

Introduction

Poultec Training is committed to providing a secure environment for learners where they are kept safe and feel safe. All staff at Poultec Training recognise that safeguarding and the implementation of the Prevent Strategy is everyone's responsibility irrespective of the role they undertake.

In adhering to this policy staff and visitors will contribute to Poultec Training delivery outcomes for all learners. This Preventing Extremism and Radicalisation policy is one element within our overall arrangements to safeguard the welfare of all learners.

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Ethos and Practice

This policy is based upon the following accepted Government definition of extremism which 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; and/or calls for the death of our armed forces, whether in this country or overseas.

There is no place for extremist views of any kind on any of the courses or programmes delivered by Poultec Training. Our learners must consider our courses as a safe environment where they can explore controversial issues safely and where our staff encourage and facilitate this.

Poultec Training recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern. Any prejudice, discrimination or extremist views, including derogatory language, displayed by learners or staff will always be challenged and where appropriate dealt with in line our disciplinary policy and procedure.

As part of the wider safeguarding responsibility Poultec Training staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or material of others outside Poultec, such as in their homes or community groups
- Graffiti symbols, writing or art work promoting extremist messages

- Learners accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour or actions and requests for assistance
- Local authority services or police reports of issues affecting learners
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or hate terms to exclude or incite violence
- Intolerance of difference, whether secular or religious or (in line with our equality policy) views on, but not exclusive to, gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practises on others
- Anti-western or Anti- British views

Teaching Approaches

Poultec Training will strive to eradicate the myths and assumptions that can lead to some learners becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere make it harder for them to challenge or question these radical influences. We will ensure that all of our teaching approaches help our learners build resilience to extremism and give learners a positive sense of identity through developing critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible and adapt our teaching approaches, as appropriate, so as to address specific issues as they become relevant to the current issues of extremism and radicalisation.

We apply the following key principles across all of our activities:

- Making a connection with learners through good teaching and a learner centred approach
- Facilitating a safe and inclusive learning environment
- Equipping learners with the appropriate skills, knowledge and awareness



Edward Bales
 Managing Director
 1st August 2022

Policy Review	This policy will be reviewed annually by the Senior Management team or when there are changes in the workplace such as new tools, systems or conditions.
Approval Dates	This version takes effect from: 1st August 2022 The E&D and Inclusion report will be reviewed on

	the same date.
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