



## **A policy on prevention of radicalisation and extremism**

### **Freedom of Speech**

The College is committed to ensuring that freedom of speech within the law is secured for members of the College and students. However, the College is also concerned and committed to act upon radicalisation and extremism.

### **Radicalisation**

Radicalisation is defined as *"the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups"*.

### **Extremism**

Extremism is defined as *"vocal or active opposition to fundamental values and mainstream attitudes of the society, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs"*.

### **Factors which may contribute to vulnerability to radicalization/extremism**

Individuals can be drawn into the process of radicalisation in a number of ways. In this context, vulnerability means individuals who, because of their circumstance, experiences or state of mind can be led towards a terrorist ideology.

Below are some factors which may contribute to vulnerability (not an exhaustive list):

- Possession of literature related to extreme views
- Underachievement
- Rejected by peer, faith or social group or family
- Pressure from peers associate with extremism
- Victim or witness to race or religious hate crime
- Conflict with family over religious beliefs and/or lifestyle choices/extreme political views
- Identity confusion
- Experience of poverty, disadvantage or social exclusion
- Extremist influence
- An event or series of traumatic events (personal or national)
- Recent or political religious conversion
- Change in behavior and/or appearance as a result of new influences

## **What should I do if I am worried about a student?**

There is a 3-ply process you should follow: Notice, Check, Share

**Notice:** Are you concerned about a student? Perhaps you've noticed a change in behaviour; are they becoming withdrawn or acting differently? Maybe it's something the student has said that's worrying you. Staff in front-line support roles will often be the first to notice if a student is experiencing difficulties. Any conversation relating to concerns about a student can be anonymous in the first instance.

**Check:** Don't ignore your concerns – check with others who may also have noticed something. You could speak to the student directly, or talk to colleagues/academic tutors, to see if they share your concerns.

**Share:** If you are still worried about a student:

1. Contact Student Support Office to share your concerns. The team may be able to offer support and guidance to the student.
2. If the Student Support Office considers the case as a possible “radicalization/extremism” case, they report it to the President and Principal.
3. The President and Principal takes the responsibility to check with colleagues in the College to build a clear picture. It is possible that the President might seek advice from the relevant police department.
4. If any further action is required the President will discuss the most appropriate and supportive actions, calling on expertise from within the institution and the local authorities (e.g. police, ministry etc.). This would take place with the student's consent and engagement. If the student does not wish to engage, we would continue to offer support.

## **What should I do if I am worried about a member of staff?**

The procedure applies to staff as well as students. Notice, Check, Share.

If you were worried about a colleague for any reason, you would probably talk to them or talk to your line manager to share your concern. The process is the same for any concerns. You do not need to diagnose the problem - it is highly unlikely to be related to radicalization/extremism, but please do share concerns so the colleague in question can be offered support with whatever issues they may be experiencing.

The President and Principal can offer advice whether the concern is about a student or a member of staff.