



BEYOND LIMITS

Beyond the limits of conventional support

RADICALISATION & PREVENT POLICY

Beyond Limits is committed to safeguarding the people we support from the risk of radicalisation and extremism. We have a legal and moral duty to ensure that vulnerable adults are protected from exploitation by radical or extremist views, in accordance with the Counterterrorism and Security Act 2015 and the Prevent Duty Guidance.

INTRODUCTION

We fully embrace our responsibilities under the [Prevent Duty](#) as part of our wider safeguarding obligations and promote an open, tolerant and inclusive environment for all people using our services. All colleagues at Beyond Limits recognise that safeguarding is everyone's responsibility irrespective of the role they undertake. This Radicalisation and Prevent Policy is one element within our overall arrangements to Safeguard and Promote the welfare of the people we support. We see it as our duty to prevent people from being drawn into terrorism.

PURPOSE

The purpose of this policy is:

- To ensure that Beyond Limits complies with all the relevant current legislation and other National Standards which govern this area of our work.
- To ensure the individuals using our services keep themselves and others in the wider community safe.
- To prevent those individuals who use our services being exposed to radicalisation and extreme views.
- To ensure that the welfare and safety of individuals using our services is a major consideration at all times.
- To ensure that arrangements are in place to deal with concerns which may be raised about an individual who receives our care and support.

This policy applies to all staff and services within Beyond Limits and also applies to:

- Agency workers, volunteers, apprentices and students
- All visitors to any of our premises

UNDERSTANDING PREVENT AND THE THREAT OF RADICALISATION

The PREVENT strategy is part of the UK government's overall counter-terrorism strategy, CONTEST. Its objectives are to:

- **Tackle the causes of radicalisation**
- **Respond to the ideological challenge of terrorism**
- **Prevent people from being drawn into terrorism**
- **Provide support to those at risk of radicalisation**

Radicalisation refers to the process by which a person comes to support terrorism or forms of extremism. Extremism is defined as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect for people of different faiths and beliefs.

CHANNEL is a multi-agency early intervention programme designed to safeguard vulnerable people from being drawn into violent extremist or terrorist behaviour. They work with individuals of any age who are at risk of becoming exploited by extremists or terrorist ideologies.

Each panel is chaired by a local authority and brings together a range of multi-agency partners to collectively assess the risk they possess. They can decide whether a support package is needed.

OUR COMMITMENT

We recognise that the people we support may be at increased vulnerability due to:

- Learning disabilities, autism or mental health conditions.
- Social isolation or a desire for belonging.
- Use of online platforms or social media without support or guidance.

At all times our services promote:

- Open and respectful dialogue.
- Person-centred support and relationship-building.
- Empowerment and inclusion, underpinned by British values.

ROLES AND RESPONSIBILITIES

Safeguarding is everyone's responsibility.

Everyone employed by or volunteering with Beyond Limits is responsible for reporting anything that is or could potentially be abuse, neglect or the risk of abuse or radicalisation and are responsible for implementing these policies and procedures in association with their line manager and other relevant agencies.

All staff have a responsibility to:

- Maintain an attitude of *"it could happen here"* in order to remain vigilant to the possibility of abuse and ensure that any and all radicalisation and extremist concerns are acted upon in the appropriate manner.

- Be clear about their own role and that of others in providing a caring and safe environment for all individuals and must know how they should respond to any concerns about an individual that may arise.
- Ensure they are aware of and adhere to this and all other related policies and procedures.
- Report all concerns, without judgement about their significance to the [Designated Safeguarding Lead](#).
- Adhere to appropriate confidentiality
- Ensure they fulfil all mandatory training and induction requirements

The DSL should specially act as the PREVENT lead for the organisation and will provide advice and guidance to staff. They will also act as the lead person for managing referrals to local authorities or Channel where necessary.

IDENTIFYING CONCERNS

Staff must be alert to changes in behaviour, attitudes and expressions of views that may indicate vulnerability to radicalisation. These may include:

- Expressing extremist views or support for extremist groups.
- Isolation from friends/family and increased secrecy.
- Sudden changes in appearance or social circle.
- Unexplained possession of extremist material.
- Increased fixation on identity, politics or religion in a polarised way.

Concerns must always be considered in the context of the person's support needs, communication style and mental capacity.

RAISING A CONCERN

If staff believe that someone vulnerable is being exploited or radicalised, then the established safeguarding procedures should be used to escalate concerns:

Any concerns must be reported to the DSL immediately. The DSL will:

- Seek advice from the Local Authority Prevent Lead or Channel panel and we will be guided by them with regards to the next course of action.

It is important to note that anyone can make a referral to the local prevent office via 101. If someone has raised concerns with the DSL and is not satisfied that the concern has been dealt with sufficiently.

APPROACHES AND PRACTICES

We will all strive to eradicate myths and assumptions that can lead to some people becoming alienated and disempowered, especially where the narrow approaches people may experience elsewhere make it harder for them to challenge or question these radical influences. We ensure that all of our support and approaches will help the people we support to build resilience to extremism and give them a positive sense of identity through the development (where appropriate) of critical thinking skills.

Our ethos and approach toward becoming a “*thinking organisation*” and our comprehensive training programme means that we equip staff with skills such as assertiveness, resilience, and giving and receiving feedback so that they are equipped to recognise extremism and are skilled and confident to challenge it. We follow three broad categories of:

- Making a connection with the people we support through positive engagement and by using a person-centred approach.
- Facilitating a safe space for dialogue.
- Equipping people with the appropriate skills, knowledge, understanding and awareness for resilience.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

At Beyond Limits we promote the fundamental values of:

- **Democracy:** Involvement in decisions about their lived and support
- **Rule of law:** Supporting people to understand their rights and responsibilities
- **Individual liberty:** Encouraging choice, independence and a right to a voice
- **Respect and tolerance:** Celebrating diversity and difference

These values, alongside our [organisational values](#) are embedded in our day-to-day practices, working policies, service designs and overall culture.

We will work to encourage all the people we support to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is our most fundamental responsibility to keep the people we support safe.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by the people we support, or staff will always be challenged and where appropriate dealt with in line with our code of conduct for staff.

WHISTLEBLOWING AND INFORMATION SHARING

Where there are concerns of extremism or radicalisation, staff or others are encouraged to make use of our internal systems to Whistleblow or raise any issue in confidence. They must inform their line manager immediately – Please see our Whistleblowing Policy for further information.

In the case of any referrals to PREVENT or CHANNEL, all information will be handled sensitively and confidentially. Information will only be shared:

- With consent, where possible.
- Where required to prevent harm or safeguard a vulnerable person.
- In accordance with GDPR and safeguarding legislation.

MONITORING AND REVIEW

This policy is reviewed annually, or sooner if legislation or guidance changes. Lessons learned from safeguarding concerns or Prevent-related incidents are used to strengthen practice.

