



MORLEY COLLEGE LONDON

Preventing Extremism and Radicalisation Policy

**POLICY OWNER: Vice Principal
APPROVAL: Governing Body
LAST APPROVAL: December 2018
NEXT REVIEW: December 2022**

Equality Analysis Screening

Equality analysis is a way of considering the effects on different groups protected from discrimination by the equality act. Consider if there are any risks within this policy that will adversely affect a particular group or a variety of groups. Are there any changes that need to be made to the policy its self or additional actions that need to be made to mitigate the risks? The protected characteristics are:

- Race
- Gender
- Disability
- Age
- Sexual Orientation
- Gender reassignment
- Religion and Belief
- Maternity and Pregnancy
- Marriage and Civil Partnership

Risks identified:

None identified – the Policy applies to all staff and students irrespective of any protected characteristics they may have. Aiming to promote democratic principles, ensure freedom of speech and protect vulnerable individuals from discrimination is in itself a key tool in the College’s mechanisms for ensuring equality.

Evidence used:
(data, consultation)

Reference to best practice
Consultation through the Policy Committee

Does this policy need a further action before it can be approved?
(changes made to policy or further equality analysis needed)

No



MORLEY COLLEGE LONDON

PREVENTING EXTREMISM AND RADICALISATION POLICY

(to be read in conjunction with the Safeguarding Policy)

1. INTRODUCTION AND PURPOSE

Morley College London is committed to providing a secure environment for all of our students, staff and our wider community. This is currently threatened by attempts to exploit vulnerable people, including children, young people and vulnerable adults to involve them in terrorism or activity in support of terrorism. The purpose of this Policy is to set out the means by which the College endeavours to prevent such exploitation.

2. MORLEY COLLEGE IN CONTEXT

Through its *Prevent* strategy, the Government has identified the promotion of “democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs” as being a key aspect in safeguarding people from being drawn into terrorist activity. Those values have been embedded in the culture of the College since its establishment over 125 years ago. Founded in 1889 as the “Morley Memorial College for Working Men and Women”, Morley was the first institution of its kind to admit men and women on an equal basis and its commitment to equality and diversity lies at the heart of its mission and very purpose. Democratic principles have been a feature of the College’s organisation since its inception and remain fundamental to its culture today, through both formal (student representation on College committees, the Student Council, Class Representatives Association) and informal mechanisms, putting those values into action.

Emanating from those democratic principles, a collegiate dialogue between tutor and student in order to understand and facilitate the meeting of learning goals governs the Morley’s teaching approach. The College therefore values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society’s values. Both students and teachers have the right to speak freely and voice their opinions. However, that freedom comes with responsibility: free speech that is designed to manipulate the vulnerable, that leads to violence and harm of others or that transgresses the laws and policies governing equality, human rights, community safety and community cohesion will not be tolerated by the College.

Morley is a specialist provider of adult education with a strong culture of equality and diversity and mutual respect through our approach to learning and teaching, small class sizes, ongoing personalised engagement with students either in class or through the democratic structures that run through the College. Morley therefore recognises that it

does not constitute a high-risk environment for extremism, while the (often very) part-time nature of the vast majority of its students means there is limited opportunity for radicalisation of vulnerable individuals to take place. Nevertheless, with over 13,000 students attending Morley each year and given its position in central London in the midst of a very diverse community, the College is very aware that it cannot be complacent. The College puts the student first in all it does and considers the safety of its students and staff as a priority.

3. POLICY STATEMENT

Morley considers that exploitation and radicalisation constitute a form of abuse and as such will be viewed as safeguarding concerns. As set out in its Safeguarding Policy, the College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults engaged in its activities by ensuring that there are appropriate arrangements in place to enable it to discharge its duty to provide a safe and secure environment and to deal with issues concerned with suspected or reported abuse of children and vulnerable adults.

As *Prevent* acknowledges, the current threat from terrorism in the United Kingdom is underpinned by the exploitation of vulnerable people in order to involve them in terrorism or in activity in support of extremism and terrorism. Further information on vulnerability to radicalisation and extremist views is given in the Appendix below. The College therefore considers it essential that students and staff see Morley as a safe place where students can discuss and explore controversial issues safely and in an unbiased way and where staff encourage and facilitate this, but where failure to challenge extreme views or behaviour and to treat them as normal is not accepted. The College recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for students and that failure to challenge extremist views would represent a failure to protect our students and may put vulnerable people at greater risk of future manipulation and exploitation.

Consequently, and as part of their wider safeguarding responsibilities, College staff will be alert to:

- disclosures by students of their exposure to the extremist actions, views or materials;
- graffiti, symbols, writing or art work promoting extremist messages or images;
- students accessing extremist material online, including through social networking sites;
- reports of changes in behaviour or actions and requests for assistance;
- students 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; and
- attempts to impose extremist views or practices on others

The College will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. It will teach and encourage students to respect one another and to respect and tolerate difference, especially when dealing with others of a different faith or no faith. The College

recognises its responsibility to keep students safe and prepare them for life in modern multi-cultural Britain and globally.

4. POLICY OBJECTIVES

As set out in its Safeguarding Policy, the College seeks to prevent vulnerable individuals (as defined under the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) becoming the victims of abuse, including exploitation and radicalisation in order to involve them in terrorism or in activity in support of extremism and terrorism, in a number of ways including:

- providing help to staff and students to recognise their responsibilities (through guidance, support and training);
- ensuring processes are in place to check the suitability of staff and students working directly with vulnerable adults and children;
- sustaining an open culture which respects all individuals' rights, discourages bullying and discrimination of all kinds and, while recognising the right to freedom of speech, does not accept the expression of violent extremist views;
- identifying a member of the Board of Governors and a member of the Senior Management Team who have overall responsibility for vulnerable adult matters and two other staff as Designated Persons, who will receive training in this field and act as a source of advice and support to other College staff especially tutors and front-of-house staff; and
- informing vulnerable adults of their rights to be free from harm and encouraging them to talk to College staff if they have any concerns

This Policy extends the principles of the Safeguarding Policy to those who are vulnerable to being drawn into extremist or terrorist activity whether or not they are deemed as "vulnerable" under the Safeguarding Vulnerable Groups Act.

5. SCOPE OF POLICY

This Policy applies to all staff (including agency staff and governors), academic and business support staff employed by the College, temporary staff and volunteers. All have a legal responsibility to take seriously any vulnerable adult concerns that come to their attention and follow the procedures given.

Subcontractors and regular visitors to the College (including the members of Morley Clubs) must be informed of this Policy and deal with any concerns reported to them by contacting a Designated Person with responsibility for Vulnerable Adult Protection in College.

Students who have concerns about other students or the behaviour of staff towards them can use this Policy as the framework under which those concerns should be addressed.

It is not the College's responsibility to investigate abuse. Nevertheless, it has a duty to act if there is a cause for concern and to notify the appropriate agencies so that they can investigate and take any necessary action.

6. RESPONSIBILITY STRUCTURE

The College has identified an organisation structure for safeguarding vulnerable adults, with key staff having designated safeguarding responsibilities including:

- **Vice Principal**
(overall leadership of Safeguarding)
Nick Rampley: telephone 020 7450 1852
nick.rampley@morleycollege.ac.uk
- **Designated Safeguarding Officer for student-related issues:**
(provides management and coordination role including investigations if required)
Luke Howson, Student Services Manager
Telephone 020 7450 1845
luke.howson@morleycollege.ac.uk
- **Designated Safeguarding Officer for staff-related issues:**
(supports key staff and advises on legal issues)
Michelle Punt, Head of Human Resources
Telephone 020 7450 1816
michelle.punt@morleycollege.ac.uk
- **Governor with responsibility for overview of safeguarding:**
Justine Brian
Contact via Clerk to the Governing Body and Company Secretary
Telephone 020 7450 1848
Martin.McNeill@morleycollege.ac.uk

In those areas where staff and students work with vulnerable adults as part of their roles, responsibility for ensuring safeguarding arrangements are in place and are adhered to rests with the manager of the area concerned.

All staff and students are required to take a shared responsibility for the protection and safety of any vulnerable adults. They must be aware of and abide by the College's Policies and Codes of Good Practice.

The Head of HR is responsible for ensuring that the College operates safe recruitment procedures and that appropriate checks are carried out on all new staff and volunteers.

Where an allegation of extremist or inappropriate behaviour is made against a member of staff and relates to their actions as a member of the College, in addition to actions set out above, Human Resources will advise and guide the line manager of the member of staff against whom allegations have been made in relation to employment issues.

Where an allegation of abuse or inappropriate behaviour is made against a student and relates to their actions as a member of the College, in addition to actions set out above, the Deputy Principal will advise on the disciplinary procedure.

7. PRACTICAL IMPLEMENTATION

As an aspect of safeguarding, the practical implementation of measures to prevent the exploitation of vulnerable people, including children, young people and vulnerable adults to involve them in terrorism or activity in support of terrorism, is set out in the College's

Safeguarding Policy. This is available on the College intranet and on the College website.

8. REVIEW AND MONITORING OF POLICY

The Vice Principal will review and monitor the policy and procedures on an annual basis and will recommend and implement approved changes where necessary through the College Risk Management Committee. Should a revised version of the policy be necessary before its normal term of review has expired, it will be submitted to the Governing Body as required to ensure that any identified deficiencies or weaknesses are dealt with without delay.

Appendix

VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

2. Extremism is defined by the Government in its Prevent Strategy as:

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 includes calls for the death of members of the armed forces, whether in this country or overseas.

3. Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- seek to provoke others to terrorist acts;
- encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- foster hatred which might lead to inter-community violence in the UK.

4. Staff should be aware that there is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences. Most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Students may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to alienate students from their families and communities.

6. In considering individuals who may be vulnerable to radicalisation, any concerns may not relate only to those who are defined as “vulnerable” under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012). Indicators of vulnerability in the context of radicalisation include:

- identity crisis – the student is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- personal crisis – the student may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;

- personal circumstances – migration; local community tensions; and events affecting the student's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- unmet aspirations – the student may have perceptions of injustice; a feeling of failure; rejection of civic life;
- experiences of criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement or reintegration; and
- special educational need – students may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

7. This list is not, however, exhaustive, nor does it mean that those experiencing the above are necessarily at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- contact with extremist recruiters;
- accessing violent extremist websites, especially those with a social networking element;
- possessing or accessing violent extremist literature;
- using extremist narratives and a global ideology to explain personal disadvantage;
- justifying the use of violence to solve societal issues;
- joining or seeking to join extremist organisations;
- displaying significant changes in appearance and / or behaviour; or
- experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.