



## Counter Radicalisation and Extremism Policy June 2020

1.	Introduction .....	2
2.	Understanding of Key Terms .....	2
3.	Legal Framework .....	3
4.	Policy Statement .....	3
5.	Policy Implementation .....	4
5.1.	Appointing a Designated Safeguarding Lead (DSL) and Deputy .....	4
5.2.	Taking responsibility in joint working .....	4
5.3.	Proactively managing risk .....	4
5.4.	Supporting team members to fulfil their responsibilities .....	4
5.5.	Embedding this approach into our teaching and learning methods .....	5
5.6.	Assuring appropriate speakers and visitors .....	5
5.7.	Use of premises .....	5
5.8.	Providing a safe online environment .....	6
5.9.	Receiving and responding to disclosures and concerns .....	6
5.10.	Learning from our experiences and reviewing .....	6
6.	Related policies and procedures .....	6
	Annex A: Summary of Incident Reporting Process .....	8
	Annex B: Local and National Support .....	11
	Annex C: Kindi Education Prevent Risk Assessment (Last updated: May 2020) .....	15

## 1. Introduction

This policy explains how Kindi Education aims to keep people away from radicalisation and/or extremism and prevent people from being drawn to terrorism. This policy sets out what Kindi Education expects of everyone working with children, young people, and adults at risk of harm.

The purpose of this policy statement is:

- to safeguard and support people vulnerable to radicalisation in order to stop them from becoming terrorists or supporting terrorism.
- to support interventions which stop people moving from extremist groups or from extremism into terrorist-related activity.
- to protect participants, volunteers, team members and others in contact with Kindi Education from harmful content
- to provide parents, employees, volunteers, freelancers and partner organisations with the overarching principles that guide Kindi Education's approach to safeguarding in this area.

This policy statement applies to anyone engaged in the organisation including employees, volunteers and freelancers engaged in all Kindi Education supported or directed activities ("our team").

Each person who works with Kindi Education will agree to abide by this policy and its associated procedure.

This policy should be read in conjunction with Kindi Education's Safeguarding Policy and Procedures for Managing Safeguarding Disclosures, Concerns and Allegations.

## 2. Understanding of Key Terms

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism is defined by the UK Government as the vocal or active opposition to the United Kingdom's fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

The [Commission for Countering Extremism](#) defines hateful extremism as:

- behaviours that can incite and amplify hate, or engage in persistent hatred, or equivocate about and make the moral case for violence
- behaviours that draw on hateful, hostile or supremacist beliefs directed at an out-group who are perceived as a threat to the wellbeing, survival or success of an in-group
- behaviours that cause, or are likely to cause, harm to individuals, communities or wider society

The [Terrorism Act 2000 \(as amended\)](#) defines terrorism as an action or threat designed to influence the government or an international governmental organisation or to intimidate the public. Its purpose is to advance a political, religious, racial, or ideological cause. The threat or action:

- Endangers a person's life, other than that of the person committing the action
- Involves serious violence against a person
- Causes serious damage to property
- Creates a serious risk to the public's health and safety; and/or

- Interferes with or seriously disrupts an electronic system

### 3. Legal Framework

In developing this policy and any associated procedures and guidance, Kindi Education has made reference to key domestic legislation (as amended) including the [Children Act 1989 & 2004](#), the [Counter Terrorism and Security Act 2015](#) and the [Education Act 2002](#) (in relation to promising Community Cohesion).

As a limited company with education at the heart of its mission, Kindi Education recognises the duties on educational bodies to safeguard and promote the welfare of all children and protect adults at risk of harm. This legislation and its associated statutory guidance includes [Keeping Children Safe in Education \(2019\)](#), [Working Together to Safeguard Children \(2019\)](#), [Care and Support Statutory Guidance \(2020\)](#), the [Prevent Duty Guidance for England & Wales \(2019\)](#) and the [Channel Guidance \(2012\)](#).

Kindi Education also recognises the relevance of the [non-statutory guidance on the duty to promote community cohesion](#); [the non-statutory guidance on promoting fundamental British values \(2014\)](#) and [the CONTEST Strategy \(2018\)](#).

This legislation and associated statutory guidance underpins how Kindi Education seeks to operate considering the unique nature and structure of the organisation. Furthermore, it underpins how Kindi Education seeks to respect the duties of statutory agencies to prevent people from being drawn into terrorism and to protect children and adults experiencing or at risk of harm.

### 4. Policy Statement

Kindi Education is committed to protecting, fulfilling, and promoting the rights of children, young people and adults at risk who are engaged in our programmes (i.e. participants, volunteers, team members or others affected by our work). All our team members have a responsibility to safeguard the health and wellbeing of others, and to protect them from all forms of harm, including abuse, exploitation and violence.

Extremist groups have attempted to radicalise vulnerable people into holding extreme views. Such views include justifying political, religious, sexist, or racist violence. Extremist groups also attempt to steer individuals into a rigid and narrow ideology that is either vocally or actively opposed to fundamental British values such as embracing diversity and having mutual respect and tolerance of different faiths and beliefs.

Kindi Education is committed to safeguarding and promoting the welfare of all its participants and others who are in contact with the organisation. Kindi Education recognises that safeguarding against radicalisation is as important as safeguarding against any other form of harm.

All team members are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting individuals' life chances. Kindi Education believes that education is a powerful weapon against this as it can equip individuals with the knowledge, skills and critical thinking to challenge and debate in an informed way.

Kindi Education seeks to build participants' curiosity and open-mindedness so that they ask critical questions and challenge their thinking, enabling them to better navigate the complexities of modern life. We value freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our society's values. Everyone has the right to speak freely and voice their opinions. Kindi Education recognises its ongoing duty to respect the rule of law, equality, human rights, community safety and community cohesion. It shall not undertake any activity which undermines the rule of English civil and criminal law.

Kindi Education recognises that engagement in extremist and terrorist organisations can take place amongst peers and team members, within the community and/or within individuals' families and their circles of loved ones. Further details on forms of harm are detailed in Kindi Education's Procedures for Managing Safeguarding Disclosures, Concerns and Allegations.

## **5. Policy Implementation**

Kindi Education will seek to prevent radicalisation and stop people from becoming terrorists or supporting terrorism by:

### **5.1. Appointing a Designated Safeguarding Lead (DSL) and Deputy**

- The company has a DSL, James Medina, who will take the lead role in championing and implementing safeguarding in Kindi Education's activities. This includes activities in relation to counter radicalisation and extremism.
- The DSL and his Deputy will provide advice and support to other team members on protecting people from the risk of radicalisation.
- The DSL will ensure engagement in multi-agency approaches to counter radicalisation and extremism, including working with local authorities, the Department for Education (DfE), Regional Prevent Coordinators and Prevent Police Teams.
- The details of the DSL's responsibilities are set out in Kindi Education's Safeguarding Policy.

### **5.2. Taking responsibility in joint working**

- In any joint activities or initiatives, Kindi Education will discuss with the partner organisation and decide who has responsibility for safeguarding (i.e. "safeguarding lead organisation") and which policies and procedures will be followed for the purpose of the joint initiative.

### **5.3. Proactively managing risk**

- The DSL will assess relevant risk within the work that Kindi Education undertakes and put actions in place to reduce any identified risks.
- A copy of Kindi Education's Prevent Risk Assessment is included in Annex C. This can be adapted for specific activities.

### **5.4. Supporting team members to fulfil their responsibilities**

- Kindi Education will share information with team members regarding their responsibilities to try to prevent people from being drawn into terrorism. This will include information on the threats, risks and vulnerabilities that are linked to radicalisation. This will ensure that team members can understand and better identify the signs that someone may be vulnerable to radicalisation.

- The DSL will ensure that they, their Deputy and any other relevant team members participate in more detailed training on countering radicalisation and extremism, including on referrals.

### **5.5. Embedding this approach into our teaching and learning methods**

- When delivering its curricula, Kindi Education proactively includes tasks and activities which encourage participants to be inquisitive, open to new experiences and tolerant of others. Where appropriate, Kindi Education takes opportunities to build an understanding of democracy, citizen participation, the rule of law and the importance of identifying and combatting discrimination.
- Kindi Education uses resources from a wide variety of sources, including resources designed and created in-house, to help participants understand a range of perspectives and, where relevant, faiths. It ensures that partisan political views are not promoted in the exploration of any subject and, where political issues are raised, ensures that reasonably practicable steps have been taken to offer a balanced presentation of opposing views.
- Where appropriate, and considering any specific risk assessment, Kindi Education will share information with participants or others about their right to be safe from harm and from engagement in terrorism.
- Kindi Education's resources, spaces or activities must never be used to share speech or content which is designed to manipulate the vulnerable or that leads to violence and/or harm towards others, or which promotes discrimination against people or groups on the basis of their beliefs, opinions or backgrounds.
- Kindi Education's team members will use opportunities to challenge extremist narratives through discussion with participants. If team members do not feel confident in challenging extremist ideas with their participants, they should ask for support from Kindi Education's Head of Curriculum and/or DSL.

### **5.6. Assuring appropriate speakers and visitors**

- Kindi Education will ensure that all visitors and visiting speakers, whether invited by its team members or participants, are suitable and appropriately supervised. Where appropriate, the DSL will make enquiries with the agency/person who introduced the individual to Kindi Education.
- Any messages communicated to participants by guest speakers or visitors must be consistent with the ethos of Kindi Education and not marginalise any community, group or individual. Messages must not seek to glorify criminal activity or violent extremism or seek to radicalise participants through extreme or narrow views of faith, religion, culture or other ideologies.
- For further details of these commitments, please refer to Kindi Education's Guest Speaker & Events Policy.

### **5.7. Use of premises**

- Kindi Education will ensure that, prior to using premises or venues for its activities, it will undertake the appropriate due diligence into the organisation providing the space. This assessment will consider the appropriateness of the organisation and, where necessary, seek assurance that the organisation has not been engaged in any form of radicalisation and/or extremism.
- If any agreement is made to allow non-Kindi Education groups or organisations to use premises which Kindi Education has rented or leased, or has control over, appropriate checks will be made by Kindi Education before agreeing to the contract. Usage will be monitored and, in the event of any behaviour not in-keeping with this or other policies,

Kindi Education will take the necessary action (including termination of the contract if deemed necessary by the DSL).

#### **5.8. Providing a safe online environment**

- Kindi Education recognises that the use of technology presents challenges and risks to children and adults both on and off the premises, as well as on online platforms through which Kindi Education's activities are being delivered. These risks include:
  - **content:** being exposed to illegal, inappropriate, or harmful material
  - **contact:** being subjected to harmful online interaction with other users
  - **conduct:** personal online behaviour that increases the likelihood of or causes harm.
- Kindi Education will ensure that its approach to a safer online environment includes addressing issues related to harmful content and making full use of appropriate filtering systems to block extremist content.
- For further details of these commitments please refer to Kindi Education's Safeguarding Policy.

#### **5.9. Receiving and responding to disclosures and concerns**

- Keeping people safe from the risks of radicalisation and extremism is a safeguarding matter and should be approached in the same way as safeguarding children and adults from other risks.
- Any prejudicial, discriminatory or extremist views, including derogatory language displayed by participants or team members, will always be challenged. Where appropriate, such behaviour will be dealt with in line with Kindi Education's Participant Behaviour Policy, Staff Behaviour Policy and/or its relevant Disciplinary Procedures.
- Team members will use their professional judgement in identifying people who might be at risk of radicalisation and act proportionately.
- Team members will use Kindi Education's procedures to manage any disclosure, concern, or allegation promptly. Kindi Education will record and store information professionally and securely.
- Team members will record any concern that they have about an individual on Kindi Education's Incident Recording Form and pass this without delay to the DSL.
- The DSL will be responsible for considering any onward referral to statutory services.
- For further details of our commitments to supporting people and referring them to appropriate support, please see Annex A.

#### **5.10. Learning from our experiences and reviewing**

- Kindi Education will review this policy and its practices at regular intervals and at least once per year.

### **6. Related policies and procedures**

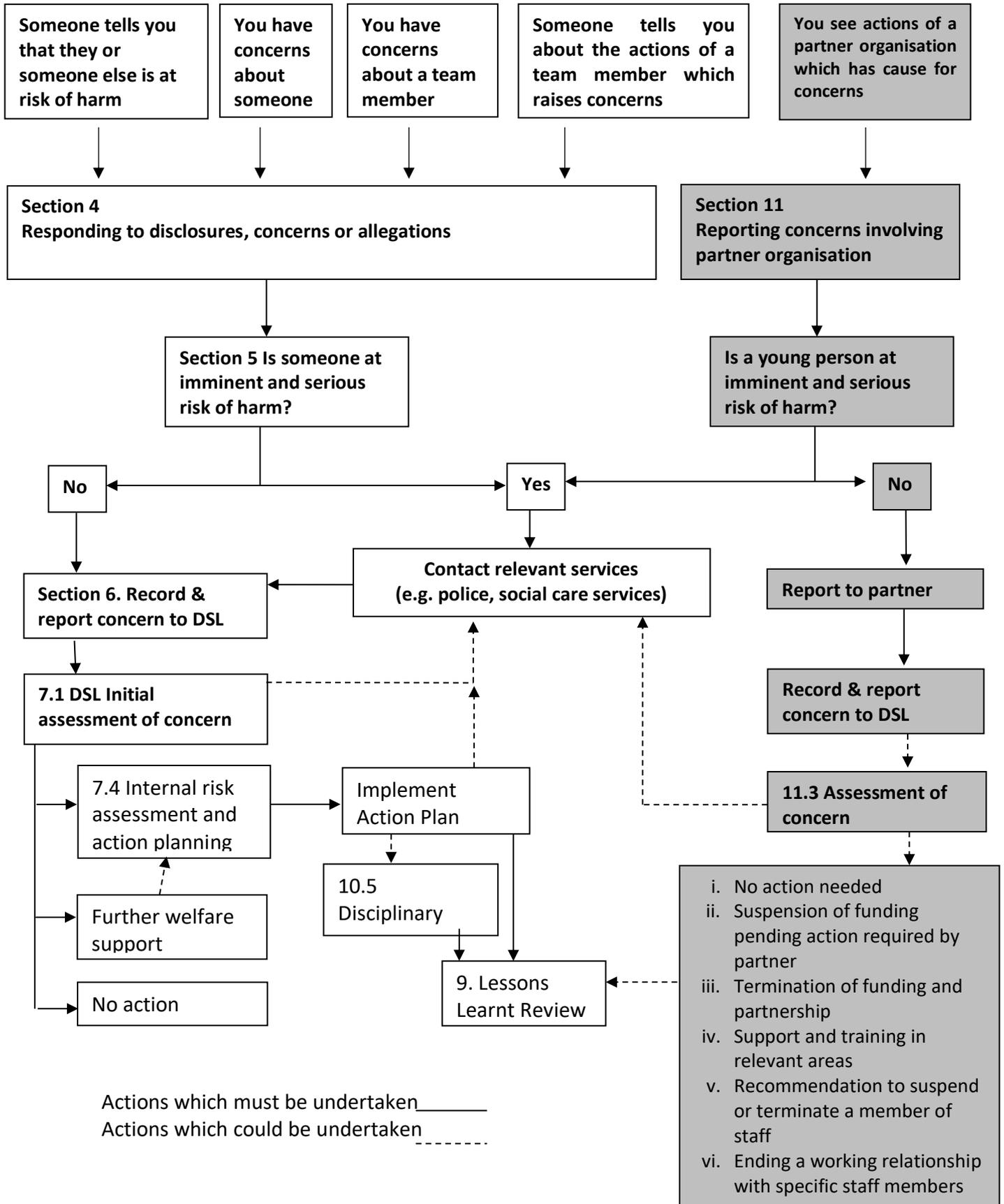
This policy statement should be read alongside Kindi Education's other organisational policies and procedures (which will be made available to all team members when beginning their activity with us), as follows:

1. Safeguarding Policy
2. Procedures for Managing Safeguarding Disclosures, Concerns and Allegations
3. Safer Recruitment Policy & Procedure
4. Whistleblowing Policy & Procedures

5. Health & Safety Policy & Procedure
6. Feedback, Compliments and Complaints Policy & Procedures
7. Guest Speaker and Events Policy
8. Equality, Diversity and Inclusion Policy
9. Data Protection Policy

## Annex A: Summary of Incident Reporting Process

**For details see Kindi Education's Procedures for Managing Safeguarding Disclosures, Concerns and Allegations.**



### **This guidance**

This guidance is in addition to Kindi Education's Procedures for Managing Safeguarding Disclosures, Concerns and Allegations. The DSL should use this guidance when developing training for team members and responding to any concern.

### **In case of an immediate and serious threat of harm**

If you have seen a person acting suspiciously or if you see a vehicle, unattended package or bag which might be an immediate threat, move away and call 999 or the Anti-Terrorist Hotline on 0800 789 321.

To report illegal or harmful information, pictures, or videos that you've found on the internet:  
<https://www.gov.uk/report-terrorism>

### **For ongoing concerns**

#### **Incident Recording Form**

With an awareness of the potential indicating factors that an individual is vulnerable to being radicalised or being exposed to extreme views, team members will record the issue in line with the relevant procedure for filling in Kindi Education's Incident Recording Form. Details on indicators of vulnerability to radicalisation are included in Annex A of Kindi Education's Procedures for Managing Safeguarding Disclosures, Concerns and Allegations.

#### **Initial assessment of concerns**

Each situation will be unique and specific to the facts. The DSL should seek appropriate advice as early as possible, recognising that the support structures in each local area may vary. If necessary, the DSL will consider whether to make a Channel Panel referral.

In terms of children or adults at risk of harm: Where there is no reason to believe that the parent(s)/guardian(s)/carer(s) could be involved and no reason to believe that the child could be at risk of radicalisation or extremism at home, the parent/guardian/carer will be contacted as necessary. The incident will be discussed in detail aiming to identify motivating factors, any changes in circumstances at home, and to gauge the views of the individual's parent(s)/guardian(s)/carer(s). This will help to assist Kindi Education in deciding whether the incident is sufficient to warrant an external referral.

Any initial recording forms received should always be followed up and reviewed for a period of 4 weeks after the receipt to assess whether there is a change in behaviour and/or attitude. A further meeting may be held with parent(s)/guardian(s)/carer(s) if there is not a significant positive change in behaviour.

#### **Channel Panel Referral**

Channel is a multi-agency approach to protect people at risk of being radicalised. Channel uses existing collaboration between local authorities, statutory partners (such as the education and health sectors, social services, children's and youth services and offender management services), the police and the local community to:

- Identify individuals at risk of being drawn into terrorism
- Assess the nature and extent of that risk
- Develop the most appropriate support plan for the individuals concerned.

Where the DSL is making a Channel Panel referral, they will consider these questions and share information appropriately with the relevant local authority:

- How / why did the individual come to your organisation's notice in this instance?
- Does it involve a specific event? What happened? Is it a combination of factors? Describe them.

- Has the individual discussed personal travel plans to a war zone or countries with similar concerns? Where? When? How?
- Does the individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact?
- Is there something about the individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information?
- Has the individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly?
- Has the individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider *any* extremist ideology, group, or cause, as well as support for "school-shooters" or public-massacres, or murders of public figures.

Local procedures for referral must be used. Each will vary but an example of the [National Prevent Referral Form](#) adapted for Kent is available as a guide.

A clear process is in place to ensure that the right people are referred to the Channel Panel. The panel will lead its own process of initial risk assessment upon receipt of the referral to ensure it is appropriate. If it is, the Channel Panel will agree an appropriate support plan. The assessment and plan are formally reviewed every 6 months for each referred individual. Taking part in Channel is voluntary for the individual. Kindi Education will play its role in supporting individuals to make an informed choice to engage.

The DSL will be alert to the [Channel Guidance](#) and the [Channel Vulnerability Assessment](#).

#### **Where a Channel Panel referral is not accepted**

At times, the local authority may decide that following an initial screening and/or preliminary assessment the individual is not suitable for engagement with Channel. The DSL will be informed of this by the Channel team to which the individual was referred, and work with the local Prevent team, police and/or local authority social care team to identify other appropriate escalation procedures.

The DSL should always refer back to Channel if deemed necessary, especially where further disclosures, concerns or allegations arise.

## **Annex B: Local and National Support**

### **Local Support (Birmingham)**

#### **The Children's Advice and Support Service (CASS)**

A single point of contact for professionals and members of the public who want to access support or raise concerns about a child.

Monday to Thursday: 8:45am to 5:15pm

Friday: 8:45am to 4:15pm

Telephone: 0121 303 1888

Emergency out-of-hours

Telephone: 0121 675 4806

<http://www.lscpbirmingham.org.uk/safeguarding-concerns>

#### **Birmingham Adults at Risk of Harm**

Email: [ACAP@birmingham.gov.uk](mailto:ACAP@birmingham.gov.uk)

Telephone: 0121 303 1234

Online form: <https://birmingham.mylifeportal.co.uk/form/sgc1-1#!/onbehalfof>

#### **LADO**

- Telephone: 0121 675 1669
- Email: [Ladoteam@birminghamchildrenstrust.co.uk](mailto:Ladoteam@birminghamchildrenstrust.co.uk)
- <http://www.lscpbirmingham.org.uk/lado>

#### **Birmingham Prevent Manager**

Waqar Ahmed

0121 303 7682, 07557 203290

[waqar.ahmed@birmingham.gov.uk](mailto:waqar.ahmed@birmingham.gov.uk)

#### **Regional Prevent Lead Further & Higher Education (West Midlands)**

Hifsa Haroon-Iqbal

07785 654148

[Hifsa.haroon-iqbal@education.gov.uk](mailto:Hifsa.haroon-iqbal@education.gov.uk)

#### **Birmingham Early Help and CSC Channel Link**

Colvin White, Early Help - Prevent Lead

0121 303 9905/07920 088 512

[colvin.white@Birmingham.gov.uk](mailto:colvin.white@Birmingham.gov.uk)

#### **Support for Schools**

Razia Butt, Resilience Officer,

0121 464 7739 / 07956878288

[razia.butt@birmingham.gov.uk](mailto:razia.butt@birmingham.gov.uk)

#### **Birmingham Adult Safeguarding Board**

<https://www.bsab.org>

## **Local Support (Kent)**

**For further information on Prevent & Channel procedures in Kent:**

<https://www.kscmp.org.uk/procedures/extremism-and-radicalisation2>

### **Children's Social Care**

If you are worried about the safety of a child or young person, please complete the Single Request for Support Form.

<https://www.kscmp.org.uk/guidance/child-in-need-chin>

Out of Hours Number: 03000 419191

Children's Social Work Services

Front door: 03000 411111

### **Kent and Medway Prevent Team**

03000 41 41 41

### **Prevent and Channel Strategic Manager**

Nick Wilkinson

[nick.wilkinson@kent.gov.uk](mailto:nick.wilkinson@kent.gov.uk)

### **Prevent Coordinator**

Laura Wright

[laura.wright@kent.gov.uk](mailto:laura.wright@kent.gov.uk)

### **Prevent Education Officer (PEO)**

Sally Green

[sally.green2@kent.gov.uk](mailto:sally.green2@kent.gov.uk)

### **Regional Prevent Lead Further & Higher Education (South East)**

Alamgir Sheriyar

[alamgir.sheriyar@education.gov.uk](mailto:alamgir.sheriyar@education.gov.uk)

07468 714372

### **Kent Adults at Risk**

Email: [social.services@kent.gov.uk](mailto:social.services@kent.gov.uk)

Telephone: 03000 41 61 61

Out of Hours Number: 03000 41 91 91

Kent Adult Safeguarding Alert Forms

<https://www.kent.gov.uk/social-care-and-health/information-for-professionals/adult-safeguarding/adult-protection-forms>

### **Kent and Medway Safeguarding Adults Board**

<https://www.kent.gov.uk/social-care-and-health/information-for-professionals/adult-safeguarding/kent-and-medway-safeguarding-adults-board>

## **National Support**

### **Department for Education Counter-Extremism Helpline**

020 7340 7264 or [counter.extremism@education.gov.uk](mailto:counter.extremism@education.gov.uk)

If you are concerned about extremism in a school or organisation that works with children or want further advice on what to do if you think a child might be at risk of extremism, contact our helpline on 020 7340 7264. Open Monday to Friday from 9am to 5pm (excluding bank holidays).

### **Educate Against Hate**

The Educate against Hate website gives parents, teachers and school leaders practical advice on protecting children from extremism and radicalisation.

<http://educateagainsthate.com/>

### **Help Report Online Extremism**

The glorification of violence and extremism is spreading on social media. You can stop it in its tracks. Now it is the time to See it, Report it

<http://seeitreportit.org/>

### **Report Extremist/Terrorist material online**

<https://www.gov.uk/report-terrorism>

### **Home Office Prevent e-learning Training**

This offers an introduction to the Prevent duty and explains how it aims to safeguard vulnerable people from being radicalised to supporting terrorism or becoming terrorists themselves.

<https://www.elearning.prevent.homeoffice.gov.uk>

### **Let's Talk About It**

The Let's Talk About It website provides information enabling people to learn more about Prevent with an aim to safeguard those who may be vulnerable to radicalisation. There is a range of supportive material on the website, which also provides links to partner agencies to help people spot the signs of radicalisation at an early stage.

[www.ltai.info](http://www.ltai.info)

### **Prevent for Further Education and Training**

This site has been set up to provide appropriate resources for governors or board members, leaders and managers, support staff, teachers, tutors, and trainers. It has examples of policies being adopted by providers to implement the Prevent Duty, which you may use or adapt.

<http://www.preventforfeandtraining.org.uk/>

### **Prevent for Schools**

This website has a selection of items to support schools with various aspects of news and information relating to the revised Prevent Duty.

<http://www.preventforschools.org/>

### **Prevent Tragedies**

This website was created because of the increasing concern about the worrying numbers of young people who are putting themselves at risk by travelling to Syria and other conflict zones and to help the numbers of families that have been torn apart by fear when their loved ones travel. The website has contributions from women, communities, charities, public sector organisations and Government Departments.

<http://www.preventtragedies.co.uk/>

### **My Former Life**

My Former Life is an educational workshop aimed at helping its audiences understand the causes, effects, and consequences of violent extremism. Through a documentary film telling the stories of four very different people, the audience are taken through a journey of exploration drawing on the film and its content, as well as partaking in exercises and discussions intended to explore the content in depth.

<http://www.myformerlife.org/>

### **Fat Face**

This is an excellent resource and is most suitable for ages 11-16. 10-minute video exploring a young boy's journey to extreme right-wing radicalisation.

<https://vimeo.com/202407525>

The password is 'toler8'

### **Extreme Right-Wing Ideology**

The link below provides some useful resources and gives a brief overview of the Extreme Right Wing.

[http://counterextremism.lgfl.org.uk/videos/FR/vid\\_en\\_1.mp4](http://counterextremism.lgfl.org.uk/videos/FR/vid_en_1.mp4)

### **A Community Response to Extremism**

To provide a response from ordinary Muslims in Bristol to the recruiting narrative used by Daesh and Al Qaida. It provides accurate information on Islam and Muslims to non-specialist audiences. The purpose is not to preach the message of Islam, but to show the essence of Islam and the practice of the Muslim faith.

[https://youtu.be/wKEe3\\_nm\\_x4](https://youtu.be/wKEe3_nm_x4)

### **FAST - Families against Stress and Trauma**

FAST is a UK based organisation, which was created to help families affected by a loved one travelling to Syria and Iraq. They provide support to vulnerable families and individuals because they understand the pain and distress it caused to those left behind. FAST believes that families matter and make a difference.

<http://www.familiesmatter.org.uk>

## **Annex C: Kindi Education's Prevent Risk Assessment (Last updated: May 2020)**

As a commitment to good practice, Kindi Education has assessed the risk of individuals connected to the organisation being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.

This risk assessment identifies the key control measures that Kindi Education builds into its everyday ways of working. These will naturally evolve and develop and will be updated in line with the wider annual review of this Counter Radicalisation and Extremism Policy.

Kindi Education is an organisation that delivers educational short courses in different part of the UK and around the world. The potential risk in the local areas in which Kindi Education works, and the specific nature of Kindi Education's activities, will vary.

The DSL will seek access to relevant information, such as the Counter-terrorism local profiles (CTLPs) produced by the police for every region of England, in order to assess the risk of individuals being drawn into terrorism. This includes not just violent extremism, but also non-violent extremism which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. With this information, the DSL, or a team member appointed by the DSL, will decide whether additional risks exist in a specific location or for a specific activity, and, if so, what control actions should be undertaken to mitigate this risk.

The primary purpose of this risk assessment to identify the key risks facing Kindi Education relating to radicalisation and extremism. Risks are broadly scored for severity and likelihood resulting in a risk rating of up to 25. The higher the rating the greater the inherent risk facing Kindi Education. This risk rating guides Kindi Education's DSL to prioritise implementation of control actions. Where necessary the tool may also be used to identify additional actions for specific events or activities which reduce residual risks following implementation of existing control actions (see right hand column).

**Risk Scoring**

Likelihood		Severity	
Almost Certain	5	Catastrophic	5
Very Likely	4	Major	4
Likely	3	Moderate	3
Unlikely	2	Minor	2
Improbable	1	None or Trivial	1

No	Risk Title	Summary	Severity (A) 1 - 5	Likelihood (B) 1 - 5	Risk Rating A x B	Existing Controls	Additional Actions & Owner
1	Online Safety	<p>Extremist organisations are able to radicalise participants online and encourage them to commit acts of violence or incite others to commit acts of violence as 'lone actors'.</p> <p>Participants can access unlawful radicalising material which promotes proscribed terrorist groups.</p> <p>Online/social media communications relating to extremist material feature the organisations branding</p>	2	3	6	<ul style="list-style-type: none"> <li>Kindi Education's Safeguarding Policy includes Online Safety provision.</li> <li>Robust systems are in place for monitoring internet usage with Kindi Education's partner organisations.</li> <li>Regular updates are provided to team members and participants about news items to raise awareness.</li> <li>Team members' Prevent training includes risks of online radicalisation.</li> <li>Participants are provided with online safety advice as part of their initial induction. This includes providing team members with a copy of any partner organisation's ICT usage policy &amp; highlighting where support is available if required.</li> <li>A Participant Behaviour Policy covers users' attempts to subvert networks.</li> <li>Kindi Education's leadership team has oversight of the social media accounts that it sets up.</li> </ul>	
2	Physical Security	<p>The organisation does not have sufficient security of its premises and participants are targeted by individuals or groups seeking to share their extremist views or endanger their personal safety.</p> <p>Charities are allowed on campus without effective checks or charitable collections are inadvertently diverted to inappropriate or unlawful causes.</p> <p>On site dangerous or hazardous substances are not kept secure and are allowed into the possession of individuals or groups seeking to use them unlawfully.</p> <p>Extremist or terrorist related material is displayed within the premises we use.</p> <p>Premises we use also host events supportive of terrorism, or which popularise hatred or intolerance of those with particular protected characteristics</p>	4	1	4	<ul style="list-style-type: none"> <li>Kindi Education's Health &amp; Safety Policy includes requirement for risk assessment of all venues used.</li> <li>All venues will share their risk assessments and emergency procedures with Kindi Education.</li> <li>Given the nature of Kindi Education's activities, the use of dangerous or hazardous materials is minimal and always subject to specific risk assessment</li> <li>Due diligence of the venues that Kindi Education uses is undertaken.</li> </ul>	

No	Risk Title	Summary	Severity (A) 1 - 5	Likelihood (B) 1 - 5	Risk Rating A x B	Existing Controls	Additional Actions & Owner
3	Prayer & Faith Facilities	<p>Requirements of participants (or team members) requiring faith support or the use of facilities are not met by the organisation resulting in individuals seeking external support of unknown suitability.</p> <p>Facilities (either prayer rooms or quiet space type facilities) provided are not effectively managed or supervised and become ungoverned spaces where radicalising, inappropriate or dangerous activities can take place.</p>	1	1	1	<ul style="list-style-type: none"> <li>• Due diligence of the venues that Kindi Education uses is undertaken.</li> <li>• Where a participant has a spiritual need which is beyond Kindi Education's normal provision, a specific plan and risk assessment will be undertaken.</li> </ul>	
4	Speakers and events	<p>Extremist organisations are given a platform to radicalise young people because we have ineffective processes in place for vetting speakers and events.</p> <p>Inappropriate or extremist materials are shared with participants (face to face or via web links) because insufficient checks are made of external speakers and materials that they promote or share.</p>	2	1	2	<ul style="list-style-type: none"> <li>• Kindi Education has a Guest Speakers and Events Policy which requires a designated team member to complete a speaker checklist prior to the speaker visiting a Kindi Education workshop or event.</li> <li>• Kindi Education will request a brief outline of what the speaker intends to cover</li> <li>• Kindi Education will research the speaker/organisation to establish whether they have demonstrated extreme views/actions in the past.</li> <li>• Any controversial speaker visits will require the authorisation of Kindi Education's Managing Director.</li> <li>• Kindi Education will deny permission to speakers/organisations to visit their premises to deliver talks or workshops if they have known links to extreme groups or movements. It will provide justification for its decisions in writing.</li> <li>• Team members are expected to remain in the room with external guest speakers so that they can monitor what is being said to participants and can address issues as they arise.</li> </ul>	
5	Curricula	<p>The organisation does not have a culture and ethos where British Values are celebrated, which leads to a culture of disrespect and intolerance and where tensions can flourish.</p> <p>Participants are exposed by Kindi Education team members, partner staff or contracted providers to messaging supportive of terrorism or which contradicts 'British Values'</p>	1	3	3	<ul style="list-style-type: none"> <li>• Kindi Education's curriculum department will coach academic team members on the promotion and embedding of British Values</li> <li>• Kindi Education ensures that the link between British Values, its organisation's values and equality and diversity are introduced in relevant academic or activity sessions.</li> </ul>	

No	Risk Title	Summary	Severity (A) 1 - 5	Likelihood (B) 1 - 5	Risk Rating A x B	Existing Controls	Additional Actions & Owner
		Behaviours which harm the ability of different groups and individuals to learn and work together are left unchallenged					
6	Team members training and awareness	<p>Team members or contracted providers are not aware of/do not subscribe to the values of Kindi Education</p> <p>Team members are unable to raise extremism related organisational concerns due to the lack of an appropriate whistleblowing mechanism</p> <p>Team members are unable to raise extremism related organisational concerns due to the lack of an appropriate mechanism</p> <p>Team members are not aware of Prevent and are not aware of how to report concerns</p>	3	2	6	<ul style="list-style-type: none"> <li>Kindi Education has an appropriate Whistleblowing Policy and provides awareness raising training to all team members</li> <li>Kindi Education's Safer Recruitment Policy includes information on background and criminal record checks.</li> <li>Kindi Education has one integrated Safeguarding Incident Recording Form, including for extremism and radicalisation concerns.</li> <li>All team members have completed initial mandatory training in safeguarding and the vast majority have completed their annual refresher. This training is often delivered face-to-face and therefore allows time for discussions and questions</li> <li>Kindi Education continues to monitor team members' training compliance</li> <li>Robust and well-known mechanisms are in place for safeguarding. These are well publicised in Kindi Education's Safeguarding Policy and Kindi Education's Procedures for Managing Safeguarding Disclosures, Concerns or Allegations.</li> <li>Regular updates are provided to team members through email bulletins and team meetings, especially following any key escalation of concern or a critical incident.</li> <li>Team members have access to the Home Office WRAP training.</li> </ul>	
7	Partnership working with relevant statutory agencies	<p>The organisation does not establish effective partnerships with organisations such as the Local Authority, Police Prevent Team, DfE Regional Coordinator, and others.</p> <p>The result is that the organisation is not fully appraised of national and local risks and does not have access to developing good practice advice or supportive peer networks.</p>	2	2	4	<ul style="list-style-type: none"> <li>Kindi Education has links with the local authority, police, Regional Prevent Coordinator and other agencies working with Prevent.</li> <li>Kindi Education has good links with other providers in the area which enable the organisation to share best practice.</li> <li>The DSL is aware of information sharing protocols of statutory agencies.</li> </ul>	
8	National Terrorism Risk Level	<p>The organisation does not know or understand the assessed level of risk from terrorism either nationally or locally &amp; is therefore unable to carry out an effective risk action or put in place mitigating actions.</p> <p>The organisation does not how to respond effectively to changing risk level (either in response to national or local events) to ensure</p>	3	4	12	<ul style="list-style-type: none"> <li>The DSL will seek further CTLP research for every region where Kindi Education's activities take place.</li> <li>Kindi Education has active links with the relevant DfE Regional Prevent Coordinator to ensure that the Prevent risk assessment is reviewed annually or more urgently where there is a significant escalation of concern</li> </ul>	

No	Risk Title	Summary	Severity (A) 1 - 5	Likelihood (B) 1 - 5	Risk Rating A x B	Existing Controls	Additional Actions & Owner
		that the risk assessment/action plan remains effective.					
9	Partnerships with other organisations	The organisation's partner provider network does not have robust processes in place to satisfy the Prevent duty, thus putting a significant number of participants at risk who are currently studying with those partners.	4	1	4	<ul style="list-style-type: none"> <li>Prevent compliance is built into Kindi Education's partner organisation contracts and assessed as part of any quality reviews.</li> <li>Kindi Education may provide training and updates to partner organisations/providers related to Prevent.</li> <li>Kindi Education ensures that Prevent updates and refreshers are included within all partner organisation/provider activities, as they feel necessary.</li> </ul>	
10	Critical Incident	The organisation is unable to respond to a significant incident affecting operations, including terrorist incident.	4	2	8	<ul style="list-style-type: none"> <li>Kindi Education has a Critical Incident Management Procedure</li> </ul>	