist in these duties, the Administrator shall receive appropriate training and refresher training every year.

Reporting to designated staff

Facilitators should report concerns, suspicions or disclosures of risk of radicalisation immediately to the Administrator.

Reporting and dealing with allegations against Facilitators/HBT Staff

Due to the potential seriousness of such an allegation the case must be immediately referred to the Proprietor, and not discussed with the alleged perpetrator.