

<b>Policy Name</b>	<b>FS 017 PREVENTION OF VIOLENT AND NON-VIOLENT EXTREMISM AND RADICALIZATION POLICY</b>
<b>Policy Number</b>	FS 017
<b>Policy Date</b>	April 2021

<b>SCOPE</b>	This policy applies to everyone working at or attending the College. It confers responsibilities on all Members of the Board of Governors, College staff, students, contractors, visitors, consultants and those working under self-employed arrangements.
<b>PURPOSE</b>	<p>The aim of this policy is to create and maintain a safe, healthy and supportive learning and working environment for our students, staff and visitors alike. The college recognizes and accepts that extremism and exposure to extremist materials and influences can lead to poor outcomes for all. The college further recognizes failure to challenge extremist views results in failing to protect both staff and students from potential harm.</p> <p>The purpose of this policy is to:</p> <ol style="list-style-type: none"> <li>Ensure an awareness of this policy within the college</li> <li>Provide a clear framework to structure and inform responses to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism</li> <li>Embed UAE values into the curriculum and ways of working</li> <li>Recognize current practice which contributes to prevention of radicalization and extremism practices</li> <li>Identify further areas of improvement and monitoring</li> </ol>

<b>POLICY</b>	
<b>POLICY GUIDELINES</b>	<p>The college has adopted this policy in accordance with local legislative requirements. However, the college will endeavor to incorporate in the policy relevant documentation so as not to:</p> <ul style="list-style-type: none"> <li>a. Stifle legitimate discussions, debate or student engagement activities in the local community; or</li> <li>b. Stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs.</li> </ul>
<b>OBJECTIVES</b>	<ul style="list-style-type: none"> <li>a. To promote and reinforce shared values, including UAE values</li> <li>b. To create space for free and open debate; and to listen and support the learner voice</li> <li>c. To breakdown segregation among different student communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all students in playing a full and active role in wider engagement in society</li> <li>d. To ensure student safety and that the college is free from bullying, harassment and discrimination</li> <li>e. To provide support for students who may be at risk of radicalization, and appropriate sources of advice and guidance</li> <li>f. To ensure that students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism and radicalization.</li> </ul>
<b>PROCEDURES</b>	
<b>PREVENTION</b>	<p>Prevention happens before any criminal activity takes place by recognizing, supporting and protecting people who might be susceptible to radicalization. The college has the responsibility for:-</p> <ul style="list-style-type: none"> <li>d. Responding to the ideological challenge of terrorism and aspects of extremism, and the threats the community faces from those who promote these views</li> <li>e. Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support</li> </ul>

	f. Work with a wide range of sectors where there are risks of radicalization which needs to be addressed, including education, criminal justice, faith, the internet and health.
<b>RESPONSIBILITIES</b>	
<b>BOARD OF GOVERNORS</b>	<p>All Board Members have a legal responsibility to make sure they have an understanding of the prevention of violent and non-violent extremism and radicalization. Additionally, the Board must ensure that:</p> <ul style="list-style-type: none"> <li>a. All college staff have undertaken training in the prevention measures;</li> <li>b. All college staff are aware of when it is appropriate to refer concerns about students, learners or colleagues to the Lead Officer who is Director of QA &amp; IE;</li> <li>c. All College staff exemplify UAE values into their values;</li> <li>d. Policies and procedures to implement this prevention are in place and acted on where appropriate.</li> </ul>
<b>LEAD OFFICER</b>	The Director of QA & IE is the prevention lead with responsibility for ensuring that the prevention of violent and non-violent extremism and radicalization strategy is implemented across the college and that any concerns are shared with the relevant local law enforcement agencies in order to minimize the risk of students becoming involved with terrorism.
<b>STAFF</b>	<ul style="list-style-type: none"> <li>e. Create and support an ethos that upholds the college's mission, vision and values, to create an environment of respect, equality and diversity and inclusion;</li> <li>f. Attend training in order to have the skills to recognize those who may be vulnerable to radicalization, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns;</li> <li>g. Report any concerns around extremism or radicalization.</li> </ul>

	<ul style="list-style-type: none"> <li>h. Report and remove any literature displayed around the college that could cause offense or promote extremist views;</li> <li>i. Support the development of staff and student understanding of the issues around extremism and radicalization through activities such as training, awareness campaigns and tutorials;</li> <li>j. participate in engagement with local communities, schools and external organizations as appropriate</li> <li>•</li> </ul>
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**POLICY APPROVAL AND REVIEW**

<b>Approval and Review</b>	<b>Details</b>
<b>Approval Authority</b>	President
<b>Administrator</b>	Director QA & IE
<b>New Review Date</b>	To be determined by QA & IE Director
<b>Approval and Amendment History</b>	<b>Details</b>
<b>Original Approval Authority and Date</b>	April 2021
<b>Amendment Authority and Date</b>	Director QA & IE April 2022

**APPENDIX**

<b>NONE</b>	
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