

# Malvern International & Language in Action Anti-Radicalisation and Extremism (Prevent) Policy

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## STATEMENT

Malvern International understands its responsibilities under the Counter Terrorism & Security Act 2015 to prevent people of all ages being radicalised or drawn into terrorism and seeks to meet its obligations in the ways shown below, after setting the context.

## CONTEXT

- Language in Action normally accepts students aged from 12 to 17 years (18 to 20 years old students can be part of groups composed by underaged students if part of high school programs in their own countries) and from many different countries around the world.
- Malvern International has centres in London and Manchester which have a multi-cultural local population.
- Malvern International has always promoted a multi-cultural environment where respect for and tolerance of others' beliefs is expected and required.
- Malvern International promotes core British values, British culture & traditions reflecting and celebrating the multi-cultural diversity of the UK today. Where appropriate this may be incorporated as part of class delivery, but students are also given an overview of this on their first day at our centres as part of the induction process.

## STRONG LEADERSHIP

- Responsibility for ensuring Prevent Duty is met is with the Director, Emiliano Sallustri (Designated Safeguarding Lead - PREVENT is considered part of Safeguarding).
- Responsibility for the Prevent risk assessment/action plan (see point 4 below) and policy lies with the Director, Emiliano Sallustri.
- The Operations Manager - Daniele Pluchino and the Summer Operations & HR Manager - Beatrice Bellina are designated Child Protection Officer's to cover for absence of DSL.
- Each centre has a Welfare Officer who is responsible for ensuring Prevent Duty is met within the centre and to report any issue to the DSL.
- Their duties are to ensure delivery of an effective risk assessment/action plan and policy as outlined here.

## RISK ASSESSMENT OF CURRENT SITUATION AND ACTION PLAN FOR FUTURE

A risk assessment/action plan has been produced showing what is already being done and what still needs to be done; it will be reviewed and updated at least annually.

### WORKING WITH LOCAL PARTNERS

- Make and maintain contact with the local police/local authority. Prevent Leads to understand their role and the support available, (e.g. via the Channel process).
- Make contact with local authority to ascertain other useful local agencies.
- Develop local area Prevent links with other similar organisations.
- Share information with all local organisations as appropriate.

### UNDERSTANDING TERMINOLOGY

- Radicalisation: act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.
- Extremism\*: holding extreme political or religious views which may deny right to any group or individual. Can be expressed in vocal or active opposition to.
- Core British values: including (i) democracy, (ii) the rule of law, (iii) individual liberty (iv) respectful tolerance of different faiths or beliefs.

\* NB: extremism can refer to a range of views, e.g., racism, homophobia, right-wing ideology, as well as any religious extremism.

### UNDERSTANDING RISK OF EXTREMISM

- Staff, students & other adults (agency group leaders, premises staff etc) may arrive at school already holding extremist views.
- Or, whilst part of the school, they may be influenced by a range of factors: global events, peer pressure, media, family views, extremist materials via hardcopy or online, inspirational speakers, friends or relatives being harmed, social networks.
- People who are vulnerable are more likely to be influenced.
- Their vulnerability could stem from a range of causes: loss of identity or sense of belonging, isolation, exclusion, mental health problems, sense of injustice, personal crisis, victim of hate crime or discrimination, bereavement

### WAYS TO COUNTERACT RISKS

- Promote a safe and supportive international environment via clear expectations of accepted behaviours and those, including radicalisation and extremism, which will not be tolerated.
- Promote core British values during classes and through notices displayed around the centres. Approach is to educate that this is how things are in UK; may be different to student's country.
- Where possible, develop critical awareness skills to counter the acceptance of extremism without question, especially of online material.
- Challenge radical or extremist views in any context (formal or informal) via stated procedures. In most situations this would require an immediate response, referring to international environment of school, and tolerance expected, then reporting concerns (see section 10).
- Be ready to react when world or local events (e.g. Paris attacks) cause upset and the likelihood of conflicting feelings being expressed. Prevent lead to take initiative in these situations.

- Have strong filters on IT equipment and clear rules on accessing extremist/ terrorist websites/use of social networks to exchange extremist/terrorist views.
- Ensure that extremist speakers do not use premises to distribute material or expound views; have system for vetting any visiting speakers/presenters.
- Staff get to know students, their home circumstances and friendship groups. Through knowing students well, it is easier to spot changes in behaviour.
- Staff to be observant and vigilant in noticing any signs of radical or extremist behaviour.
- Welfare and all staff to work hard supporting any students identified as vulnerable.
- All centre staff receive 'Basic Safeguarding Awareness' and 'Prevent for Practitioners' trainings, with follow up session on training and induction days.
- Staff awareness: Radicalisation and Extremism Referral Form and procedure to use it are made known to staff members.

## TRAINING

- Documents & face to face training ensure staff understand this policy, i.e.
  1. understand context and expectations of Prevent
  2. their duty to implement the policy
  3. understand terminology and risks associated with radicalisation and extremism
  4. how to identify and support vulnerable students
  5. ways the school will counteract the risks
  6. signs to notice that may cause concern
  7. know the lead Prevent person and procedures for communicating concerns
  8. know the importance of their own behaviour and professionalism in (a) being exemplars of British values and (b) not discussing inflammatory subjects with students (Code of Conduct).
- Keep record of staff training on LIA Teams dedicated folder.
- Ensure that premises providers have Prevent policy.
- Students, premises providers and agency group leaders must be made aware of key parts of the policy:
  1. understanding terminology
  2. importance of maintaining a supportive and tolerant society within the centre
  3. what core British values are and why they are considered important
  4. any changes to school rules, particularly those regarding IT
  5. that they must report any concerns/incidents, and procedure for that.

### SIGNS THAT MAY CAUSE CONCERN

- Students talking about exposure to extremist materials or views outside school
- Changes in behaviour, e.g. becoming isolated
- Fall in standard of work, poor attendance, disengagement
- Changes in attitude, e.g. intolerant of differences /having a closed mind
- Asking questions about certain topics (e.g. connected to extremism)
- Offering opinions that appear to have come from extremist ideologies
- Attempts to impose own views/beliefs on others
- Use of extremist vocabulary to exclude others or incite violence
- Accessing extremist material online or via social network sites
- Overt new religious practices
- Drawings or posters (e.g.,in accommodation) showing extremist ideology/views/ symbols
- Students voicing concerns about anyone

NB: Any concerns relating to a person under 18 are safeguarding issues and should be dealt with by safeguarding staff and, where necessary, the Local Safeguarding Children Board contacted: London Safeguarding Children Board and Partnership <https://www.londonscb.gov.uk/london-scb-contacts/>

### HOW AND WHEN TO REACT TO CONCERNS

- Any staff member with concerns will report it to the Welfare Officer of the centre and complete the Radicalisation and Extremism Referral Form.
- The Form will be forwarded immediately to the company Prevent Lead Emiliano Sallustri ([emiliano.sallustril@malvernplc.com](mailto:emiliano.sallustril@malvernplc.com), phone +44 (0) 7471830607)
- Confidentiality is assured for the person reporting a concern.
- Everyone told to report any concern or incident, however small.
- Reassurance that all will be dealt with sensitively and carefully.
- Prevent Lead to report to local police and social services if necessary.

#### REVIEWED:

Jan 2025

#### REVIEWED BY:

Compliance Team

#### NEXT REVIEW:

Jan 2026

#### REVIEW BY:

Compliance Team