



# Team Domenica Policy for the Prevention of Radicalisation and Extremism

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## Associated Documents

- The Team Domenica Online Safety Policy
- The Team Domenica Policy for Promoting Positive Relationships and Behaviour
- The Team Domenica Safeguarding Policy

## Legislation and Guidance

Please note that this is intended to provide useful links to relevant guidance and legislation. It is not an exhaustive list:

- [The Prevent Duty: prevent duty guidance for England & Wales](#)
- [The Prevent Duty: safeguarding learners vulnerable to radicalisation](#)

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**Team Domenica is a social enterprise charity. Our vision is for people with learning disabilities to be valued in the workplace, to reach their full potential and be included as members of society.**

Team Domenica is a company limited by guarantee and a charity registered in England and Wales. Registered address: 5-7 Preston Road, Brighton, BN1 4QE | Charity no: 1165494 | Company no: 9862696  
[www.teamdomenica.com](http://www.teamdomenica.com)

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## Introduction

Team Domenica is committed to a culture where all candidates, staff and volunteers can develop and thrive in a pro-active culture of safety and respect.

Included in this is a commitment to minimise any risk from those who seek to cause harm through activities linked to radicalisation and/or extremism, including situations where this could potentially lead to acts of harm to the self and others; and/or criminalisation and the impact this may have on an individual's life and development.

**Pro-active  
culture of safety  
and respect...**

**... commitment  
to minimise any  
risk ...**

**... from  
activities linked  
to radicalisation  
and/or extremism.**

# The Aims, Purpose and Scope of This Policy

The aims of this policy are to:

- outline the steps that are taken to prevent any such risks from occurring for our candidates while they are at Team Domenica
- define those behaviours which are unacceptable
- support our candidates in recognising any risks that arise in their wider lives
- ensure that any such incidents are dealt with swiftly, safely and effectively with all relevant agencies

Any incidents, allegations and concerns of harm to a candidate related to the conduct of employees, volunteers or members of the public are managed via the Team Domenica Safeguarding Policy.

All staff working at Team Domenica, whether they have front line roles (teachers, training mentors, café staff and job coaches) or not, are responsible for the implementation of this policy which is to be read alongside the Safeguarding Policy, the Policy for Promoting Positive Relationships and Behaviour and The Online Safety Policy.

This Policy is informed by the [Revised Prevent Duty for England and Wales](#) and [Keeping Children Safe in Education 2022](#) (but developed to be relevant for the abilities, needs and age of the candidates at Team Domenica and the context in which they work and learn).



# Context

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Team Domenica recognises that protecting our candidates, community and culture against extremism means ongoing vigilance around the attitudes and practice of staff, governors, volunteers, candidates, employers as well as influences from the outside world both online and off-line. While our teaching, training and mentoring staff have a duty to support candidates in discussing and exploring complex and potentially controversial topics, this must be done within professional boundaries that include proportionate and balanced views, a clearly taught understanding of the difference between fact and opinion, and resources that are appropriate.

Allowing extremist views to go unchallenged is detrimental to our positive and safe culture in which all participants should feel valued and included, never threatened or marginalised. Extremism thrives on discord and mistrust between groups in the community and it is essential staff challenge any extremist views they encounter in classroom, workplace or other spaces whenever they arise.

Extremist views may be expressed explicitly but staff must also be aware of more implicit comments and actions, such as through clothing, tattoos or musical choice. This approach - coupled with a clear and balanced curriculum for both teaching about respect, tolerance, diversity and equality, and equipping learners with critical thinking skills - is at the heart of maintaining an ethos that embraces all.

It is a duty under this policy that staff share concerns about extremist views shared by candidates, colleagues, volunteers, contractors, work placement staff or the public so that managers or leaders can take the right steps, including the use of relevant behaviour and staff conduct policies as necessary.

## Extremism Definition

Extremism is the vocal or active opposition to our 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.

## Radicalisation Definition

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

## Terrorism Definition

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

# Specific Threats

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## All staff need to be aware of the major threats in the UK and in the local area

At the time of writing (January 2023) these are:

- **Islamist terrorism** mainly connected to al-Qaeda (AQ), ISIS and ISIS-inspired terrorists (also known as ISIL, Daesh or the Islamic State)
- **Extreme right-wing terrorism**, including neo-Nazis
- Northern Ireland related terrorism (NIRT)
- **Extreme left-wing, anarchist and single-issue terrorism** including animal rights/environmental extremism (LASI)
- **‘Mixed, Unstable or Unclear’ ideologies** including those associated with the incel movement.

While staff need to be alert to all threats it is particularly highlighted in this edition of this policy that the biggest growing terrorist threat in the UK at the time of writing is **Self-Initiated Terrorism** wherein both specific and generalised discontent with perceived injustice leads to an individual taking action alone, after accessing instructions on how to cause harm online.

This is often linked to the last group above, and some research indicates that around 25% of incel forum members identify as having an autistic spectrum disorder. A further concerning aspect of this particular form of radicalisation is its promotions of suicide and self-harm to those feeling marginalised.

Appendix 2 contains a number of links to resources for advice and guidance, and to curriculum materials for the support of both staff understanding and teaching and learning activities to build candidate resilience.

The safeguarding team at Team Domenica recognise that our candidates have a particular vulnerability to the risk of being radicalisation. It is recognised that extremist groups may target those with specific neuro-diverse conditions due to particular aspects of these.

These may include social isolation or marginalisation, a lack of empathy around the personal costs and impacts of terrorism, spending a lot of time online and a tendency to see the world in very binary ways. This may mean that individuals lack the skills to discern between reality and propaganda, are easily swayed to a simplistic world view and easily recruited to online and real world hate groups.





Therefore all staff working with our candidates need to be aware of the signs that radicalisation might be occurring. These include:

- Becoming secretive or withdrawn from established peer groups
- Using language that is prejudicial or discriminatory
- Developing hostility to others and being unwilling to discuss and debate views
- Sharing materials that are extreme, including those involving weapons, explosives and military training
- Having a sudden knowledge of facts and statistics around certain topics that are unverifiable
- Talking as if from a script
- Having new social groups that are all-consuming and which may seem to be offering material reward or which seem to cause fear and anxiety

# Preventing Extremism and Radicalisation

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There are four aspects to the work Team Domenica carries out to prevent the expression of extremism and the risk of radicalisation:

-  **Culture** - Team Domenica actively promotes a culture where no one person or group is seen as less important, capable or deserving than another group or individual. Respect and tolerance of difference in belief, appearance and identity should be promoted at all opportunities presented and in the planning of materials, activities and classes, as well as in less formal interactions. Advocacy and the amplification of the learner voice is also an essential component of a representative culture.
-  **Curriculum** - Team Domenica's Relationship, Personal, Social and Health Education sessions explicitly teach learners about the risks of radicalisation, the role of democracy in British life and the rule of law, including the impact on life chances if the law is broken. Where possible partner agencies and external speakers are used to help promote these messages. Enrichment sessions promote relationships with the wider communities of Brighton and Hove and foster respectful relationships between candidates, promoting tolerance and respect.
-  **Online Safety** - As described above there are particular risks of radicalisation presented to our candidates on-line that could lead to harm to the self and others. Team Domenica has to balance the choices and autonomy of young adults with the need to establish the training environment as a safe environment with the boundaries necessary for appropriate, professional and lawful activities. Therefore, Team Domenica has a web filter that actively blocks extremist materials on all devices provided by the organisation and used in class and training activities. Candidates are able to access their own devices in break times and are informed of the boundaries and expectations of appropriate usage in a workplace. In Spring 2023 this will be underpinned by an user agreement. Teaching and training staff are alert to the changes in behaviour and presentation that maybe associated with viewing damaging online materials in free time.
-  **Mentoring** - The young adults attending Team Domenica as candidates are negotiating a significant life transition as they move from school or college to the workplace, are supported by adult services with expectations of agency and accountability, experience some change in their family relationships, including leaving home in some cases. This provides many opportunities for growth but also raises new risks, It is essential that consistent opportunities are available for attuned and sensitive one-to-one work are available so that guidance and support throughout.

*Continued page 7*

# Responding to concerns about radicalisation and extremism

All incidents of concerning behaviour must be reported on the organisation's MyConcern platform, following the procedures and principles outlined in the Team Domenica Safeguarding Policy. This means concerning behaviour shown by the candidate or which the candidate reports as having experienced from others, in real life or online.

If, upon receipt of a report, or a pattern of reports, the safeguarding team believes an individual is vulnerable to radicalisation and being encouraged to act in support of extremism or terrorism they will make a referral to the Sussex Police Prevent Team, following the procedures in Appendix 1 on page x.

If this happens, a plan for both risk management and pastoral/individual support will be considered.

If anybody suspects that a specific act of terrorism is threatened they should dial 999.

## Training

All staff working with candidates at Team Domenica complete the Educare online training course "Safeguarding Against Radicalisation - The Prevent Duty". Education Leaders and Designated Safeguarding team members also access local training and updating events to stay aware of the current issues and threats in the area.



Helping to protect children, young people and adults wherever they are.

Record and manage the reporting of concerns and access the full suite of safeguarding products.

Trouble logging in?

 [support@thesafeguardingcompany.com](mailto:support@thesafeguardingcompany.com)

 Web Chat

 +44 (0)330 660 0767

[Log into MyConcern](#)

## Log In

Please enter your email and password

Email

Password

Log In

[Forgot your password?](#)

## Appendix 1: The Referral Process

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The National Prevent Referral form is available [here](#)



Guidance on the referral process is available [here](#)



Guidance on Prevent and the safeguarding of vulnerable adults is available [here](#)

In advance of any referral, guidance and support can be gained locally by discussion with:

The Channel Co-ordinator based at the Safer Communities team in Brighton and Hove City Council at: [Channel.Prevent@brighton-hove.gov.uk](mailto:Channel.Prevent@brighton-hove.gov.uk) or call on **01273 291115**

The Brighton and Hove City Council Prevent Lead/Co-ordinator:

[Nahida.Shaikh@brighton-hove.gov.uk](mailto:Nahida.Shaikh@brighton-hove.gov.uk) or call **01273 290584** or **07717 303292**



## Appendix 2a: Resources

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[Action Counters Terrorism \(ACT\)](#)



[National Education Union](#)



[End Violence Against Women and Girls](#)



[Education Against Hate](#)



[Equaliteach article with resources](#)



[Brighton & Hove](#)



[Online extremist and terrorist content](#)



[Hope Not Hate](#)



[Prevent](#)

## Appendix 2b: Support, Information and Specialist Organisations

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[Revised Prevent Duty Guidance for England and Wales](#)

[Government's Counter Extremism Strategy](#)



[The Terrorism Act 2000 \(TACT 2000\)](#)

**educate.against.  
~~hate~~**

[Resources for teaching, training and mentoring](#)



[Local Support and Referrals](#)

[Email: PreventReferralseastsussex@sussex.pnn.police.uk](mailto:PreventReferralseastsussex@sussex.pnn.police.uk)