

# Preventing Radicalisation and Extremism policy

## Basic objectives and general content of statement

### 1.1

The London School of English is committed to providing a safe environment for clients, staff and contractors.

The London School of English is a multicultural community whose mission is to help people communicate more effectively across borders and cultures. The School aims to encourage greater understanding, respect and tolerance of a variety of different faiths and beliefs that clients may encounter at the School and in the wider world.

The London School of English values freedom of speech and we encourage our clients and staff to express their views and beliefs, as long as these respect British values: (i) democracy, (ii) the rule of law, (iii) individual liberty, (iv) mutual respect and tolerance for people of different faiths and beliefs.

Although The London School is not required to be registered for the *Prevent* scheme, part of a Government initiative to counter terrorism, it is nevertheless committed to adhering to the principles of the scheme. The Prevent strategy is aimed at:

- responding to the ideological challenge of terrorism and aspects of extremism, and the threat from extremists and terrorists
- providing practical help to prevent people from being drawn into terrorism

For the purposes of this strategy, violent extremism in the name of ideology or belief is defined as 'violence, incitement to violence, terrorism, incitement to terrorism, or other activities that may result in violent behaviour or terrorist activity in the name of an ideology or a set of beliefs'. Extremism is defined in law as 'vocal or active opposition to fundamental British values' and can refer to a range of views, such as racism, homophobia, religious extremism, political extremism.

The London School of English recognises the positive contribution that Prevent can make to the protection of its staff and clients from radicalisation to violent extremism. Such activities can take many forms and we do not discriminate on any grounds whatsoever.

At the London School of English we are aware that some clients may have been exposed to extremist influences or prejudiced views before their arrival in the UK, or may be exposed to them after coming here. These influences may come from a variety of sources and media, including via the internet, and at times clients 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, used by clients or staff will always be challenged and dealt with in line with the relevant policies on client behaviour and staff conduct.

As part of wider safeguarding responsibilities, staff will be alert to and have a duty to report:

- disclosures by clients of their exposure to the extremist actions, views or materials of others outside of the School, such as in their homes or community groups.
- graffiti symbols, writing or artwork promoting extremist messages or images.
- clients accessing extremist material online, including through social networking sites.
- any reports of changes in behaviour, friendship or actions and requests for assistance.
- clients voicing opinions drawn from extremist ideologies or 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, sexuality, race, colour or culture.
- attempts to impose extremist views or practices on others.
- anti-British views or other views expressing intolerance of others.

Reports of any of the above will be made to the School's Prevent Lead, a Welfare Officer, a manager, and/or the Chief executive. In extreme cases, the School may inform either the police or the local Prevent officer. The Prevent officers can be contacted as follows:

### **In London**

Tel: 020 8753 5727; Email: [prevent@lbhf.gov.uk](mailto:prevent@lbhf.gov.uk) (NB: Same contact for both centres).

Alternatively, you can use the national number: 03000 414141.

### **In Canterbury**

Tel: 03000 414141

The School is committed to:

- providing an environment that ensures that staff and clients feel comfortable in raising concerns of any nature
- working with local agencies and sharing information where appropriate
- maintaining IT measures to prevent access to extremist or other inappropriate websites
- delivering courses and social programmes that reflect the diverse cultural nature of our clients

The London School of English aims to operate in accordance with the *Equality Act 2010* to ensure that all clients and staff are treated with tolerance and mutual respect, and to comply with the *Counter-Terrorism and Security Act 2015* to prevent staff and clients being radicalised or drawn into terrorism, and aims to comply with all applicable regulations made under these Acts so far as is reasonably practicable.

This policy applies to all permanent, contracted, freelance and volunteer staff, including those who do not come into regular contact with clients in order to carry out their duties. This policy also applies to the School's homestay providers, contractors and visitors using the School's premises.

It is the duty of all staff to do all they can to prevent radicalisation and terrorism. The co-operation of all employees and contractors is required to ensure a reduced risk of radicalisation and terrorism. A section in the Employee Handbook is dedicated to Preventing Extremism and Radicalisation.

## **Who is responsible within the organisation?**

### **2.1**

In London Hauke Tallon, as the Chief Executive, has overall responsibility for ensuring that staff are familiar with the procedures outlined in this policy and those that directly support it. In Canterbury, Barney Sandell has responsibility.

### **2.2**

In the event of concerns being raised (see page 2 above), the following action will be taken:

- raising awareness within the School by including key information in the Staff
- maintaining and applying a good understanding of the relevant guidance in relation to the prevention of radicalisation and involvement of terrorism
- delivering an appropriate and effective Risk Assessment / Action Plan
- providing advice and support for all staff on issues relating to the prevention of extremism and terrorism where required
- ensuring that clients have appropriate means to report concerns, issues and incidents, and receive appropriate individual support, advice and access to services
- acting as the first point of contact at the School for case discussions of clients who may be at risk of radicalisation or involved in terrorism
- sharing any relevant additional information quickly

### **2.3**

All staff are required to know the importance of their own behaviour and professionalism and to be exemplars of core British values and [the values of our organisation](#).

### **2.4**

All Staff must be aware of the policy and are required to report instances where they believe a client is at risk of radicalisation or involvement in terrorism, or may be engaged in inappropriate or illegal activity to their line manager or the Chief Executive.

### **2.5**

Csaba Simon, Facilities Manager, has responsibility for ensuring that external lettings of the School's premises do not present a safeguarding or extremist threat.

### **2.6**

Julia Stofast, Client Experience Manager, is responsible for ensuring that providers of homestay and other accommodation are vigilant and observant in noticing potential signs of a client's radical or extremist behaviour and report their concerns to the School. Any concerns raised will be investigated and escalated where appropriate.

### **2.7**

The Courses Management Team are responsible for ensuring that external speakers and the content of their talks are vetted in advance to ensure a balance between the upholding of freedom of speech and safeguarding of staff and clients is achieved.

### **2.8**

Peter Bures, IT Systems Administrator, is responsible for ensuring that appropriate filters are in place to ensure that IT and Cybersecurity at the School do not present a safeguarding threat to clients or staff.

### **2.9**

Csaba Simon, Facilities Manager, is responsible for the safety and security of the School's buildings, including CCTV surveillance of the premises.

## **Systems and procedures**

### **Risk Assessment**

#### **3.1**

A formal Risk Assessment / Action Plan is in place and is regularly reviewed as part of the School's ISO compliance regime.

### **Information and signage**

#### **3.2**

The Preventing Radicalisation and Extremism policy is published on the School's website.

#### **3.3**

The Trainer's Handbook includes guidance on the inclusion of appropriate course content to develop critical thinking and debating skills and encourage mutual respectful tolerance of people of different faiths and beliefs.

### **Monitoring**

#### **3.4**

This policy is reviewed as and when appropriate. Last review date: March 2019