Extremism and Radicalisation Policy

Policy Statement

Showcase Training Ltd is fully committed to safeguarding and promoting the welfare of all its employees and learners. Every employee recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability individuals may face. This policy sets out strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and providing them with the appropriate support.

Aims and Objectives

The main aims of this policy are to ensure that: employees are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen; and that we work alongside other professional bodies and agencies to ensure that learners' and employees are safe from harm.

This policy aims to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that our employees are trained to be able to identify safeguarding issues and this policy clearly sets out how we will deal with such incidents and how our ethos underpins our actions.

The objectives are that:

- All Directors, managers and employees have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All Directors, managers and employees undertake Prevent Duty training within the induction period and repeat training annually.
- All Directors, managers and employees will know about our policy on tackling extremism and radicalisation and will follow the guidance promptly when issues arise.
- All learners will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- All parents/carers (where applicable), learner's and employees' will know about our policies and will be informed about changes through the review process, this will ensure they are appropriate and effective.

Definitions

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist groups.

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; (2) undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or intentionally create a permissive environment for others to achieve the results in (1) or (2)." (Prevent 2023)

Equality, Diversity, Inclusion and Belonging (EDIB)

Our ethos is intended to ensure that no-one is treated in any way less favourably on the grounds of race, colour, national, ethnic, or social origin, race, disability, gender, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity/paternity, age, religion/belief, or political/other personal beliefs.

Indicators

There is no single checklist or profile that identifies radicalisation. Staff should consider changes, behaviours or circumstances in context and use professional curiosity. A concern may arise where information suggests that a person could be susceptible to becoming involved in terrorism or supporting terrorism. Indicators below are prompts for consideration, not proof of radicalisation:

- Spending increasing time in the company of other suspected extremists.
- Changing their style of dress or personal appearance to conform to the group.
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group/cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.

Increase in prejudice-related incidents committed by that person – these may include:

- Physical or verbal assault.
- Provocative behaviour.
- Damage to property.
- Derogatory name calling.
- Possession of prejudice-related materials.
- Prejudice related ridicule or name calling.
- Inappropriate forms of address.
- Refusal to co-operate.
- Attempts to recruit to prejudice-related organisations.
- Condoning or supporting violence towards others.

Reporting Procedures

It is important for us to be constantly vigilant and remain fully informed about the issues which affect the areas, cities, and society in which we deliver work-based learning. All employees are reminded to suspend any 'professional disbelief' that radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns to the appropriate external agencies. We believe that it is possible to intervene to protect people who are vulnerable.

Dealing with referrals

Where a concern is identified, staff will follow the Prevent "notice, check, share" approach. Concerns must be reported promptly to the DSL or Deputy DSL, who will consider the information in context, check relevant safeguarding information and decide whether advice, another safeguarding response, or a Prevent referral is appropriate. Where a Prevent referral is required, the current national referral form and agreed local process will be used. Prevent is an early-intervention safeguarding process and Channel support is voluntary.

- All incidents of prejudicial behaviour will be reported directly to the Designated Safeguarding Lead (DSL) or the Deputy DSL in their absence.
- All incidents will be fully investigated and recorded in accordance with our safeguarding reporting procedure and reported to the appropriate authorities.
- The Designated Safeguarding Lead (DSL) or Deputy in their absence will follow-up four weeks after the incident if appropriate.

- Referral and advice routes include the local authority safeguarding team, the local Prevent lead and police, using the current contact details and referral routes published by the relevant authority. Specified authorities should use the current Prevent National Referral Form and local referral process. Members of the public can use ACT Early for advice. In an emergency or where there is an immediate risk of harm, call 999; for non-emergency police contact, use 101.

Designated Safeguarding Lead: Ellen Roberts. Deputy Designated Safeguarding Lead: Nicola Bailey.

Responsibilities

All employees must be aware of the processes for reporting concerns about individuals and/or groups. They must have the confidence to challenge, intervene and ensure that they maintain strong safeguarding practices based on the most up-to-date guidance and best practice.

The Designated Safeguarding Lead (DSL) or Deputy in their absence will deal promptly with any referrals made by staff or with concerns reported by staff.

They will agree the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed.

As with any child protection referral, employees must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this.

Tutors will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a learner, or if they need to discuss specific learners whom they consider to be vulnerable to radicalisation or extremist views.

The senior management team will work together with the Designated Safeguarding Lead (DSL) or the deputy in their absence, Tutor team and external agencies to decide the best course of action to address concerns which arise.

Prevent Duty Risk Assessments and Self-Assessments will be conducted and updated on a regular basis (usually annually) to ensure Showcase Training remain vigilant against the risk of Radicalisation and Extremism.

Teaching Learning and Assessment

Showcase Training Ltd promotes respect, tolerance, and diversity. Learners and employees 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 assessment and review process recognises that learners with low aspirations are more vulnerable to radicalisation and therefore we strive to equip them with confidence, self-belief, respect, and tolerance as well as setting high standards and expectations for themselves.

Staff Training

Through induction, annual Prevent training, team meetings and ongoing safeguarding and EDIB development, staff will understand the current terrorist threat, the aims of Prevent, susceptibility to radicalisation, the “notice,

check, share" process, how to make or escalate a concern, and how to support learners and colleagues without stereotyping or discriminating.

All staff will be trained in:

- Safeguarding Adults
- Child Protection
- Child Exploitation and Online Safety

Designated Staff will be trained in:

- Safer Recruitment
- Female Genital Mutilation
- Prevent
- Working Together to Safeguard Children

This policy should be read in accordance with the following policies:

- Safeguarding Adults
- Child Protection
- Equality, Diversity, Inclusion and Belonging (EDIB)
- Bullying and Harassment

The following national guidelines should also be read when working with this policy:

- Prevent Duty Guidance: England and Wales (2023)
- Keeping Children Safe in Education DfE 2026
- Working Together to Safeguard Children HM Government 2026
- Channel Duty Guidance (updated 2025)
- Key Principles of Prevent (Home Office, 2026)

1	01/12/2015	Luke Bailey	1st Issue
2	08/07/2016	Ellen Mould	Revised policy
3	23/01/2018	Ellen Mould	Policy reviewed
4	05/03/2018	Ellen Mould	Reviewed Policy
5	28/01/2019	Ellen Mould	Reviewed policy
6	20/02/2020	Ellen Mould	Reviewed Policy
7	01/04/2020	Ellen Mould	Policy reviewed
8	24/06/2021	Ellen Mould	Policy reviewed
9	13/12/2022	Ellen Mould	Policy Reviewed
10	19/04/2023	Ellen Mould	Policy reviewed
11	20/03/2024	Ellen Roberts	Updated Extremism definition included
12	22/04/2024	Ellen Roberts	Policy reviewed
13	23/09/2025	Ellen Roberts	Policy reviewed and updated.
14	24/09/2026	Ellen Roberts	Policy reviewed and updated for current Prevent, KCSIE 2026 and referral guidance.