

# Keeping People Safe from Radicalisation and Extremism.

Advice for Employers, Partners and  
Subcontractors

Terrorism, extremism and radicalisation are themes that have featured heavily in recent Government policy. Furthermore, there have been many reports in the media recently of people being targeted by adults who hold extreme views that often advocate violence.

In some extreme cases, people have been persuaded to leave the country in secret against the wishes of their family, putting themselves in extreme danger as a result.

**Section 26 (1) Counter Terrorism and Security Act 2015** states that as of the 1<sup>st</sup> September 2015 all Further Education Institutions **(including Sub-Contracted Partners)** have a **legal duty** to:

*“Prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views that terrorists exploit”*

This information booklet aims to help you as an employer/subcontracted partner to recognise when a person may be at risk of being radicalised and where to get help if you are worried.

### What is radicalisation and extremism?

**Radicalisation is defined as:** *‘the process by which people come to support terrorism and extremism and, in some cases, to then participate in terrorist activity.’*

**There is no obvious profile of a person likely to become involved in extremism or a single indicator of when a person might move to adopt violence in support of extremist ideas. The process of radicalisation is different for every individual and can take place over an extended period or within a very short time frame.**

**Extremism is defined as:** *‘vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas’.*

**We live in a democratic country where the principles of tolerance and mutual respect for people of all faiths and beliefs are upheld by the rule of law. Those who hold extremist views and advocate violence go against these fundamental principles.**

**Terrorist or extremist content might include:**

- Comments calling for racial or religious violence
- Videos of violence with messages of 'glorification' or praise for the Attackers
- Chat forums with postings calling for people to commit acts of terrorism or violent extremism
- Messages intended to stir up hatred against any religious or ethnic group

**Vulnerability/risk indicators**

There is no single profile of a person who may be vulnerable to being drawn into terrorism. The following indicators have been provided to support professionals to understand and identify factors that may make some young person more susceptible to being radicalised and/or drawn into extremism:

***Factors that may make an individual more vulnerable to being drawn into extremism include:***

- **Identity Crisis** - Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
- **Personal Crisis** – Family tensions; chaotic home-life; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
- **Personal Circumstances** – Migration; local community tensions; events affecting country or region of origin; alienation from British Values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- **Unmet Aspirations** – Perceptions of injustice; feeling of failure; rejection of civic life.
- **Criminality** – Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

### Why a young person may be drawn towards Extremist Ideologies?

- They may be searching for answers to questions about identity, Faith and belonging
- They may feel their culture or religion is under threat
- They may desire adventure and excitement
- They may be driven by a need to raise their self-esteem and raise their street credibility
- They may be driven towards a group who can offer identity and Support
- They may have a personal grievance or experience of racism or discrimination resulting in a need to make a difference
- They may be influenced by the media
- They may be under pressure from peers who have links to extremist Groups
- They may be vulnerable due to a learning difficulty or disability
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### Recognising extremism

#### Signs may include:

- Out of character changes in dress, behaviour and peer relationships.
- Secretive behaviour – online and with regard to peers.
- Losing interest in previous friends and activities.
- Showing sympathy for extremist causes.
- Glorifying violence.
- Advocating messages similar to extremist individuals/organisations such as: Britain First, English Defence League, Muslims against Crusades, Islamic State of Iraq and AL Sham (ISIS).
- Showing a mistrust of mainstream media reports and belief in conspiracy theories.
- Demonstrating an intolerance/hatred of different faiths, cultures and/or sexual orientations.
- Far Right Symbolic Tattoos: **18=AH**= Adolf Hitler, **88=HH**= Heil Hitler



### More critical signs could include

- Being in contact with extremist recruiters.
- Articulating support for extremist causes or leaders to others: This is often scripted.
- Accessing extremist websites, especially those with a social networking element.
- Possessing extremist literature – including literature with regard to weaponry/bombs.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Justifying the use of violence to solve societal issues
- Joining extremist organisations.
- Significant changes to appearance and/or behaviour.
- Fascination/possession of knives, weaponry, bombs, toxic substances.

### Important questions to consider

#### Social Factors

- Does the young person have experience of poverty, disadvantage, discrimination, or social exclusion?
- Does the young person display a lack of affinity or understanding for others, or social isolation from peer groups?
- Does the young person have any learning difficulties or mental health support needs?
- Does the young person demonstrate a simplistic or flawed understanding of religion or politics?
- Does the young person have a history of crime, including episodes' in prison?
- Is the young person a foreign national, refugee or awaiting a decision on their immigration/national status?
- Does the young person have insecure, conflicted, or absent family relationships?
- Has the young person experienced any trauma in their lives, particularly any trauma associated with war or sectarian conflict?
- Is there evidence that a significant adult or other in the young person's life has extremist view or sympathies?

#### Travel

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- Is there a pattern of regular or extended travel within the UK, with other evidence to suggest this is for purposes of extremist training or activity?
- Has the young person travelled for extended periods of time to international locations known to be associated with extremism?
- Has the young person employed any methods to disguise their true identity?

## Getting help

If you have a concern that an Apprentice may be being drawn into extremism, **contact the Apprentice's Training Consultant** who will raise the concern with the **Safeguarding Champion**.

If the Training Consultant is unavailable, contact BL Trainings Safeguarding Champion directly

Police Anti-Terrorist Hotline – 0800 789321

**When completed, please forward via secure email to appropriate email below:**

### Cleveland

Email- [prevent.contest@cleveland.pnn.police.uk](mailto:prevent.contest@cleveland.pnn.police.uk)

Phone- 01642 302028 or 101

### Northumbria

Email- [specialbranch@northumbria.pnn.police.uk](mailto:specialbranch@northumbria.pnn.police.uk)

Phone- 101 Ext 63854

### Durham

Email- [ctsa@durham.pnn.police.uk](mailto:ctsa@durham.pnn.police.uk)

Phone- 0191 3752234 or 101

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### Useful websites

- Report terrorism online via: **[www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)**
- **[www.educateagainsthate.com](http://www.educateagainsthate.com)** – provides further information with regard to understanding radicalisation and extremism.
- **[www.preventforfeandtraining.org.uk](http://www.preventforfeandtraining.org.uk)** provides information and online training with regard to the Prevent Duty which is specific to Further Education and Training Providers.
- **[www.internetmatters.org](http://www.internetmatters.org)** has lots of information, advice, and resources which can be used to help people stay safe online.
- **[www.ceop.gov.uk](http://www.ceop.gov.uk)** CEOP works with child protection partners across the UK and overseas to identify the main threats to children and coordinates activity against these threats to bring offenders to account, protecting children from harm online and offline.
- **[www.bbc.co.uk/webwise/0](http://www.bbc.co.uk/webwise/0)** Information and support for safe use of the internet.