



Radicalisation and Extremism Policy

Table of Contents

Introduction

Legal background

Definitions

Policies

Training

Single Point of Contact (SPoC)

What to watch out for

Useful contacts and resources

Prevent and Channel

Raising a concern

[Emergency Action](#)

Appendix I: Martyn's Law

Introduction:

Epic Partners is committed to the prevention of extremism and radicalisation and to providing a positive environment for all young people, ensuring that they have the support they need to remain safe. Our staff understand that safeguarding is everyone's responsibility, irrespective of the role they undertake. We recognise that some young people are vulnerable to being radicalised and apply the same level of vigilance to this issue as to other safeguarding concerns.

Legal background:

The Counter-Terrorism and Border Security Act 2019 places a legal responsibility on staff working with children and young people to prevent vulnerable individuals being drawn into terrorism and requires that they challenge extremist ideas.

Definitions:

Radicalisation: the process by which a person comes to support terrorism and forms of extremism which lead to terrorism.

Extremism (UK Government 2024): the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

- negate or destroy the fundamental rights and freedoms of others
- undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights
- intentionally create a permissive environment for others to achieve the above

Policies:

Policies including Safeguarding, Equality and Diversity, Information Technology and E-Safety aim to reflect the objectives enshrined in the Prevent (Government-led, multi-agency, anti-terrorism) programme.

It is important to be aware that, while there is a lot of media coverage regarding religious extremism, there are other organisations, including extreme right-wing groups, who can damage society and present a threat to the community. Staff should ensure that their approach to the threat of radicalisation is balanced, calm and proportionate.

Training

The Home Office Prevent training is mandatory and all staff should undertake this training. It should also be part of staff induction.

Further training will be identified and refreshed regularly to ensure that new developments are captured and shared with all staff.

Single Point of Contact (SPoC):

The SPoC at Epic Partners is Pete Bewley (CEO), working closely with the Designated Safeguarding Leads (Kevin Brown, Michael Clements, Michaela Castillo-Williams, Tom Priestley).

If there are any concerns, staff should inform the SPoC or one of the DSLs.

What to watch out for:

It is important to remember that most children and young people will not get involved in extremist action and in many cases suspicious behaviour may be a result of other problems, e.g., mental health issues, relationships, drug or alcohol problems, or simply the rigours of the teenage years.

It is important not to jump to conclusions (not least because accusations of radicalisation could push vulnerable young people into the hands of radicals).

Signs to watch for include:

- Discomfort about 'fitting in'
- Appearing distanced from their own culture or heritage
- Isolation
- Low self-esteem or feelings of failure
- Lacking in empathy/poor social interaction
- Disassociation with an old group of friends and arrival of a group of new friends
- Significant change in appearance and/or behaviour
- Hostile or inappropriate questions about faith and identity
- Sudden interest in religion
- Unhappiness following a move from one country to another
- Rejection of civic or community life
- Overly developed sense of grievance triggered by perceptions of racism or discrimination
- Involvement with criminal groups and/or imprisonment
- Failure to understand the actions and motivations of others
- Accessing of violent or extremist websites or possessing violent or extremist literature
- Contact with known extremists
- Justifying the use of violence to solve society's ills
- Joining an extremist organisation

Useful contacts and resources:

[Counter Terrorism and Border Security Act 2019](#)

[Prevent advice line \(police\): 0800 011 3764](#)

[Counter Extremism Group thinktank email: mail@counterextremism.org.uk](#)

www.actearly.uk

www.educateagainsthate.com

Prevent and Channel:

Prevent is a programme about safeguarding people and communities from threats of terrorism. It aims to:

- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism
- Support those at risk of becoming involved in gangs, drugs, exploitation, or other forms of harm; individuals susceptible to being groomed into terrorism can also be offered support
- Enable those already engaged in terrorism to disengage and rehabilitate

Channel is the safeguarding panel that supports Prevent. It focuses on supporting people who are identified as susceptible to being drawn into terrorism.

Local Safeguarding Boards are responsible for co-ordinating these programmes.

Contact: [Mark Pollock, Prevent Co-ordinator](#), Prevent@nottinghamcity.gov.uk tel: 07977752444

Raising a concern:

What to do if you have a concern about a child/young person:

- Concerns should be treated like any other safeguarding concern and Epic Partners safeguarding guidance should be followed
- Always record your concerns in writing using the relevant paperwork. Make notes as quickly as you can after concerns have arisen, providing a complete record of key information and of evidence for risk. This record may be used as evidence later
- Pass this information on to the DSL, who will decide on what action needs to be taken including, if appropriate, a referral to the Local Authority.

Emergency action:

There may be circumstances that warrant a staff member taking emergency action to safeguard a child or young person. If a staff member believes that a child or young person is at immediate risk of significant harm and they are unable to contact Epic's Safeguarding Leads, emergency action must be taken to ensure that the child is safe. This will mean contacting the Local Authority. If you feel that a crime is going to be committed, the police should be contacted on telephone number 101 or, if immediate, on telephone number 999.

Any such action must be recorded, the Epic DSL must be informed as soon as possible and an Internal Safeguarding Alert form completed and sent immediately.

This policy is reviewed every three years and updated in response to changes in legislation.

Signed:

Date

Appendix I **DRAFT** - Martyn's Law (upcoming legislation):

The Terrorism (Protection of Premises) draft Bill was included in the King's Speech on 7 November 2023 as part of the programme of legislation the Government intended to pursue. It is also known as 'Martyn's Law', in tribute to Martyn Hett, who was tragically killed alongside 21 others in the Manchester Arena terrorist attack in 2017.

There have been 14 terror attacks in the UK since the start of 2017. The threat picture is complex, evolving and enduring, with terrorists choosing to attack a broad range of locations.

Charities, community groups and social enterprises own and operate a broad range of premises and often host or operate events. Recent attacks demonstrate that terrorists may choose to target a broad range of locations.

Martyn's Law will improve the safety and security of public venues and keep the British public safe from terrorism.

The Bill will enhance public safety by addressing the issue of security measures at public venues (in Epic Partners' case, Oliver Hind Club and Community Games). Epic Partners will be required to have a risk assessment, procedures and training, so that premises will be better prepared and ready to respond in the event of a terrorist attack.

Please refer also to the Epic Partners Business Continuity Plan, which, along with this policy, will be updated when the statutory legislation comes into effect.