



Any Driver Ltd

**Preventing Extremism &
Radicalisation Policy**

Introduction

Any Driver Ltd is committed to providing a secure environment for all customers, where they feel safe and are kept safe. Safeguarding is everyone's responsibility irrespective of the role they undertake within our Company or whether their role has direct contact or responsibility for learners and customers.

There is no place for extremist views of any kind in Any Driver Ltd, whether from internal sources (customers, staff or associates) or external sources (wider communities, external agencies or individuals). Our customers have a right to experience service delivery environments, including those for training, workplace, employability programmes, that are safe, where they can explore controversial issues safely, and where our staff encourage and facilitate this – we have a duty to ensure this happens.

As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for all and so 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 customers.

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 and vulnerable people. Education is a powerful weapon against this; equipping people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. At Any Driver Ltd we therefore aim to provide a broad and balanced curriculum, delivered by skilled professionals, so that our customers are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, at Any Driver Ltd we are also aware that young and vulnerable people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet. At times customers 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, displayed by customers, staff, partners, suppliers and other individuals will always be challenged and where appropriate dealt with. Where misconduct by a member of staff is proven, the matter will be referred to the Police for their consideration as to whether to a Prohibition Order is warranted.

Definitions

The accepted governmental definition of extremism is:

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

This Policy draws on:

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This Policy draws on:

- Guidance in the London Child Protection Procedures DfE Guidance, Keeping Children Safe in Education, 2014
- DCSF Resources: Learning Together to be Safe, Prevent: Resources Guide, Tackling Extremism in the UK
- DfE's Teaching Approaches that help Build Resilience to Extremism among Young People
- Report into allegations concerning Birmingham schools arising from the Trojan Horse letter by Peter Clarke, July 2014

The full Government Prevent Strategy can be viewed at:

www.gov.uk/government/publications/prevent-duty-guidance

Our Approach

As part of wider safeguarding responsibilities Any Driver staff will be alert to:

- Disclosures by customers of their exposure to the extremist actions, views or materials of others outside of the training or programme environment, such as in their homes or community groups, especially where customers have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Individuals accessing extremist material online, including through social networking sites.
- Parental and or family reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting customers in other settings
- Individuals 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

Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some young and vulnerable people becoming alienated and disempowered, especially where the narrow approaches some customers may experience elsewhere may make it harder for them to challenge or question these radical influences. In our programmes this will be achieved by good teaching, promotion of citizenship and reinforcement of safeguarding and equality and diversity policies.

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In every programme there is a specific focus on preventing radicalisation and extremism through the following integrated and embedded areas for free discussion:

- What is an extremist?
- What causes extremism?
- Free speech and right to religion
- Crime and Punishment
- Extremism lesson in Community Cohesion
- Peace and Conflict
- Religious Experience
- Fundamentalism

In addition to the above, Any Driver also adopts the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young (and vulnerable) people' DfE 2011.

We will ensure that all of our teaching approaches help our customers build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff and partners are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches to address specific issues in order to become even more relevant to the current issues of extremism and radicalisation. In doing so we will follow 3 key principles:

1. Making a connection with young and vulnerable people through good teaching design and a learning centered approach.
2. Facilitating a 'safe space' for dialogue, and
3. Equipping our customers and learners with the appropriate skills, knowledge and understanding and awareness of resilience.

This approach will be embedded within the ethos of our organisation so that customers, staff and partners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with Any Driver's approach to the spiritual, moral, social and cultural development of customers as defined in Ofsted's Common Inspection Framework standards and will include the further promotion of this rounded development of our participants on all programmes.

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

- Citizenship programmes
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focused training programmes

Whistleblowing

Where there are concerns of extremism or radicalisation customers, partners and staff will be encouraged to make use of our internal systems raise any issue in confidence.

If there is any suspicion that the customer is involved in radicalisation or extremist activities the Designated Safeguarding Manager will refer the matter to the local Police Prevent team.
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