

TITLE	VERSION
Preventing Radicalisation and Extremism Policy	5

APPROVAL BODY	DATE	REVIEW DATE
Board of Governors	August 2024	August 2025

LEAD PERSON	Head of Learner Experience (HoLE)
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POLICY STATEMENT

The policy delivers on the statutory guidance published in Prevent Duty guidance: Guidance for specified authorities in England and Wales 2023.

BACKGROUND

VLUK is a National Independent Training Provider, delivering education in the 16-19 FE sector. It is part of The Oxford Virtual Education Group. VLUK is led by a Chief Executive Officer, accountable to a Board of Governors and Group Chief Executive Officer and supported by an Executive team and a Senior Leadership Team (SLT). Accountable to the SLT is a layer of middle management located throughout the country. The Middle Leadership team is responsible for tutors and enrichment staff.

PURPOSE

VLUK seeks to ensure the child is safe and prevent them from suffering further harm by being radicalised through extremist ideologies.

SCOPE

This policy applies to all staff members at VLUK, including all permanent, temporary and support staff, governors, volunteers, external providers or activity providers.

DEFINITIONS

Prevent: to stop people from becoming terrorists or supporting terrorism.

An **ideology** is a set of beliefs.

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

Terrorism is an action that endangers or causes serious violence, damage or disruption and is intended to influence the Government or to intimidate the public and is made with the intention of advancing a Political, religious or ideological cause.

Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.

Extremism Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights (footnote).
3. intentionally create a permissive environment for others to achieve the results in (1) or (2).

The types of behaviour below are indicative of the kind of promotion or advancement which may be relevant to the definition, and are an important guide to its application. The further context below is also an essential part of the definition.

RESPONSIBILITIES

Board of Governors	The Governing Board or a delegated committee review and challenge the effectiveness of the internal controls and the management of risk detailed in this policy.
Chief Executive Officer	Overall responsibility and oversight of this policy, ensuring resources are used effectively and appropriately.
Executive & Senior Leadership Teams	Responsible for managing the policy and employee adherence to the policy.
Lead Person	Responsible for ensuring the policy aligns with regulatory requirements and best practice.
All Line Managers	Responsible for ensuring all employees are aware of and follow this policy and adhere to it.
All Employees and Volunteers	Responsible for understanding and upholding the principles of this policy, in line with professional standards.

POLICY - ETHOS AND PRACTICE

There is no place for extremist views of any kind on our VLUK campuses, whether from internal sources - learners, staff, or external sources - external agencies or individuals. Our learners see our Campuses as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this - we have a duty to ensure this happens.

VLUK recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

VLUK provides a curriculum, delivered by skilled professionals, so that our learners are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

Furthermore, VLUK is aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanates from a variety of sources and media, including via the internet, and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language..

VLUK receives the latest Counter Terrorism Local Profile (CTLP) from the DfE Regional Prevent coordinators, which allows the Prevent Lead to identify local risks based on campus location. Sharing information on Prevent is treated the same as wider safeguarding and VLUK follows the Prevent referral process in each respective local authority

As part of wider safeguarding responsibilities VLUK staff are alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of our Campuses, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images.
- learners accessing extremist material online, including through social networking sites.

- Parental reports of changes in behaviour, friendship or actions and requests for assistance.
- Learners 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.
- Attempts to impose extremist views or practices on others.
- Anti-western or Anti-British views.

VLUK's education programmes closely follow agreed procedures in relation to processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

At VLUK, we have determined "British Values" to be:

- Democracy.
- The rule of law.
- Individual liberty.
- Mutual respect.
- Tolerance of those with different faiths and beliefs.

VLUK aim to develop and nurture these by:

- Planning a vibrant, engaging tutorial programme with core ethical values and beliefs at its heart
- Integrating curriculum topic areas with the five key areas as stated above.
- Having a clearly communicated and consistently applied Behaviour Policy so that learners understand what is expected of them and the consequences of both meeting and failing to meet these expectations.
- Learner agreements are regularly referred to and agreed with learners, reiterating that they are part of a community built on mutual respect and understanding.
- Adopting restorative approaches, where possible, to resolve any difficulties between members of their community.
- Having a rigorous commitment to learner safety (for example: trips and visits policy and procedures, safeguarding procedures, attendance procedures and health and safety procedures).

POLICY - TEACHING APPROACHES

VLUK strives to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered. VLUK achieves this by good teaching, primarily via the Tutorial programme.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We achieve this by using a curriculum that includes:

- Tutorial presentations.
- Open discussion and debate.
- Work on anti-violence and a restorative approach addressed throughout the curriculum and the behaviour policy.
- A curriculum that integrates the Prevent agenda.
- We also work with partner organisations, families and communities in our efforts to ensure VLUK understands and embraces local context and values in challenging extremist views and to assist in the broadening of our learners' experiences and horizons.

VLUK supports learners who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we ensure that that learner is offered mentoring. Additionally, in such instances, VLUK seeks external support from the relevant Local Authority Prevent Lead and/or local partnership structures working to prevent extremism.

POLICY - USE OF EXTERNAL AGENCIES AND SPEAKERS

VLUK encourages the use of external agencies or speakers to enrich the experiences of our learners, however, we positively vet those external agencies, individuals or speakers whom we engage to provide such learning opportunities or experiences for our learners.

These external agencies are vetted to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with or are in complete opposition to, VLUK values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the curriculum so we need to ensure that this work is of benefit to learners.

We recognise, however, that the ethos of our education programmes is to encourage learners to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

POLICY - RISK ASSESSMENT

VLUK maintains a risk assessment which covers relevant policies regarding the safety and welfare of learners and staff. VLUK ensures all measures reflect the guidance in the Prevent duty guidance: for further education institutions in England and Wales.

POLICY - ACTION PLAN

Should VLUK identify further risks, actions are updated to mitigate the risks, overseen by the Designated Safeguarding Lead.

COMPLAINTS

Complaints regarding Preventing Radicalisation and Extremism at VLUK should be made to the Head of Learner Experience in the first instance - ben.broyd@vluk.org. Following this, and if required, please refer to the VLUK comments and complaints policy.

REFERENCES

Prevent Duty Guidance 2023 - [Revised Prevent duty guidance: for England and Wales](#).

Safeguarding and Child Protection Policy

Online Safety Policy


Behaviour Policy

Comments and Complaints Policy

SIGNATORIES



Chief Executive Officer
1st August 2024



Chair of Governors
1st August 2024