



**ASM Sports (UK) Limited | Preventing Extremism and  
Radicalisation Policy | JANUARY 2023**

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Signature of Policy/Procedure Leader	Signature of Managing Director	
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Registration No: 07376198 VAT No: 159838063



## 1. Introduction

ASM Sports is committed to providing a secure environment for children, where they feel safe and are kept safe. All adults at ASM Sports recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake and whether their role has direct contact or responsibility for children and young people.

## 2. Definitions

- Ideology - a set of beliefs.
- Extremism - a vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.
- Radicalisation - the process by which a person comes to support terrorism or forms of extremism leading to terrorism.
- Terrorism - an action that endangers or causes serious violence, damage or disruption and is intended to influence the Government or to intimidate the public and is made with the intention of advancing a political, religious, or ideological cause.

## 3. Guidance and Legislation

The Preventing Extremism and Radicalisation Safeguarding Policy draws upon the guidance contained in: -

- Stoke-on-Trent Safeguarding Children Board procedures.
- Keeping Children Safe in Education; DfE: September 2018
- Teaching Approaches that help Build Resilience to Extremism among Young People; DfE 2011
- Report into Allegations Concerning Birmingham Schools Arising from Trojan Horse Letter; Peter Clarke: July 2014.
- Promoting Fundamental British Values as part of SMSC in Schools; Nov 2014

In adhering to this policy and the procedures therein, staff and visitors will comply with our statutory duties to:

- Safeguard and promote the welfare of all children as set out in s175 and s157 of the Education Act 2002.
- Contribute to the delivery of the outcomes for all children, as set out in s10 (2) of the Children Act 2004.
- Have due regard to the need to prevent people from being drawn into terrorism, as set out in s26 of the Counterterrorism and Security Act 2015.



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#### 4. Company Ethos and Practice

ASM Sports recognises the Government's concern that the UK continues to face a threat from terrorism. One security concern is the potential for British citizens and residents to become radicalised and commit acts of violence or terrorism.

Violent Extremism is defined by the Crown Prosecution Service (CPS) as:

"The demonstration of unacceptable behaviour by using any means or medium to express views, which:

- Encourage, justify, or glorify terrorist violence in furtherance of beliefs.
- Seek to provoke others to terrorist acts.
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts.
- Foster hatred which might lead to inter-community violence in the UK."
- Extremism can take many forms including that linked to Far Right / Neo Nazi / White Supremacist, Al Qaeda/Daesh ideologies, Irish Nationalist and Loyalist paramilitary groups, and that linked to Animal or Environmental Rights movements.

Our company is a safe place where pupils can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens. However, there is no place for extremist views of any kind in our company, whether from internal sources - children, staff, or directors; or external sources - academy community, external agencies or individuals.

As a company, we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect children in our care and our staff.

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 the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our pupils are enriched, understand and accept difference and diversity and to ensure that they thrive, feel valued and not marginalised.

Furthermore, we are aware that young people can be exposed to extremist influences or prejudiced views from an early age, which emanate from a variety of sources, including the internet, and at times pupils may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.



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Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils or staff will always be challenged and where appropriate dealt with in line with our Behaviour and Discipline Policy and the Code of Conduct for staff.

Where misconduct by a coach is proven, the matter will be referred to the company directors for their consideration as to whether to a Prohibition Order is warranted.

As part of wider safeguarding responsibilities ASM Sports staff will be alert to: -

- Disclosures by pupils of their exposure to the extremist actions, views or materials of others outside of contact, such as in their homes or community groups, especially where pupils have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Pupils accessing extremist material online, including through social networking sites.
- Parental reports of changes in behaviour, friendship or actions and requests for assistance.
- Partner schools/academies, local authority services, and police reports of issues affecting pupils in other schools/academies or settings.
- Pupils voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, sexuality, ethnicity or culture.
- Attempts to impose extremist views or practices on others.

Our staff will closely follow any locally agreed procedure as set out by the Local Authority and the Local Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

## 5. Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children may experience elsewhere may make it harder for them to challenge or question these radical influences. In our academy, this will be achieved by good teaching, primarily via PSHE; but also, by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

We will ensure that all our teaching approaches help our pupils build resilience to extremism and give pupils a positive sense of identity through the development of critical thinking skills.

We will ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.



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We will be flexible enough to adapt our teaching approaches as appropriate, to address specific issues to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success following the three broad categories of: -

- Making a connection with young people through good [teaching] design and a pupil centred approach.
- Facilitating a 'safe space' for dialogue, and
- Equipping our pupils with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore, this approach will be embedded within the ethos of our academy so that pupils know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our academy's approach to the spiritual, moral, social and cultural development of pupils and will include the sound use of assemblies to help further promote this rounded development of our pupils.

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

We will achieve this by using a curriculum that includes: -

- Citizenship
- Open discussion and debate
- Work on anti-violence and a restorative approach addressed throughout curriculum.
- Focussed educational programmes.

We will also work with local partners, families and communities in our efforts to ensure our academy understands and embraces our local context and values in challenging extremist views, and to assist in the broadening of our pupil's experiences and horizons.

We will promote the values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage pupils to respect one another and to respect difference, especially those of different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in modern multi-cultural Britain and globally. We will help support pupils who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a pupil is being directly affected by extremist materials or influences, we will ensure that that pupil is offered support through referral to Stoke-on-Trent Channel Panel – see section 13.

## 6. Use of External Agencies and Speakers



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We encourage the use of external agencies or speakers to enrich the experiences of our pupils. However, we will positively vet those external agencies, individuals, or speakers who we engage to provide such learning opportunities or experiences for our pupils.

Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in opposition to, the company values and ethos.

Our company will assess the suitability and effectiveness of input from external agencies or individuals to ensure that: -

- Any messages communicated to pupils are consistent with the ethos of the academy and do not marginalise any communities, groups, or individuals.
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies.
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of pupils.
- Activities are carefully evaluated by the academy to ensure that they are effective.

We recognise, however, that the ethos of our company is to encourage children to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

## 7. Whistle Blowing

Where there are concerns of extremism or radicalisation, pupils and staff can discuss this with the Designated Safeguarding Lead or Deputy. If, for any reason they feel unable to do this, then they can make use of our internal systems to Whistle Blow or raise any issue in confidence. Please refer to ASM Sports Whistle Blowing Policy which is in the Safeguarding and Child Protection Policy.

## 8. Child Protection

Please refer to our Safeguarding and Child Protection Policy for the full procedural framework.

Staff will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or children may be at direct risk of harm or neglect.

For example; this could be due to a child displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with; or staff may be aware of information about a child's family that may equally place a child at risk of harm. (These examples are for illustration and are not definitive or exhaustive.)

Therefore, all adults working at ASM Sports (including visiting staff, volunteers, contractors, and students on



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placement) are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Lead or Deputy Safeguarding Lead.

## 9. Role of the Designated Safeguarding Lead (DSL)

The DSLs are Nick Marren (Operations Manager)

The Deputy DSL is Kieran Oakes (Operations Manager)

The role of the DSL is set out in our Safeguarding and Child Protection Policy.

The DSLs are the focus people who company staff, and others, may come to if they have concerns about an individual child's safety or well-being, and they are the first point of contact for external agencies.

The DSLs are also the people who leads on concerns regarding extremism or radicalisation. Where there are concerns regarding extremism and radicalisation, the DSL will liaise with Stoke-on-Trent Channel Coordinator and make referrals where appropriate – see section 13.

## 10. Training

Whole Company training on Safeguarding and Child Protection will be organised for staff at least every three years. This training should be approved by the Local Safeguarding Children Board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

The DSLs will attend training courses as necessary and the appropriate inter-agency training organised by the Local Safeguarding Children Board at least every two years.

All company staff will undertake Home Office approved WRAP Training (Workshop to Raise Awareness of Prevent;) also sometimes referred to as 'Prevent training.'

For information regarding multi agency training on Challenging Extremism see SCB website - <http://www.safeguardingchildren.stoke.gov.uk/ccm/navigation/professionals/training/>

## 11. Recruitment

The arrangements for recruiting all staff, (permanent, temporary and volunteers;) to our company will follow statutory guidance in Keeping Children Safe in Education 2019.

We will apply safer recruitment best practice principles and sound employment practice in general, which include, but are not limited to, ensuring that DBS checks are made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks.

We will be alert to the possibility that persons may seek to gain positions within our academy to unduly influence our academies character and ethos. We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation.



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Therefore, by operating safer recruitment best practice and by ensuring an ongoing culture of vigilance within our academy, we will minimise the opportunities for extremist views to prevail.

### 12. Role of Governing Body

The management of our company will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as senior staff, including their statutory safeguarding duties. The management of our company will support the ethos and values of our company and will support the company in tackling extremism and radicalisation.

The DSL will review this policy annually and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

### 13. Stoke-on-Trent PREVENT Programme

The Prevent Programme is Stoke-on-Trent's response to the Government's national counter-terrorism strategy, which aims to stop people being drawn into or supporting terrorism. The national strategy focuses on three key areas which are: -

- respond to the ideological challenge of terrorism and the threat from those who promote it
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- work with sectors and institutions where there are risks of radicalisation that we need to address

The Government has defined Extremism in the Prevent Strategy as the "Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs." They also include in their definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Stoke-on-Trent's Prevent Programme design is to:

- divert vulnerable individuals away from the radicalisation process and ensure that they are given the appropriate advice and support through local safeguarding structures
- deter extremist groups from creating disharmony, division and spreading hate
- keep the majority safe from the few who seek to harm others
- ensure that sectors and institutions develop an appropriate response to tackle extremism.
- ensure that media and wider public recognise that the illegal or extreme actions of a few individuals from a background do not reflect the values and views of others with the same background, faith or belief
- ensure that the reputation of the city and its residents is maintained and enhanced.



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For further information about Stoke-On-Trent's Prevent Programme please contact Shahzad Tahir, Community Cohesion Manager, Stoke-On-Trent City Council on 01782 238771.

#### 14. Channel Panel

Stoke-on-Trent has a multi-agency group – the Channel Panel, to provide support to people at risk of being radicalised, recognising that the radicalisation of vulnerable children and adults is a safeguarding issue. A senior Safeguarding Manager from Stoke-on-Trent City Council chairs the Channel Panel.

The objectives of the Channel Panel are to: -

- identify individuals at risk of exposure into violent extremism.
- assess the nature and extent of that risk.
- develop the most appropriate support for the individuals concerned.

It is important to trust your professional judgement – if you are concerned that someone is at risk of getting involved in extremism, you should discuss this with your DSL without delay.

The DSL will liaise with Staffordshire Police Prevent Team to discuss and make a referral if necessary.

When a referral is received, the Prevent team will, in partnership with other safeguarding professionals, investigate further to assess the nature and extent of the risk and develop the most appropriate support package for the individual concerned.

Staffordshire Police Prevent Team can be contacted on: -

Tel: 01785 232054 E-mail: [prevent@staffordshire.pnn.police.uk](mailto:prevent@staffordshire.pnn.police.uk)

#### 15. Reporting online material promoting terrorism or extremism

The internet is used by certain people to promote terrorism and extremism. ASM Sports is committed to ensuring that students are not able to access extremist ideas or materials online whilst in our care. We will challenge and report any terrorist and extremist content found online, which is offensive or illegal.

As private citizens, members of staff can also report such material, anonymously, if necessary, by clicking on the button below: -

Examples include material such as: -

- articles, images, speeches, or videos that promote terrorism or encourage violence.
- content encouraging people to commit acts of terrorism.
- websites made by terrorist or extremist organisations
- videos of terrorist attacks

The national Counter Terrorism Internet Referral Unit (CTIRU), which investigates the material, will try to secure the removal of the material as quickly as possible.



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## 16. Department for Education – Preventing extremism in schools and children’s services

The DFE have set up a helpline that schools and other organisations working with children can contact if they have concerns about radicalisation:

Tel: 020 7340 7264 E-mail: [counter.extremism@education.gov.uk](mailto:counter.extremism@education.gov.uk)

If you are concerned about extremism in a school or another organisation that works with children, or if you think a child might be at risk of extremism, contact their helpline. Open Monday to Friday from 9am to 6pm (excluding bank holidays).

- Educate Against Hate

A website jointly developed by the Home Office and Department for Education which contains details of resources that schools may use.

<http://educateagainsthate.com/>

- Miriam’s Vision

Materials produced by Miriam Hyman Trust after 7/7. [www.miriamsvision.org](http://www.miriamsvision.org)

- Hammersmith and Fulham Prevent Resources Pack

Lesson materials produced by H&F LA covering digital awareness, conspiracy theories and extremism.

<https://www.lbhf.gov.uk/children-and-young-people/schools-and-colleges/school-staff-zone/prevent-and-schools/prevent-and-schools-resources-and-lesson-plans>

- Prevent Tragedies

A UK Police and partners initiative to help prevent people partaking in violent extremism and terrorism

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

- Anne Frank Trust

To use Anne Frank’s life to empower young people with the knowledge, skills and confidence to challenge all forms of prejudice and discrimination

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

- Getting on Together

A suite of curriculum material covering modules on extremism, open debate and critical thinking.

<http://www.got.uk.net/>



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## Stoke-on-Trent Safeguarding Children Board Online Information

- Stoke-on-Trent Children Safeguarding Board  
The schools/education section of the Safeguarding Children Board (SCB) website  
<http://www.safeguardingchildren.stoke.gov.uk/ccm/content/safeguarding-children/education/education.en>
  
- Stoke-on-Trent Children Safeguarding Board  
The professional's section of the Safeguarding Children Board website page for Extremism, Radicalisation and Prevent  
<http://www.safeguardingchildren.stoke.gov.uk/ccm/content/safeguarding-children/professionals-folder/procedure-manuals/extremism.en>
  
- Stoke-on-Trent Children Safeguarding Board  
Safeguarding People who are vulnerable to being drawn into Violent Extremism and/or Terrorism in Staffordshire and Stoke on Trent  
[http://webapps.stoke.gov.uk/uploadedfiles/D19\\_Joint\\_Prevent\\_Channel\\_Guidance\\_v10\\_Final.pdf](http://webapps.stoke.gov.uk/uploadedfiles/D19_Joint_Prevent_Channel_Guidance_v10_Final.pdf)
  
- S-o-T Children Safeguarding Board  
Stoke on Trent Chanel Panel Operating Principles  
[http://webapps.stoke.gov.uk/uploadedfiles/SOTCC\\_Channel\\_operating\\_principles.pdf](http://webapps.stoke.gov.uk/uploadedfiles/SOTCC_Channel_operating_principles.pdf)  
Local Resources
  
- Community Cohesion Team
  - a. Sessions on cohesion, extremism and hate crime delivered to pupils.
  - b. Assist schools in building links with local communities and faith institutions
  - c. Deliver Faith workshops to pupils.
  - d. One to one & group support to assist schools in addressing tension in the school environment.
  - e. Provide support to schools on cultural awareness.
  - f. Prevent & Cohesion awareness sessions for staff and governors.Iftikhar Ahmed [iftikhar.ahmed@stoke.gov.uk](mailto:iftikhar.ahmed@stoke.gov.uk)
  
- Prevent
  - a. Raise awareness of the Prevent Duty in Education and conduct training e.g., WRAP (Workshop to Raise Awareness of Prevent) Home Office approved
  - b. Provide targeted support to education settings around Prevent related concerns
  - c. Provide Prevent policy advice/guidance to members of the Senior Leadership Team
  - d. Understand local vulnerabilities.
  - e. Engage with unregulated settings.
  - f. Conduct quality assurance on external projects



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g. Assist curriculum leads with resources which foster resilience to extremism

Sarah Dyer  
Sarah.Dyer@stoke.gov.uk

#### Appendix 1

- Prevent Resources, Support and Guidance for Education Settings  
Channel Duty Guidance –
  - Home Office  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/118187/vul-assessment.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118187/vul-assessment.pdf)
  - Prevent Duty Guidance for England and Wales  
<https://www.gov.uk/government/publications/prevent-duty-guidance>
  - Protecting children from radicalisation: the prevent duty.  
<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>
  - The use of social media for online radicalisation  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/440450/How\\_social\\_media\\_is\\_used\\_to\\_encourage\\_travel\\_to\\_Syria\\_and\\_Iraq.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/440450/How_social_media_is_used_to_encourage_travel_to_Syria_and_Iraq.pdf)
- h. Facilitate student Prevent-related workshops
  - Channel Panel  
Information, advice and support about the Channel Panel  
Shahzad Tahir  
shahzad.tahir@stoke.gov.uk
  - Prevent  
Information about Prevent activities and to access the support of the Prevent Education Officer  
Sarah Dyer  
[Sarah.Dyer@stoke.gov.uk](mailto:Sarah.Dyer@stoke.gov.uk)
  - Staffordshire Police Prevent  
Information about Prevent and to make a referral if you are concerned that an individual is being radicalised.  
[prevent@staffordshire.pnn.police.uk](mailto:prevent@staffordshire.pnn.police.uk) National Guidance
  - Channel Duty Guidance - Home Office



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[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/118187/vul-assessment.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118187/vul-assessment.pdf)

- Promoting Fundamental British Values as part of SMSC – Nov 2014

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/380595/SMSC\\_Guidance\\_Maintained\\_Schools.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf)

- Schools Inspection Handbook- Ofsted

<https://www.gov.uk/government/publications/school-inspection-handbook-from-september-2015>

- Keeping Children Safe in Education, DfE – September 2019

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[www.gov.uk](http://www.gov.uk)

- Governance Handbook, DfE

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/582868/Governance\\_Handbook\\_-\\_January\\_2017.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/582868/Governance_Handbook_-_January_2017.pdf)

- Headteacher's Standards

<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers>

- Counter-extremism policy in English schools – House of Commons briefing paper.

<http://researchbriefings.files.parliament.uk/documents/CBP-7345/CBP-7345.pdf>

- Proscribed terrorist groups and organisations

<https://www.gov.uk/government/publications/proscribed-terror-groups-or-organisations--2>



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