



Charity No 283931

Phab Ltd, Summit House, 50 Wandle Road, Croydon, CR0 1DF

Anti-Extremism and Terrorism Policy

May 2020

(This policy should be read and implemented alongside Phab's Safeguarding Policy.)

All organisations that work with children, young people and adults at risk have a responsibility to protect them from harm. This includes becoming radicalised and/or being exposed to extreme views. They can be exposed to different views and receive information from various sources and some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is, in itself, a form of harm.

Extremism is 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.

How does radicalisation happen?

The process of radicalisation may involve:

- Being groomed online or in person
- Exploitation, including sexual exploitation
- Psychological manipulation
- Exposure to violent material and other inappropriate information
- The risk of physical harm or death through extremist acts

It happens gradually so children, young people and adults at risk who are affected may not realise what it is that they are being drawn into.

Vulnerability factors

Anyone can be radicalised but there are some factors which may make someone more vulnerable. These include:

- Being easily influenced or impressionable

- Having low self-esteem or being isolated
- Feeling that rejection, discrimination or injustice is taking place in society
- Experiencing community tension amongst different groups
- Being disrespectful or angry towards family and peers
- Having a strong need for acceptance or belonging
- Experiencing grief such as loss of a loved one

Indicators of radicalisation

If a child, young person or adult at risk is being radicalised their day-to-day behaviour may become increasingly centred around an extremist ideology, group or cause. For example, they may:

- Spend increasing amounts of time talking to people with extreme views (this includes online and offline communication)
- Change their style of dress or personal appearance
- Lose interest in friends and activities that are not associated with the extremist ideology, group or cause
- Have material or symbols associated with an extreme cause
- Try to recruit others to join the cause

Supporting vulnerable children, young people, adults at risk and families

Getting early help to those at risk is vital and we need to work with other groups and agencies in the local community to provide children, adults and risk and families with appropriate support, welfare and pastoral care.

We will:

- Include radicalisation in our safeguarding policies and procedures
- Identify those at risk and make sure everyone in Phab organisation knows when to report a concern
- Work in partnership with other organisations across the community
- Promote positive messages of tolerance and community cohesion
- Help parents and children get support.

What to do if you think a child is being radicalised

If you think a child, young person or vulnerable adult or the people around them are involved in radicalisation and there is an immediate risk of harm, call 999 straight away.

If it isn't an emergency contact Phab's nominated child protection lead according to Phab's Safeguarding Policy and, as appropriate, contact either (a) the NSPCC Helpline on **0800 800 5000** or by emailing help@nspcc.org.uk to talk through the concerns and get expert advice, or (b) the police anti-terrorism hotline on [0800 789 321](tel:0800789321)