

the GREENROOM foundation

Anti-Radicalisation Policy

The Green Room Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Green Room Foundation is subject to a duty under section 29 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism” This is known as The Prevent Duty.

The prevent strategy can be found here:

<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>

<https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>

All staff are trained in the Prevent Duty

Owner:DH/GRWCJ/GRKBT/GRCKP

Date Created	Date 1st Review Due	Date Reviewed	Version	Next Review Due
June 2015	June 2016	October 2016	2	October 2017
		Nov 2017	3	November 2018
		October 2018	4	October 2019
		November 2019	5	November 2020
		November 2020	6	November 2021
		January 2021	7	January 2022
		January 2022	8	January 2023
		January 2023	9	January 2024
		January 2024	10	January 2025
		February 2025	11	January 2026
		January 2026	12	January 2027

This Anti-radicalisation policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremism. We have referred closely to the Government's PREVENT strategy and Channel guidance in developing this policy.

Aims

- To ensure that staff are fully engaged in being vigilant about radicalisation and violent extremism.
- To overcome the belief that radicalisation and extremism will not happen at The Green Room.
- To ensure staff are able to identify young people who may be vulnerable to radicalisation and know what to do when they are identified.
- To ensure that our establishments are committed to safeguarding and promoting the welfare of our young people. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.
- To ensure that we work alongside other professional bodies and agencies to keep our young people safe from harm.
- That all staff uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and principles.

Objectives

- All staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in our organisation.
- All staff will know what the policy is on anti-radicalisation and extremism and will follow the policy when issues arise.
- All parents/carers and young people will know that the organisation has policies in place to keep students safe from harm and that the provision regularly reviews its systems to ensure they are appropriate and effective.

Definitions

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.

Extremism is defined as the holding of extreme political or religious views.

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Introduction

The Government assesses that the UK is a high priority target for international terrorists aligned with extremist groups, and is likely to remain so for the foreseeable future. In practice this means a threat from British nationals and UK-based terrorists as well as from foreign terrorists planning attacks from abroad. These groups often aspire to campaigns of violence against individuals, families and particular communities and, if unchecked, may provide a catalyst for alienation and disaffection in specific ethnic communities.

- Evidence suggests that the route to violent far-right extremism often starts with organisations seeking to recruit young people.
- The Security Service's appraisal of terrorist threats currently facing the UK can be found at: [Threat Levels | MI5 - The Security Service](#)

- A list of the groups or movements that encourage the use of violence and meet the conditions for being banned – proscribed – under counter-terrorism legislation is at: [Proscribed terrorist groups or organisations - GOV.UK](#)

What the Government is doing to prevent violent extremism

- The Government has a 'Prevent' strategy as part of its overall approach to countering terrorism with the aim of preventing people becoming terrorists or supporting violent extremism.
- The 2011 Prevent strategy has three objectives designed to address the factors that research suggests can cause people to become involved in violent extremism. These are:
 1. To respond to the ideological challenge of terrorism and the threat from those who promote it;
 2. To prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support;
 3. To work with sectors and institutions where there are risks of radicalisation that we need to address.

The path to violent extremism

- Evidence suggests that the 'radicalisation' process is not linear or predictable and the length of time taken can differ greatly from a few weeks to a few years. It does not always result in violence.
- The secondary-age period is often when the process of radicalisation.
- Young people will generally become involved in violent extremist movements under the influence of others. Initial contact could be via peers, older siblings, other family members or acquaintances. The process can often be a social one, where interaction is more likely to be outside of the provision's settings, often in unsupervised environments i.e. gyms, café's, or in private homes.
- Evidence suggests that radicalisation often begins online. Both violent extremist videos and propaganda can be accessed via websites or contact via social networking sites.
- Violent extremists of all persuasions usually attract people to their cause through a persuasive narrative. Extremist narratives have the potential to influence views to varying degrees: inspiring new recruits, helping to embed beliefs of those with established extreme views, or persuading others of the legitimacy of their cause.

Factors that make a young person susceptible to adopting extremist views and supporting violence

- Available evidence suggests there is no single profile of a person likely to become involved in extremism, or single indicator of when a person might move to adopt violence in support of extremist ideas. However it does appear the decision by a young person to become involved in violent extremism:
 - may begin with a search for answers to questions about identity, faith and belonging
 - may be driven by the desire for 'adventure' and excitement
 - may be driven by a desire to enhance the self-esteem of the individual and promote their 'street cred'
 - is likely to involve identification with a charismatic individual and attraction to a group which can offer identity, social network and support
- Adolescents exploring issues of identity can feel both distant from their parents' cultural and religious heritage and uncomfortable with their place in society around them. Extremist ideas can help provide a sense of purpose or feeling of belonging.

- The young person may have experienced a personal crisis where significant tensions within a family produce a sense of isolation for the young person, from the certainties of family life.
- Migration, local tensions or events affecting families in countries of origin may contribute to alienation from UK values and a decision to cause harm to symbols of the community or state.
- Young people may perceive their aspirations for career and lifestyle undermined by limited provision achievement or employment prospects. This can translate to a generalised rejection of civic life and adoption of violence as a symbolic act.
- A young person may have been involved in group offending or, on occasion, have been linked to organised crime and be drawn to engagement in extremist, potentially criminal, activities
- Other factors include – ideology and politics/ provocation and anger /a need for protection/ fascination with violence, weapons and uniforms/ youth rebellion, seeking family and father substitutes/ seeking friends and community and seeking status and identity.

The role education can play

- Education can play a powerful role in encouraging young people to challenge ideas, think for themselves, and take responsibility for their actions.
- The Green Room Foundation provides a safe place in which students, young people and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.
- Staff ensure they know their students, listening and responding to their changing needs. If members of staff have concerns about behaviour patterns, they should seek advice from other partners and use their professional judgement to consider whether a young person might be at risk.
- Our curriculum promotes respect, tolerance and diversity. Students are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.
- Our PSHE (Personal, Social, Health and Economic Education), Citizenship and SMSC (Spiritual, Moral, Social and Cultural) education is embedded across the curriculum, and underpins the ethos of the provision.
- The Green Room builds student's resilience to radicalisation by providing a safe environment for debating controversial issues and helping them to understand how they can influence and participate in decision-making.
- Our curriculum actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
- It is recognised that young people with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our students with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.
- Our young people are taught about how to stay safe when using the Internet, are encouraged to recognise that people are not always who they say they are online and are encouraged to seek adult help if they are upset or concerned about anything they read or see on the Internet.
- Our e-safety policy includes an e-safety agreement that all students read and sign. This agreement includes a statement whereby students agree not to look up inappropriate things including racially insensitive or offensive content.

Through INSET opportunities at The Green Room Foundation and Prevent Duty Training we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation; are aware of the process of radicalisation and how this might be identified early on.

Signs or behaviours to look out for

- There are a number of signs or behaviours that may cause staff concern which would require them to use their professional judgement to determine whether a response is needed. Staff will need to take into consideration how reliable or significant signs are and whether there are other factors or issues that could indicate vulnerability.
 - What staff might see or hear:
 - Graffiti symbols, writing or art work promoting extremist messages or images
 - Students accessing extremist material online, including through social networking sites
 - Parent/carer reports of changes in behaviour, friendship or actions and requests for assistance, hostility towards former associates and family.
 - Partner provisions, local authority services, and police reports of issues affecting students in other provisions
 - Students voicing opinions drawn from extremist ideologies and narratives
 - Use of extremist or 'hate' terms to exclude others or incite violence
 - Possession of extremist literature
- Staff should also be vigilant around the behaviour and viewpoints of other adults in the organisation. For example, staff, agency staff and visitors may express views, bring material into the provision, use or direct students to extremist websites, or act in other ways to promote violent extremist views. Their actions might constitute a breach of the relevant professional standards or may be illegal. In such an event, staff would be asked to leave the premises and the police and local authority may be contacted.

The Green Room Foundation will:

- Strictly apply its safer recruitment procedures which include DBS checks and references which comply with 'Keeping Children Safe in Education, 2025'. [Keeping children safe in education 2025 - GOV.UK](#)
- Make an assessment of every student upon their entry to The Green Room of the young person's risk of being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.
- Ensure that teachers do not use teaching materials which may encourage intolerance.
- Ensure students are not actively encouraged by teachers or visitors to the provision to support extremist views of any form.
- Provide regular staff training, including newly appointed staff when undergoing induction on the practice of this policy within the provision.
- Regularly monitor staff conduct and where necessary, i.e. in extreme cases where it is felt that the staff is a cause for concern, the provision will contact the relevant authorities (central Prevent Team, local Police enforcement, etc) for advice on the matter.
- Ensure internet security systems are enabled on the provision's IT equipment and student log-in. See eSafety Policy.

Staff will:

- Read and familiarise themselves with the Prevent Strategy, June 2015 and further updates. (most recent updates March 2024)

- Wherever possible, challenge racist or extremist views or behaviour. This could be in the form of removing hate-related graffiti, challenging views expressed through discussions, or supporting students in a key work session or through the restorative justice process.
- Record any minor incident on CPOMS. (Recording the incident creates a chronology of what happened and when it happened. It also shows a history of events and allows analysis of any patterns over time which is crucial in determining if the young person is seriously at risk. This also provides evidence of events when working other agencies).
- Report any major concerns. If staff feel that there are signs that the young person's behaviour or views could be an indicator of their vulnerability to radicalisation or extremism, then the procedure follows that of the Safeguarding Policy as outlined below.
- Make an immediate verbal report to the Head of Provision or Designated Safeguarding Lead if out of hours by telephone if necessary.
- As soon as possible, make a full written report for the attention of the Designated Safeguarding Lead.
- Ensure that the words of the young person are used in the report and not the interpretation or understanding of those words by a member of staff.

Reporting – The Head of Provision will:

- Take any further steps needed to ensure the immediate safety of young people, which may include the relocation of students, relocation of staff, calling in additional staff, suspending staff. (If it is judged to be necessary to suspend a member of staff, the staff member being suspended must be told in person where possible, by the Head of Provision, reminded of the conditions of suspension and immediately escorted from the premises).

If issues relate to staff: During office hours call the Local Authority Designated Officer (LADO)

- The RBWM LADO can be contacted on 020 8891 7370.
- The Hampshire LADO can be contacted on 01962 876364. Refer to Designated Safeguarding Lead to contact Central Referral Tasking Unit (CRTU). (Dial 101 and ask for CRTU).
- If issues relate to a young person: Refer to Designated Safeguarding Lead to contact CRTU.
- If issues relate to a visitor: Refer to Designated Safeguarding Lead to contact CRTU.
- Inform the Police if immediate intervention is necessary i.e. if a member of staff or visitor refuses to leave the site or evidence for a crime scene needs securing.
- Set up a folder, to contain a tracker form, and all incident reports and documents relating to the referral.
- Inform the allocated social worker and/or placing authority of each young person involved of the reported concern by phone.
- CLA - Send completed form to Ofsted, the allocated Social Worker, the allocated administration officer, and the Designated Safeguarding Officer Distribution list (NB: The administration officer must ensure the information is stored in the appropriate folder).
- Inform the young person's parents or carers, unless there is good reason to delay doing so (e.g. family member is subject of concern). Before contacting parents, check the young person's file to ensure this course of action is in line with the child's legal status and placement plan.
- Log and file copies of all reports in a confidential child protection file. When completed, retain the VTR file on site (Vulnerable to Radicalisation) unless the matter relates to a member of staff and therefore the files needs to be transferred to the HR department for filing. A File note needs to go into the young person's file to show a VTR file is in existence.

What happens after a referral is made

- The Central Referral Tasking Unit (CRTU) will carry out an initial screening process and will notify the Channel Police Practitioner
- Channel is a Multi-agency Process, which provides support to those who may be vulnerable and being drawn into terrorism. Channel uses existing collaboration between partners to support individuals and protect them from being drawn into terrorism.
- The Channel Police Practitioner will conduct an initial review, contact partners and undertake a continuous risk assessment process. Where the individual is under the age of 18 they will liaise with the local CAF co-ordinator, safeguarding manager or social care officer in Children and Young People's Services, as well.
- Channel operates alongside such safeguarding mechanisms such as MAPPA (Multi-Agency Public Protection Arrangements) and is not designed to replace this. A Channel Strategy Meeting will take place, on a needs basis and will involve a wider range of partners such as education and housing. It is chaired by the County Safeguarding Manager.
- A support package will be provided, if deemed necessary and the case will be reviewed at regular intervals. Once the risk is successfully reduced or managed, the panel will recommend closing the case.

This document should be read in conjunction with:-

- The Prevent Strategy June 2015
- PREVENT Duty Guidance for England and Wales, 2015
- Revised PREVENT duty guidance: England and Wales, March 2024
- Keeping Children Safe in Education September 2025
- Working together to safeguard children 2018 (including revisions, latest Feb 2024)
- The eSafety Policy to ensure that children are safe from terrorism and extremist material when accessing the internet at the provision
- The Child Protection and Safeguarding Policy and Procedure
- The Anti-bullying Policy
- The Behaviour Policy
- Curriculum Policy
- And further recommended reading includes:
- Learning together to be safe: A toolkit to help provisions contribute to the prevention of violent extremism, Department for Children, Provisions and Families
- Guidance on Managing Persons believed to be Vulnerable to Radicalisation (VTR) or Influenced by Extremism
- Channel Duty guidance: protecting people vulnerable to being drawn into terrorism

This policy is approved by the CEO of The Green Room Foundation

Date

CEO
