

1.0 INTRODUCTION

The Asbestos Removal Contractors Association (ARCA) considers that the risk of radicalisation of the ARCA staff, visitors and learners is low. However, ARCA also accepts that this risk can change rapidly; and no area, institution or body is risk free. ARCA believes that this policy is a proportionate approach to the current risk that exists within the workplace within which ARCA conducts its business.

2.0 OBLIGATIONS UNDER THE 'COUNTER TERRORISM AND SECURITY ACT' (2015)

ARCA will fulfil its obligations under the 'Counter Terrorism and Security Act' (2015), to prevent people from being drawn into radicalised extremism by extremists from religious, political and other extremist groups through positive syllabus delivery and building self-esteem and self-belief. In addition, we will:

- Establish a single point of contact for the 'Prevent' strategy
- Train staff to recognise radicalisation and extremism
- Refer vulnerable people to 'Channel' risk assessment Panels
- Prohibit extremist speakers and events
- Have regard to published DfE advice

ARCA staff have a responsibility to familiarise themselves with the Prevent Duty and British/ARCA Values and undertake the relevant training provided by ARCA.

We recognise British Values as:

- democracy;
- the rule of law;
- individual liberty;
- mutual respect for and tolerance of those with different faiths and beliefs and for those without faith

ARCA Values are:

- Teamwork
- Integrity
- Responsibility
- Excellence
- Service

ARCA recognises the positive contribution it can make towards protecting people from radicalisation to violent extremism. ARCA will continue to empower people wherever possible to create communities that are resilient to extremism and protect the wellbeing of particular individuals who may be vulnerable to being drawn into violent extremism or crime. ARCA will also continue to promote the development of spaces for free debate where shared values can be reinforced.

3.0 MANAGING CONCERNS

Radicalisation is the process by which individuals come to support terrorism or violent extremism. There is no typical profile for a person likely to become involved in extremism, or for a person who moves to adopt violence in support of their particular ideology. Although a number of possible behavioural indicators are listed below, staff should use their professional judgment and discuss with other colleagues if they have any concerns:

- Use of inappropriate language
- Possession of violent extremist literature including electronic material accessed via the internet and communication such as e-mail and text messages.
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

If staff have any significant concerns about someone in the workplace, whether that is another member of staff, a visitor, or learner beginning to support terrorism and/or violent extremism they should discuss this immediately with the Chief Executive.

The Chief Executive and at least one other Manager from ARCA will consider the concerns raised and if there is any doubt that the concern represents beginning to support, or supporting, terrorism and /or violent extremism then the information will be passed on to the relevant Local Authority Channel risk assessment panel.

ARCA's two main training centres are located in Staffordshire and Essex, the relevant contact details for the Channel risk assessment panels in these areas are:

- Staffordshire Police prevent team
Email: prevent@staffordshire.pnn.police.uk

Tel: 01785 232054
- Essex Channel Panel
Download a referral form online [here](#)
Email: prevent@essex.pnn.police.uk

Should any incidents occur outside of these areas which require reporting to the Local Authority Channel risk assessment panel then the contact detail of the relevant Channel risk assessment panel shall be sourced.

4.0 POLICY REVIEW

This policy was reviewed in January 2019 and will be reviewed in January every year.

This policy will be reviewed earlier if ARCA has reason to believe that the circumstances have changed such that this policy is no longer fit for purpose.

Signed **Name**

Job Title **Date**