

## Radicalisation and Extremism

Policy and risk assessment · Samiad's response to the Prevent duty

### 1. Purpose and scope

Samiad has a duty under section 26 of the Counter-Terrorism and Security Act 2015 — the Prevent duty — to have due regard to the need to prevent people from being drawn into terrorism. This policy sets out how Samiad meets that duty, and the risk assessment in Part 2 sets out where the risk sits in our particular operation and what we do about it.

It applies at every campus, on every excursion, and to all staff, volunteers, contractors and host families. It sits alongside the Staff Code of Conduct, which sets out what individual staff must and must not do.

### 2. Our approach

#### Four principles

- Radicalisation is a safeguarding matter. A student being drawn towards extremist activity is at risk of harm, and is dealt with in exactly the same way as any other risk of harm.
- Our students hold a wide range of political and religious views, and come from countries with very different histories and politics. Holding a view a member of staff disagrees with is not radicalisation and is not a concern.
- A concern is never based on a student's nationality, religion, ethnicity, name or appearance. A referral made on those grounds is a failure of this policy, not an application of it.
- Staff are not asked to judge whether a concern is serious enough. They report it; the Designated Safeguarding Lead decides.

### 3. Responsibilities

| Who                                 | What they are responsible for                                                                                                                              |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Directors</b>                    | Owning this policy, and reviewing the risk assessment each year.                                                                                           |
| <b>Designated Safeguarding Lead</b> | Acting as Samiad's Prevent lead. Receiving concerns, deciding what action is needed, and deciding whether to make a Prevent referral.                      |
| <b>Operations Manager</b>           | Making sure radicalisation awareness is included in staff training and that every member of staff has completed it before working with students.           |
| <b>Campus managers</b>              | Making sure their team know how to report, and that concerns reach the DSL without delay.                                                                  |
| <b>All staff</b>                    | Completing the training, staying alert, and reporting any concern immediately. Staff duties are set out in full in Section 6 of the Staff Code of Conduct. |

## 4. Training

- Radicalisation awareness forms part of Samiad safeguarding training, which every member of staff completes before working with students.
- It covers what radicalisation is and is not, what to look for, how to report, and the requirement not to base concerns on nationality, religion or appearance.
- Managers cover it again as part of the four-day residential training and in the two days of campus team training they deliver to their own teams.

## 5. What we ask staff to look for

There is no checklist that identifies a student at risk. What staff are asked to notice is change, and anything that feels out of step with the student in front of them.

- A marked change in behaviour, language, mood or the friendships a student keeps.
- Expressing support for violence, or for a group or cause that uses violence.
- Hostility towards a group of people because of who they are.
- Withdrawal from friends and activities, or unusual secrecy about online contacts.
- Being isolated, targeted or pressured by another student, an adult or an online contact.
- Any attempt by anyone to promote extremist views to students.

## 6. Reporting and what happens next

- Any concern is reported to the Designated Safeguarding Lead immediately, however small or uncertain it seems.
- It is recorded factually on the Samiad incident reporting system, where the DSL is automatically made aware.
- Staff do not investigate the concern, do not argue a student out of a view, and do not discuss it with anyone other than the DSL.
- The DSL decides what action is required, including whether to make a Prevent referral.

Channel is the voluntary, confidential, multi-agency programme that offers support to people identified as susceptible to being drawn into terrorism. A Prevent referral is not a criminal investigation and does not create a criminal record. A student remains a Samiad student and is supported in the normal way.

## Part 2 · Risk assessment

Samiad runs short residential programmes, typically of two to three weeks, for international students who are with us for a short time and are supervised and accounted for throughout the day. That shapes the risk: exposure is limited and supervision is high, but the students are young, away from home, and using their own devices.

Assessed by the Operations Manager and the Designated Safeguarding Lead. Reviewed annually by the directors as part of the season review.

| Risk                                                                                      | Context and the controls in place                                                                                                                                                                                                                                                                                                                                                                                                           | Assessment                                                                                                                              |
|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| <b>Online radicalisation through personal devices and campus networks</b>                 | Students use the host school's network, and the host school's filtering and monitoring apply. Personal mobile data is outside our control, which is the main limitation. Against it: students have limited unsupervised time, are accounted for at every point of the day under the Attendance Policy, and under-11s have no unsupervised free time at all. Staff are trained to notice unusual secrecy about online contacts.              | Low to medium. The residual risk sits with personal mobile data. Each campus confirms at set-up what filtering the host school applies. |
| <b>A student arrives already susceptible, or discloses something while with us</b>        | Students are with us for a short period and we hold limited background information. Controls are the training that helps staff notice change, the daily contact staff have with students, the 21:30 welfare check, and a reporting route that reaches the DSL immediately.                                                                                                                                                                  | Low. This is the scenario the reporting route exists for.                                                                               |
| <b>Tension or hostility between groups of students</b>                                    | Students come from many countries, including countries in conflict with one another. Activity and rooming groups are mixed and supervised, staff are present throughout the day, and hostility towards a group of people because of who they are is a reportable concern in its own right.                                                                                                                                                  | Low. Managed as behaviour and welfare in the first instance, with the DSL involved if it goes further.                                  |
| <b>A member of staff promotes extremist views</b>                                         | Safer recruitment applies to every appointment: enhanced DBS with the children's barred list, identity and right-to-work checks, two telephone-checked references, a recorded interview reviewed a second time by the Operations Manager, and the Samiad child safeguarding test. The Staff Code of Conduct prohibits promoting extremist views or using the role to influence a student's beliefs, and is signed by every member of staff. | Low.                                                                                                                                    |
| <b>An external provider, visitor or host school employee promotes extremist views</b>     | Excursion and activity providers are contracted and checked. Samiad staff are present with students throughout, so no external person works with students unsupervised.                                                                                                                                                                                                                                                                     | Low. Supervision is the control that matters here.                                                                                      |
| <b>A concern is not recognised, or not reported</b>                                       | Radicalisation awareness is part of the safeguarding training every member of staff completes before working with students. The Code of Conduct states explicitly that staff must not delay reporting because they are unsure whether a concern is serious enough. Reporting is a single step to the DSL, not a chain of judgements.                                                                                                        | Low. The most likely failure mode in any organisation, and the reason the threshold is deliberately set low.                            |
| <b>A concern is raised on discriminatory grounds, or the response is disproportionate</b> | Training and the Code of Conduct both state that concerns must never be based on nationality, religion, ethnicity or appearance, and that disagreeing with a view is not a concern. The DSL, not the reporting member of staff, decides what action follows.                                                                                                                                                                                | Low. Reviewed by the DSL in every case, and any pattern would be picked up at the season review.                                        |

## Review

- This policy and the risk assessment are reviewed every year by the directors, as part of the season review, and at any point Prevent guidance changes.

- Where a concern has been raised during a season, how it was handled is reviewed as part of that year's season analysis.

