



Carlisle United Anti-radicalisation policy

Context

The Prevent strategy, published by the Government in 2011, is part of its overall counter-terrorism strategy, CONTEST. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to “prevent people from being drawn into terrorism”.

Prevent is part of safeguarding and all have a duty to safeguard their young people and adults at risk from all aspects of abuse, exploitation and radicalisation. Implementing the Prevent Duty can be a sensitive issue and it is important to reiterate this is not about spying on or about stopping conversations on controversial or sensitive topics. The Prevent Duty is intended to safeguard Clubs, participants & staff from being exposed to exploitation or radicalisation and to support the discussion and understanding of complex and controversial issues.

The Prevent strategy has 3 key objectives and will specifically:

- **Respond to the ideological challenge** of terrorism and the threat we face from those who promote it
- **Prevent people from being drawn into terrorism** and ensure that they are given appropriate advice & support
- **Work with sectors and institutions** where there is a risk of radicalisation which we need to address

Within the Home Office Prevent Duty guidance document, it sets out very clear expectations and responsibilities of board members, leaders, managers and staff. Some of these are detailed below:

“We expect active engagement from boards, managers, leaders & staff with other partners including the police and regional Prevent coordinators”

“We expect institutions to demonstrate that they undertake appropriate training & development for boards, leaders, managers & staff”

Board of Directors responsibilities under the Prevent Duty:

- Actively **engage** with partners, including the police & Prevent coordinators
- **Undertake appropriate training and development** in Prevent Duty
- **Nominate a Prevent board member** who will oversee the duty and safeguarding
- Exemplify **British Values** in their conduct
- Document the **Club strategy** for Prevent
- **Ensure robust procedures are in place** to ensure any subcontractors are aware of the Prevent Duty and the subcontractors are not inadvertently funding extremist organisations
- **Must comply with the requirements of the Equalities Act** in ensuring that their organisation challenges discrimination and expects all staff and participants to comply with this legislation also
- Must ensure **that Club’s challenge** racism, islamophobia, tackle hate & prejudice based bullying, harassment and intimidation as part of their commitment to exemplification of British Values
- Need to **appreciate the sensitivity** of the subject and the need to approach the issues carefully with all
- Responsible for ensuring that the **Duty and its requirements are communicated to all levels** of the organisation – management, staff, volunteers, scholars, parents and participants

The risk to be mindful of is of our apprentices being radicalised or recruited into terrorism or extremist groups.



Our Anti-radicalisation Policy

Carlisle United Football Club fully recognises its responsibilities for tackling extremism in all forms and its responsibilities in protecting children/young people from exposure to all types of radicalisation.

Our Prevent Policy runs alongside the Club's other policies in particular:

- Safeguarding Policy
- Child Protection Policy
- Vulnerable Adults Policy
- Equality & Diversity Policy
- Bullying and harassment Policy
- Whistle-blowing Policy
- Complaints Policy

In tackling extremism and radicalisation we will take account of the following football, national guidelines and legislation:

- CONTEST (Counter Terrorist Strategy) 2011
- Prevent Duty Guidance for specified local authorities HMI June 2015
- Channel Duty Guidance 2015
- Counter Terrorism & Security Act 2015
- The Prevent Duty, DfE advice for schools and child care providers 2015
- EFL and FA guidance

Section 26 of the Counter Terrorism and Security Act 2015 places a duty upon Local Authorities and all specified settings in the exercise of their functions to have “due regard to the need to prevent people from been drawn into terrorism”. It is applied to bodies in the UK who have significant interaction with people vulnerable to radicalisation. We are required in our functions under section 26 to:

- Know about and Identify early indicators.
- Develop the confidence to challenge and intervene.
- Assess the risk of children and young people being drawn into terrorism and terrorist ideology.
- Have clear protocols.

We therefore recognise the Prevent strategy is part of the overall Counter Terrorism Strategy, CONTEST in the UK. The aim of Prevent is to reduce the threat to the UK from terrorism by stopping people becoming terrorist or supporting terrorism.

We understand Channel to be an element of the Prevent strategy aimed at stopping vulnerable people being drawn into terrorism, a programme working to challenge extremist ideas who work with individuals including children and young people.

We will work with other agencies as appropriate in making sure we undertake our duties under Prevent.

Aims and principles

It is intended to provide us with a framework of dealing with issues of vulnerability, exposure to extreme views and ideologies which are seen to be inflammatory and against the ethos of the Club.

We recognise we are in an important position to identify the early signs, looking to safeguard and protect children / young people and staff who are susceptible and vulnerable. We recognise the need to respond in taking appropriate action to prevent extremist views and ideologies developing. This policy sets out how we will deal with this.

At the Club, we are committed to supporting vulnerable players and staff through our safeguarding policies and procedures and recognise that this will support the wider Prevent duty.

At the Club we build players and staff resilience to radicalisation by promoting fundamental British values and enabling our pupils to challenge extremist views.



The Club will engage positively with appropriate training to ensure all staff have the skills and knowledge to refer any concerns appropriately.

Referral for any issue concerning potential radicalisation to extremism will be managed as any other safeguarding referral. The SSM provides the lead for the Club on Prevent and can be contacted directly for any concerns or for clarification on process.

Specific requirements under the duty, as an EFL member Club we will:

- Assess the general level of risk, depending on geographical area/demographic of young people being subject to radicalisation or drawn into terrorism/extremist activity.
- Put in place means to identify individuals who may be at risk of radicalisation or being drawn into terrorism/extremist activity.
- Have protocols to ensure that visiting speakers are suitably supervised
- Have indicators of vulnerability
- Actively engage and work together with local partners & support groups and regular contact with Prevent Coordinators via Cumbria Police and EFL as required:
 - when it is appropriate to make a referral, whether to Children's Services in the normal way or to make a referral to Channel programme
- Have clear, visible policies and procedures for managing whistleblowing & complaints (Whistle-blowing Policy)
- Implement policies are in place for all who have access to Club IT equipment to ensure they are using them safely, legally and securely (IT policy):
 - Ensure that young people and adults at risk are safe from terrorist and extremist material when accessing the Club IT facilities
 - Regularly check web filter reports and respond to any concerns raised within them
 - Revise acceptable use of I.T policies to reflect the Prevent Duty and access to violent or extremist websites
- Have systems in place via Safeguarding Working Group so that Prevent compliments our safeguarding and equality activities and covers welfare & safety of all
- Have robust procedures for managing subcontractors and their awareness and implementation of Prevent
- Adopt appropriate training of all staff and scholars in Prevent and recognising the signs of radicalisation
 - through the Life Skills programme teach young people to recognise the signs and dangers in relation to radicalisation and extremism
- Ensure staff exemplify British Values in their management, teaching/coaching and through general behaviours in the organisation
- Have robust procedures for sharing information internally and externally about individuals when a concern arises via normal club policies, with a single point of contact to oversee and coordinate the implementation of the Prevent duty
- Have a clear Prevent referral process with single point of contacts which are known to all staff and participants as follows:
 - all issues without exception are reported to DSO who notifies SWG and SSM
 - SSM has responsibility for ensuring compliance with EFL and HM duties
- Pastoral care is at the heart of the provision and sufficient pastoral care is available to all young people and adults at risk who are vulnerable or being exploited
- Club will adopt best practice of EFL
- In addition the club will follow HM Government advice:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance_England_Wales_V2-Interactive.pdf



Policies and procedures

We will assess and monitor the risk of players and staff being drawn into terrorism; the general risks may vary from area to area, and according to their age, local threat and proportionality.

We will treat any worry or concern that a child or young person, player or member of staff in the Club may be exposed to possible extremism, extremist ideology and or radicalisation as a safeguarding concern.

- The initial concern should be raised with the Designated Safeguarding Officer.
- The DSO will obtain the facts and discuss with the Senior Safeguarding Manager in every case.
- The SSM will decide on the course of action and consult with the EFL before making any referral.

Where a concern or incident is judged to be immediate and serious the SSM at **Carlisle United Football Club** will contact the police directly.

Indicators

We recognise that extremism is defined as the holding of extreme political or religious views. It is a vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, mutual respect and the tolerance of different faiths and beliefs. We also include in our definition any calls for the death of members of our armed forces, whether in this country or abroad.

We recognise radicalisation as the process by which people come to support terrorism, violent extremism and, in some cases, to then participate in terrorist groups, which can mean leaving their country to pursue this.

We recognise that children / young people can be enticed into radicalisation as they are more vulnerable and susceptible to this. They therefore can be drawn into violence or they can be exposed to the messages of extremist groups by many means especially on line and through social media. **Carlisle United** recognises that social media is increasingly a child's or young person preferred method of communication which can increase their risk to exposure to radicalisation.

Messages, views, ideologies that are extremist can come from parents/carers, family members or friends, and/or from direct contact with member groups and organisations. It can come from staff within an organisation, or be brought by volunteers.

Research has identified helpful lists of indicators based on actual UK case studies which would identify how a child or young person is vulnerable to radicalisation.

The risk of radicalisation is the product of a number of factors and identifying this risk requires all our staff being able to exercise their judgement in raising any concern and reporting to the appropriate person.

We understand the following concerns as some indicators of vulnerability in children / young people to radicalisation and ones that are based upon research and from examples of case studies but that there is no definitive list and all these following concerns, indicators, factors and risk indicators are to be taken into account:

- **Identity Crisis** - distance from cultural/religious heritage and uncomfortable with their place in society around them;
- **Personal Crisis** - family tensions, sense of isolation, adolescence, low self-esteem, disassociation with existing friendship groups, becoming involved in new and different groups of friends, searching for answers to questions about identity, faith and belonging;
- **Personal Circumstances** - migration, local community tensions, events affecting country or region of origin, having a sense of grievance that is triggered by personal experience racism, discrimination or aspects of government policy;
- **Unmet Aspirations** - perceptions of injustice, feeling of failure, rejection of civic life;
- **Criminality** - experiences of imprisonment, poor resettlement/reintegration, previous involvement with criminal groups.



We recognise the following potential diagnostic Indicators identified in the CHANNEL Guidance which include:

- Use of language seen to be inappropriate (e.g. causing distress or alarm and perceived to be prejudiced, inflammatory, or hateful).
- Noticeable behavioural changes.
- Expression of extreme views.
- Possession of extremist literature.
- Advocating violent actions and means.
- Seeking to recruit others to an extremist ideology.

Carlisle United recognises we are in an important position to identify risks within our local community. We also understand these critical risk factors which indicate a possible process of potential grooming/entrapment:

- Changes in faith/ideology.
- Sudden name change linked to a different faith/ideology.
- Significant changes in appearance.
- Secrecy on the internet & access to websites with a social networking element.
- Narrow/limited religious or political view.
- Attendance at certain meetings e.g. rallies and articulating support for.
- “Them” and “us” language/rhetoric.
- Justifying the use of violence to solve societal issues.
- Isolation from usual friends, family or social groups.
- Sudden unexplained foreign travel.

Training

We will ensure that all staff are fully aware of the threats, risks and vulnerabilities that are linked to extremism and radicalisation. This includes been alert to early indicators, responding to and reporting.

- Being alert to the definitions and indicators around extremism and radicalisation, acting upon any of these concerns by reporting them;
- Bringing any concerns relating to extremism, or worrying ideologies, where a child or young person may have access to materials either online media contact or viewing to the appropriate person;
- Being proactive in protecting vulnerable children / young people from exposure to radical views and been radicalised by them;
- Promoting an ethos within the Trust with regard to principles of equality, diversity, and the positive values of different cultures;
- Understanding the implications of prejudice based bullying in an aim to protect children and young people from being radicalised;
- Understanding British values, being proactive in this contributing to children’s learning and the broader values of living & working in Modern Britain.
- Listening to, and seeking out, the views, wishes & feelings of our young people, ensuring that the vulnerable child’s voice is heard and acknowledged;

Obtaining advice and seeking support for our young people using the referral routes when a child or young person has been identified as vulnerable to extremism and radicalisation.

We will ensure that all staff are trained to be equipped and skilled in this field, making available training resources and support opportunities where required. We will adopt an action plan to implement this policy

Further information

- www.gov.uk/government/policies/protecting-the-uk-against-terrorism/supportingpages/prevent
- <https://www.gov.uk/government/publications/counter-terrorism-strategy-contest>
- <https://www.gov.uk/government/publications/prevent-duty-guidance>
- <https://www.gov.uk/government/publications/channel-guidance>
- <https://www.gov.uk/government/publications/prevent-strategy-2011>



Review

This Policy will be kept up to date, particularly as the Club changes in nature and size and new requirements emerge.

To ensure this, the Policy, and the way it is implemented, will be reassessed and amended on an ongoing basis and reviewed annual basis will be as follows:

- Prevent issues will be considered within safeguarding as agenda items and discussed at the:
 - Safeguarding Working Group meetings
 - Academy Management Team meeting and Technical Board meetings
- The Policy will be reassessed and amended on an ongoing basis by the CEO in consultation with the Safeguarding Working Group
- The 1921 Board will:
 - include Prevent within safeguarding as an agenda item and feature in the Board Report
 - conduct an annual review of the Policy as part of the annual review
 - publish the Policy on its website
- The Holdings Board will ensure the 1921 Board undertakes its role as stated

Safeguarding contacts

Remember that in an emergency or where there is risk to life you should contact the police immediately.

If you have concerns you wish to raise with the Club please contact:

- Senior Safeguarding Manager Nigel Clibbens nigel.clibbens@carlisleunited.co.uk
- Designated Safeguarding Officer Scott Taylor scott.taylor@carlisleunited.co.uk
07708959007
- Matchday Safeguarding Officer Sarah McKnight sarah.mcknight@carlisleunited.co.uk
0330 094 5930

Other Safeguarding contacts in football:

Whilst any safeguarding concern should be raised with the Club Safeguarding contacts in the first instance we recognise that this may not always be possible or appropriate. Below are the contact details for footballing partners with whom safeguarding concerns in relation to the Club can be discussed:

The English Football League Safeguarding Team

Tel: 01772 325940

Email: safeguarding@efl.com

If they concern regards a person in employed in footballs conduct towards a child:

The FA Safeguarding Team

Tel: 0800 169 1863

Email: Safeguarding@TheFA.com

Mental health:

Negative experiences and distressing life events, such as the current circumstances, can affect the mental health of us all. Players and staff who are struggling under the current circumstances should contact the Club safeguarding staff as outlined above. Support can also be accessed through a number of national organisations including:


- The Samaritans Tel: 116 123 <https://www.samaritans.org> ChildLine: Tel: 0800 1111
- <https://www.childline.org.uk> NSPCC: Tel: 0808 800 5000 <https://www.nspcc.org.uk>
- Mind: Tel: 0300 123 3393 <https://www.mind.org.uk>
- PFA: Tel: 07500 000 777 <https://www.thepfa.com/wellbeing>



Online safety:

It is important that both players and parents are aware of the help and support available should they be concerned about something they have seen or experienced online. These include

- UK Safer Internet Centre <https://reportharmfulcontent.com/>
- CEOP <https://www.ceop.police.uk/safety-centre/>
- Internet Matters <https://www.internetmatters.org/>
- NetAware <https://www.net-aware.org.uk/>
- ParentInfo <https://parentinfo.org/>
- ThinkuKnow <https://www.thinkuknow.co.uk/>

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