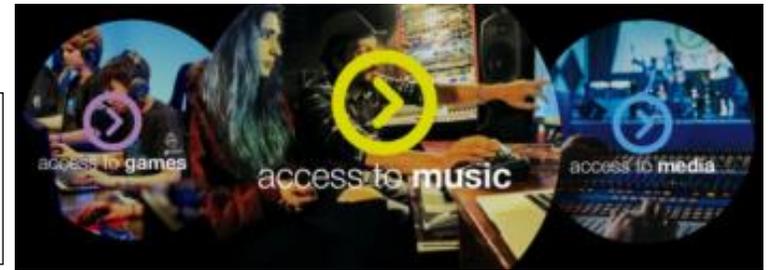


Safeguarding, Child Protection & Prevent Policy



Responsibility for Policy Implementation
Responsibility for Policy Review
Date of most recent review
Date of next scheduled review

Senior Management Team
Head of Human Resources
September 2017
July 2018

Policy ratified by:

Adrian Armstrong
Joint Managing Director

Date: April 2017

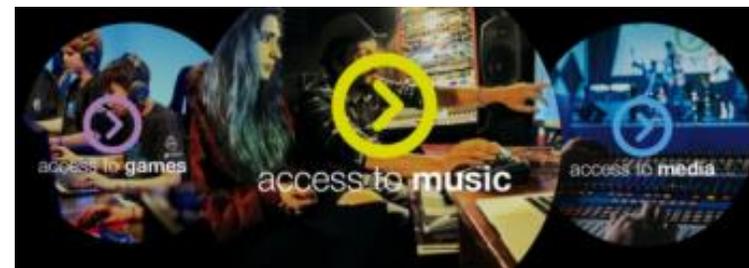
Purpose

Access to Music has an ethical and statutory obligation towards the safety, welfare and wellbeing of its staff and students. This document offers guidance and outline procedures that should be followed in all cases of suspected abuse and situations of serious risk against any individual within the organisation.

ATM has a duty to give this document to all employees and other adults in regular contact with young people and vulnerable adults at ATM centres. It details clear lines of referral, so that you know how to act in individual cases.

Although the two terms, 'Safeguarding' and 'Child Protection' are not synonymous, they are often used interchangeably. However, Safeguarding is what we do for all learners, whilst Child Protection refers to those young people under the age of 18 who are affected by, or at risk of, significant harm. The Company will also ensure that appropriate and complimentary systems relating to Vulnerable Adults i.e. those over 19 are also in place.

PREVENT refers to specific elements of the Governments overarching Anti-Terrorist strategy defined under the section 26 (10) of the Counter Terrorism and Security Act 2015 as part of CONTEST and includes appropriate references to Channel and other measures.



Safeguarding, Child Protection and Prevent Policy Statement

Access to Music believes that the welfare of the individual is paramount. Access to Music recognises its duty and responsibility to protect when there is a cause for concern.

Access to Music also recognises its duties under section 26 (10) of the Counter terrorism and Security Act 2015 and the requirements to prevent people from being drawn in to terrorism

All staff and students have the right to:

- Live and work in a safe environment and be protected from harm
- Experience emotional well-being
- Feel valued and be supported by a network of professional relationships
- Have a positive self-image
- Have a secure sense of cultural, social and racial identity
- Understand, recognise, model, support and promote a culture based on fundamental British values including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and/or beliefs
- Develop good inter-personal skills and confidence in social situations.

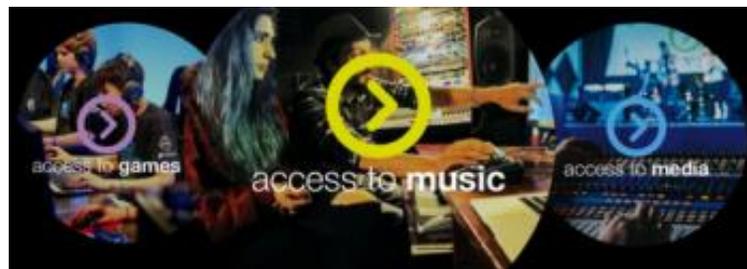
Access to Music believes:

- That all staff and students without exception have the right to protection from abuse regardless of gender, ethnicity, disability, age, sexuality or beliefs and the right to challenge and protection from extremist behaviour, ideologies or those who promote them.
- That all concerns, and allegations of abuse including attempts to radicalise them will be taken seriously and responded to appropriately

Access to Music is also committed to supporting and ensuring that measures to end the abuse and degrading treatment of individuals and groups through modern slavery and human trafficking are in place and do not form part of the conduct of business by the Company, its partners or supply chain.

Access to Music is committed to the principle of safe recruitment, selection and vetting of all staff.

See also ATM policies on Assignment Content, Bullying and Harassment, Equality and Diversity, Staff Recruitment and Values and Behavior.



Definitions

Safeguarding is a term, which encompasses more than ‘child protection’ as it also includes the concept of prevention. It reflects therefore, the new climate of being prepared, rather than reacting to a situation or event after it has taken place.

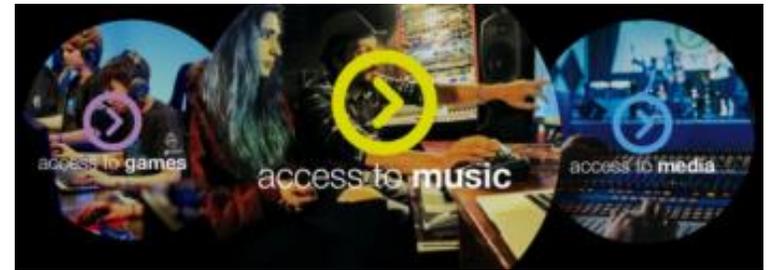
Child Protection is those measures that are put into place once a learner has been identified as at risk of or has suffered significant harm, with the objective of protecting that individual for further risk or actual harm.

Abuse is defined by the Department of Health as:

“...a violation of an individual’s human and civil rights by any other person or persons.”

Abuse may constitute a single act or a series of repeated actions and may take various forms, for example:

- Physical injury/violence, including bullying
- Emotional abuse, including bullying and harassment
- Sexual abuse, where an individual is forced to enter into a sexual act without their consent, or where they are unable to consent
- Financial abuse, where an individual is forced to part with money against their will, or money is systematically taken from them without their consent
- Neglect, including failure to act when action is needed



Extremism is defined in HM Government guidance as:

“Vocal or active opposition for fundamental British values...including call for the death of members of our armed forces, whether at home or overseas.”

Fundamental British values are defined as:

- Democracy
- The rule of law
- Individual liberty
- A mutual respect and tolerance for those with different faiths and beliefs

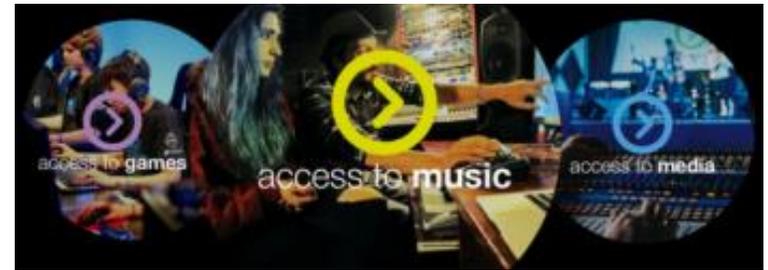
Modern Slavery and Human Trafficking are defined in the Modern Slavery Act 2015 as:

Modern Slavery is a term used to encapsulate both offences in the Modern Slavery Act: slavery, servitude and forced or compulsory labour; and human trafficking. The offences are set out in section 1 and section 2 of the Act, which can be found at:

<http://www.legislation.gov.uk/ukpga/2015/30/section/1/enacted>

<http://www.legislation.gov.uk/ukpga/2015/30/section/2/enacted>

- **Definition of Slavery and Servitude Slavery**, in accordance with the 1926 Slavery Convention, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. Since legal ‘ownership’ of a person is not possible, the key element of slavery is the behaviour on the part of the offender as if he/ she did own the person, which deprives the victim of their freedom. Servitude is the obligation to provide services that is imposed by the use of coercion and includes the obligation for a ‘serf’ to live on another person’s property and the impossibility of changing his or her condition.
- **Definition of Forced or Compulsory Labour** Forced or compulsory labour is defined in international law by the ILO’s Forced Labour Convention 29 and Protocol. It involves coercion, either direct threats of violence or more subtle forms of compulsion. The key elements are that work or service is exacted from any person under the menace of any penalty and for which the person has not offered him/her self voluntarily.
- **Definition of Human Trafficking** An offence of human trafficking requires that a person arranges or facilitates the travel of another person with a view to that person being exploited. The offence can be committed even where the victim consents to the travel. This reflects the fact that a victim may be deceived by the promise of a better life or job or may be a child who is influenced to travel by an adult. In addition, the exploitation of the potential victim does not need to have taken place for the offence to be committed. It means that the arranging or facilitating of the movement of the individual was with a view to exploiting them for sexual exploitation or non-sexual exploitation. The meaning of exploitation is set out here: <http://www.legislation.gov.uk/ukpga/2015/30/section/3/enacted> Recent figures from the UK National Crime Agency (NCA), show that the most prominent exploitation type recorded for potential victims first exploited as a child (where this is known), was labour trafficking.



Procedure

Any allegation, disclosure or suspicion of a safeguarding issue needs to be taken seriously and handled sensitively. It is important to know that where abuse is disclosed/suspected you should contact the Local Designated Safeguarding Person (LDSP) in your centre immediately (see below) and should never deal with any issues in isolation. All concerns must be logged in the first instance by the Local Designated Safeguarding Person (LDSP) on the SG1 pro-forma, referenced with a suffix S and a copy emailed to: safeguarding@acesstomusic.ac.uk

Where allegations, disclosures or suspicions of attempted radicalisation or examples of extremist behavior are identified, these need to be handled sensitively; You should contact the Local Designated Safeguarding Person (LDSP) in your centre immediately and should never deal with any issues in isolation. All concerns must be logged in the first instance by the Local Designated Safeguarding Person (LDSP) on the SG1 pro-forma and referenced with a suffix P and e-mailed to safeguarding@acesstomusic.ac.uk

Designated Safeguarding Lead

Every organisation has by law to nominate a senior member (or several senior members) of staff to advise and guide on issues relating to allegations of, or suspected abuse. These persons are trained in related legislation and procedure and should be contacted as a matter of urgency as soon as a case presents itself. Every Access to Music centre has a Local Designated Safeguarding Person (LDSP) and a deputy. Access to Music also has two designated safeguarding lead's (DSL's) in the Central Management team who oversee the national safeguarding picture and implementation of safeguarding policy and practice at local level:

:

Ian Topping
Head of Human Resources

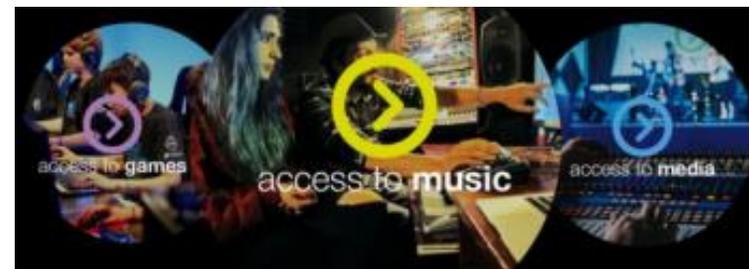
Tel: 0161 247 4931 (Direct)
07823772558 (Mobile)
Email ian.topping@acesstomusic.ac.uk

Alison Mills
National ALS Coordinator and SENco

Tel: 0161 247 8069 (Direct)
07393463224 (Mobile)
Email: alison.mills@acesstomusic.ac.uk

Also National Prevent Lead

The Designated Safeguarding Leads will also coordinate arrangements for onward referrals to relevant external agencies including Local Authority Safeguarding bodies and services covering both Children and Vulnerable Adults, Regional FE/HE PREVENT Coordinators, Police PREVENT Officers, and other stakeholders. They will also liaise with Sub-Contractors in conjunction with relevant Link managers to ensure that appropriate notifications and escalation routes are maintained in line with relevant sub contract arrangements.



It is important that all issues are handled with sensitivity and respect. All individuals have the right to make important decisions about their own lives.

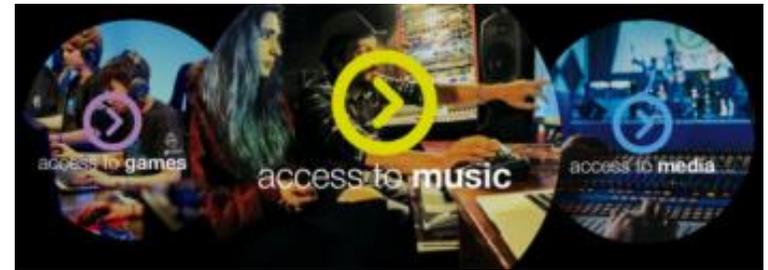
Channel referral process

Some concerns which are identified may have a security dimension to them. For this reason, it is important that liaison with the police forms an early part of all investigations where concerns are raised around individuals at risk of being drawn in to violent extremism. PREVENT officers from the relevant Police Force will carry out an initial assessment and, if appropriate, set up a multiagency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns around radicalisation, other appropriate and targeted support will be considered for the individual

1. Potential or actual disclosure

Where possible, it must be made clear to the individual that the person receiving the information **cannot** make guarantees of confidentiality. If possible, the individual should be informed about this *before* they are given an opportunity to disclose. If you think that someone is going to make a disclosure, then say something like this:

“If you are going to tell me something that suggests you are at risk of harm to yourself or from others, then I can’t keep this information to myself and I will have to pass it on to a senior manager, to support you”.



If the person chooses not to continue:

- Arrange for them to use a privately located telephone so that they can contact a relevant helpline (see “Useful Numbers” at the back of this document)
- Or contact the Designated Person to enquire about the possibility of a referral to a counsellor (bound by confidentiality).

If the person wishes to continue and make a disclosure:

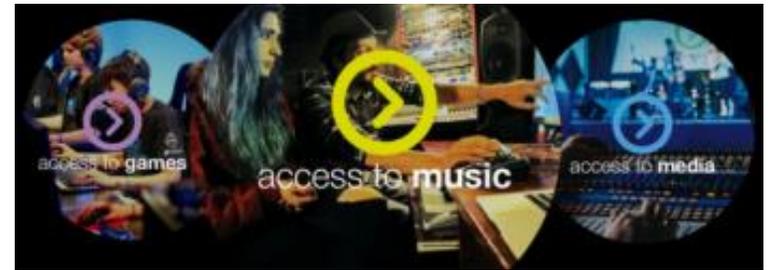
- Listen carefully to what is being said
- Keep questions to a minimum, only use them to clarify what is being said
- Avoid leading questions or comments, e.g. don't put words into a person's mouth or finish off sentences, and don't jump to conclusions
- Remember that a vulnerable adult may be someone with learning difficulties
- Remember that the individual may be highly emotional
- Don't be judgmental – remember that you are not investigating the matter
- Tell the person what you are going to do with the information they have given you, and assure them that they will be kept informed of all developments
- Inform your Designated Person who will work with you to decide on the next step and log the concern on the SG1 pro-forma

2. Paperwork

During the interview ensure written documentation is produced to record the following:

- Names of those present during the disclosure/allegation
- Date and time of the conversation
- Brief description of the allegation
- Any visible injuries
- References to any materials including physical or electronic accessed, distributed or held
- Person's preferred action
- Means of contacting the person

- Signatures of staff member and person (if appropriate)
- Details of parent/guardian and other support agencies involved, where appropriate

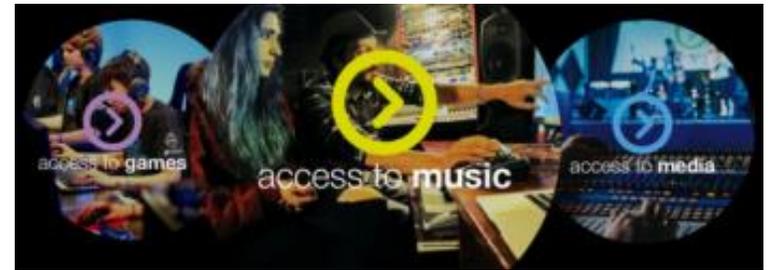


3. Local and National Designated Safeguarding Lead's duties

Members of staff to whom disclosures are made should contact the Local Designated Safeguarding Person (LDSP) immediately after the initial conversation and pass the completed documentation on to them.

- If the individual wants to take the allegation forward themselves the Designated Safeguarding Lead (DSL) or the Local Designated Safeguarding Person (LDSP), after taking appropriate advice should support the individual in contacting Social Services, Police or NSPCC (as appropriate) within 24 hours of the initial disclosure/allegation.
- If the Designated Safeguarding Lead (DSL) decides that they must report the allegation, either the Designated Safeguarding Lead (DSL) or the Local Designated Safeguarding Person (LDSP), on the request of the DSL, should contact the appropriate agency by telephone and send the document recording the disclosure/allegation within 24 hours of the initial disclosure/allegation. This should be recorded by the Local Designated Safeguarding Person using the SG2 or, where a national Designated Safeguarding Lead is involved, on the SG3 pro-forma. All referrals need to be followed up in writing, using the appropriate forms, documents or process required by the relevant LSCB or agency concerned.
- The individual and referring staff member should be informed of the action being taken and the reasons for this decision. This should happen before the appropriate agency is informed, unless doing so would place the individual at greater risk. In this case, both staff and student should be contacted as soon as safety considerations of the individual permit.
- The Local Designated Safeguarding Person (LDSP) or the Designated Safeguarding Lead (DSL) should contact the appropriate agency by telephone in the first instance. The date and time of the contact and the duty officer's name should be recorded on the SG2 pro-forma which should be sent to the agency within 24 hours of the initial disclosure/allegation.
- Where any proceedings follow the initial referral, the Local Designated Safeguarding Person (LDSP) should provide prompt feedback to the individual, and the Designated Safeguarding Lead (DSL) where the DSL is not the person undertaking additional work in respect of the referral, regarding all further communications with external agencies.
- The Local Designated Safeguarding Person (LDSP), and/or the Designated Safeguarding Lead (DSL) where they are involved, should ensure that all written records relating to the disclosure/allegation are kept indefinitely in a securely locked location and a

copy forwarded to the national Designated Safeguarding Lead as appropriate.



Out of Hours

In an emergency, you should call:

Ian Topping – 07823772558 or Alison Mills - 07393463224

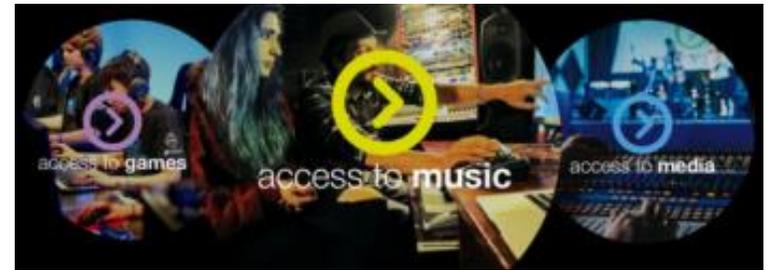
Allegations against staff and students

- Reporting should follow the procedure stated above
- The Designated Safeguarding Lead must ensure that information on allegations against staff or students is passed to the Director of Operations and Performance and/or the Head of Human Resources as appropriate.
- Where the Designated Safeguarding Lead is the subject of the allegation the matter should be reported to the Director of Operations and Performance who will then either act in the capacity of Designated Safeguarding Lead or nominate a suitably trained senior manager to act in that capacity
- Where the Director of Operations and Performance is the subject of the allegation the report should be made to the Designated Safeguarding Lead in according to the procedure above who will liaise with the Managing Director or other person nominated by the board to deal with the matters identified.

Management issues

- ATM will employ staff recruitment and selection procedures (and other personnel management processes) that help to deter, reject, or identify individuals who might pose a risk of abuse against young people or vulnerable adults, or are otherwise unsuited to work with them.
- ATM will ensure that all staff coming into contact with young people and vulnerable adults have a satisfactory Disclosures and Barring Service (DBS) disclosure (formerly CRB disclosure) on first employment and every three years subsequently.
- ATM will also ensure that other appropriate pre employment checks are in place including validation of identity, rights to work in the UK and employment history including the appropriate sourcing and receipt of references. Information regarding staff will be maintained on a regular basis and available via a Single Central Record from the HR system.

- ATM will employ student recruitment and selection procedures that identify individuals who might pose a risk against young people or vulnerable adults. Decisions to train such individuals will be taken on a case by case basis.
- There will be an ongoing programme of training for relevant staff in protection issues and online training providing an introduction to safeguarding in the workplace will form part of the staff induction programme.
- Training will also be provided to relevant staff in respect of the PREVENT duty and the promotion of Fundamental British values through the curriculum and centre activities. Other training including Equality and Diversity, cultural awareness and risk assessment will also be provided with refresher training carried out on a regular basis.
- ATM will also ensure that a process is in place for measuring and evaluating the effectiveness and impact of training over time.
- Where ATM provides education and/or training for students under 16 years of age, the relevant local centre designated safeguarding person (LDSP) will liaise with the school and ensure that appropriate arrangements and protocols to safeguard children are agreed, put in place and monitored.
- Where vulnerable students undertake work placements with ATM, a designated person, under the direction of the Director of Operations and Performance will liaise with relevant representatives of the learners host learning organisation or agencies to ensure that appropriate safeguards are put into place.
- Where learners from ATM undertake work placements with external organisations, a designated person, under the direction of the Director of Operations and Performance will liaise with relevant representatives of the host organisation or agencies to ensure that appropriate safeguards are put into place.
- Where vulnerable students or those under the age of 16 engage with ATM through participation in, attendance or performance at an external event, there will be an ATM designated person in attendance.
- ATM is committed to providing safe working and learning environments and will take appropriate action/measures to ensure the security of all premises and to control access. These measures will aim to minimize the risk of access from dangerous intruders or persons deemed unsuitable to work with or support staff and/or learners.



General Advice

Staff and adults in education are well placed to notice possible signs of abuse, extremism or radicalisation in young people and

vulnerable adults because of their regular contact.

Signs of abuse, extremism or radicalisation may be obvious and sudden, for example an injury or the actions of the individual; or part of a picture over a longer period, perhaps including:

Behaviour that is unusual for the individual, or for their age

Work falling behind or lack of interest

Isolation or introversion

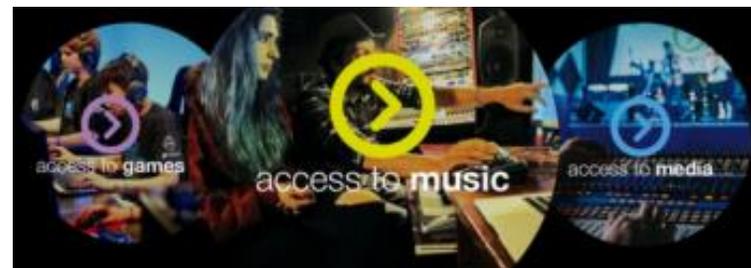
Promotion or expression of extreme views or information or a heightened interest in information, electronic or physical, including websites, chat rooms or the repetition of the extreme views of other individuals.

Alternatively, you may become concerned when an individual tells you about ill treatment which has happened to him or her, or to a friend, brother or sister; or when an adult claims that an individual shows signs of having been mistreated, or where they disclose that approaches have been made to them and or pressure has been applied to accept views, doctrines which promote extremist behaviors or have been asked to participate in such behavior.

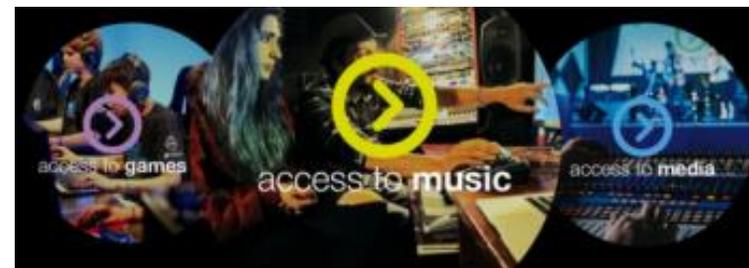
In all these cases, there are things you should do:

- Treat the matter seriously and reassure the individual if necessary
- React to what the individual tells you with belief
- Make it clear that you will probably have to inform others
- Tell only those who need to know
- Seek advice if in doubt
- Keep a careful watch on the individual
- Record what you have noticed, what has happened and what you have done
- If an individual has made a disclosure to you, inform them of the action you will take

There are things you should **not** do:



- Do **not** promise to keep the matter secret/confidential, even if the individual asks you to
- Do **not** contact a young person's parents: this is the job of the Social Services Department
- Do **not** interrogate individuals or ask leading questions
- Do **not** contact either Social Services or the Police yourself, contact the Designated Person
- Do **not** speak with anyone about whom allegations are made



Staff Training

All staff will undertake initial safeguarding awareness training as part of induction processes on first appointment and undertake periodic updating through a variety of methods including online or e-learning, in house training and briefings.

Local Centre Designated Safeguarding Persons (LDSP's) will be trained to at least level 2 standard and will also work closely with local children's safeguarding boards (LSCB's) and appropriate external agencies. Refresher training will be undertaken on a regular basis with certificated training being undertaken every 3 years.

The Company's Designated Safeguarding Lead's (DSL's) will be trained and certificated to a minimum of level 3 which will be re-certificated every 3 years. DSL's will liaise with LCSB's and appropriate external agencies and undertake regular CPD activities in respect of their role.

Reporting

Centre Designated Safeguarding Persons (LDSP's) will submit a monthly report to the Company's Designated Safeguarding Leads (DSL's) to be submitted by the end of the first week following the end of the previous calendar month.

The DSL's will review and cross reference the monthly summary with notifications received in month or ongoing case work reviews and identify actions, areas of good practice or changes to policies, procedures and processes required including liaison with relevant external bodies and agencies.

Data will also be reviewed to identify key trends or areas for further action and support, including analysis of the performance of learners

identified as at risk.

The DSL's will collate a quarterly report which will be presented to the Senior Management team for review.

The Board of Directors in exercising its duties will also receive and review regular Safeguarding and Child Protection reports. In addition all Board members will undertake appropriate Safeguarding and Child Protection training to enable them to effectively meet the challenges of their role.

The Board is fully committed to ensuring that:

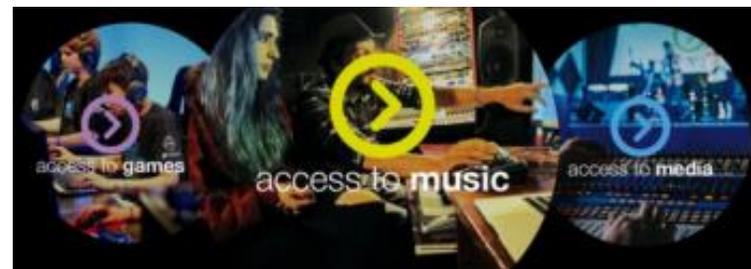
- The Safeguarding and Child Protection Policy meets statutory requirements
- The Safeguarding and Child Protection Policy contains up-to-date information and references
- The Safeguarding and Child Protection Policy clearly sets out what staff should do if they have a concern about a pupil
- The most up-to-date Safeguarding and Child Protection Policy is available on the website

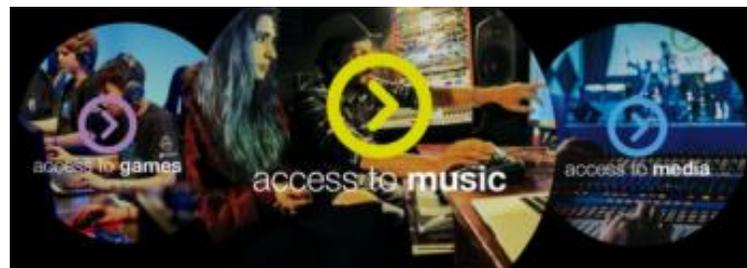
The work of the Company's Designated Safeguarding Leads (DSL's) will be supported through access to appropriate external agencies and support services.

The DSL's and/or the Board will invite professionals from other agencies to advise Access to Music on its policy and practice as well as inform the group on current developments.

The DSL's will produce an annual report with regard to Safeguarding and Child Protection, which will include a summary of cases and actions taken together with recommendations for amendments to policies and procedures which will be presented to the SMT who will then make appropriate representation and recommendations to the Board.

The Board will review the report and recommendations and determine/approve any amendments to policies and procedures. The Board will also note the outcomes of any serious case reviews or reports from external bodies in determining appropriate arrangements to be implemented.





Relevant Legislation

Safeguarding Vulnerable Groups Act 2006 lays the foundation for a new scheme which aims to help avoid harm, or risk of harm, to children and vulnerable adults. The scheme will aim to do this by preventing those who are deemed unsuitable to work with children and vulnerable adults from gaining access to them through their work. The bill becomes law in October 2008.
Source: www.everychildmatters.gov.uk

Working Together to Safeguard Children 2006

Provides statutory guidance on the roles and responsibilities of agencies working together to safeguard children/young people. Additionally, it sets out the framework for the formation of the Local Safeguarding Children Boards (LSCBs).

The **Protection of Children Act 1999** came into force in October 2000 and introduced the Protection of Children Act (PoCA) List in which the Secretary of State has a duty to record the names of individuals who are considered unsuitable to work with children.
Source: www.teachernet.gov.uk

Sections 27 and 47 of the **Childrens' Act 1989** place duties on a number of agencies, including local authorities (and therefore, indirectly, local education authority maintained schools) to provide assistance to social services departments acting on behalf of children in need (s27) or investigating allegations of abuse (s47). Authorisations made in 1993 and 1994 brought City Technology Colleges (CTCs), colleges of further education and Education Associations within the scope of sections 27 and 47 of the Children Act.
Source: www.parentscentre.gov.uk

Care Act 2014

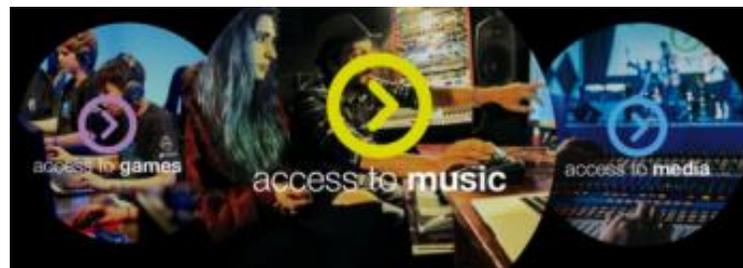
Counter Terrorism and Security Act 2015

In addition to the above, further information relating to child protection can be found at:
www.direct.gov.uk/en/parents/yourchildshealthandsafety/

Information about the Disclosures and Barring Service and the requirements for DBS checks together with a range of supporting information can be found at:
www.homeoffice.gov.uk/agencies-public-bodies/dbs/

The Modern Slavery Act 2015

Information about Modern slavery and human trafficking can be found at: <https://www.gov.uk/government/collections/modern-slavery>



Statutory Guidance

Keeping Children Safe in Education 2015

Working Together to Safeguard Children 2015

Channel Panel - The Home office guide to the Channel Panels and their operation

[Channel Panel Guidance](#)

Advisory guides

Information sharing – Advice for practitioners providing safeguarding services to children, young people, parents and carers

[Adult Safeguarding: Sharing information](#)

Any questions, comments or suggestions regarding this document should be directed to:

Ian Topping

Head of Human Resources

07823 772558

ian.topping@accesstomusic.ac.uk

Alison Mills

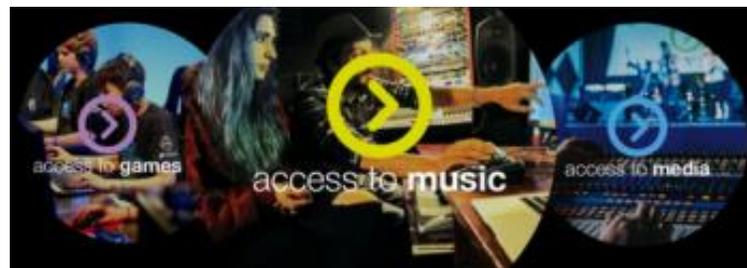
National ALS Coordinator and SENco

07393 463224

alison.mills@accesstomusic.ac.uk

Useful Support Contacts

- NSPCC** (National Society for the Prevention of Cruelty to Children)
Helpline staffed by social workers offering support, information and advice for anyone concerned about child abuse.
Guidance can be sought on a confidential basis.
Freephone: 0800 500 5000 (24/7) www.nspcc.org.uk
- Childline** Confidential helpline for children and young people who are in danger or have any type of problem.
Freephone: 0800 1111 (24/7) www.childline.org.uk
- Parentline** Confidential information and support for parents facing problems in their families.
Freephone: 0800 800 2222 (24/7) www.parentline.org.uk
- Respond** Challenging vulnerability and sexual abuse in the lives of people with learning disabilities.
Freephone: 0800 808 0700 www.respond.org.uk



Think You Know CEOP's Internet Safety website with support and information for parents teachers and young people on online safety and child protection
www.thinkyouknow.co.uk

Drink Aware Offering information, support, guidance and resources relating to drinking and drink related issues
www.drinkaware.co.uk

Hope UK Hope UK works with communities throughout the UK to prevent drug and alcohol-related harm to children and young people.
www.hopeuk.org

Frank Confidential drugs advice www.talktofrank.com

Prevent Tragedies Website to support parents in preventing young people travelling to warzones. www.preventtragedies.co.uk

FAST Families Against Stress and Trauma www.familiesmatter.org.uk

Lets Talk About It Website resources to support the Prevent Duty www.ltai.info

All Faiths And None Website for an Inter Faith/Belief programme offering resources for use in group discussions. www.afan.uk.net

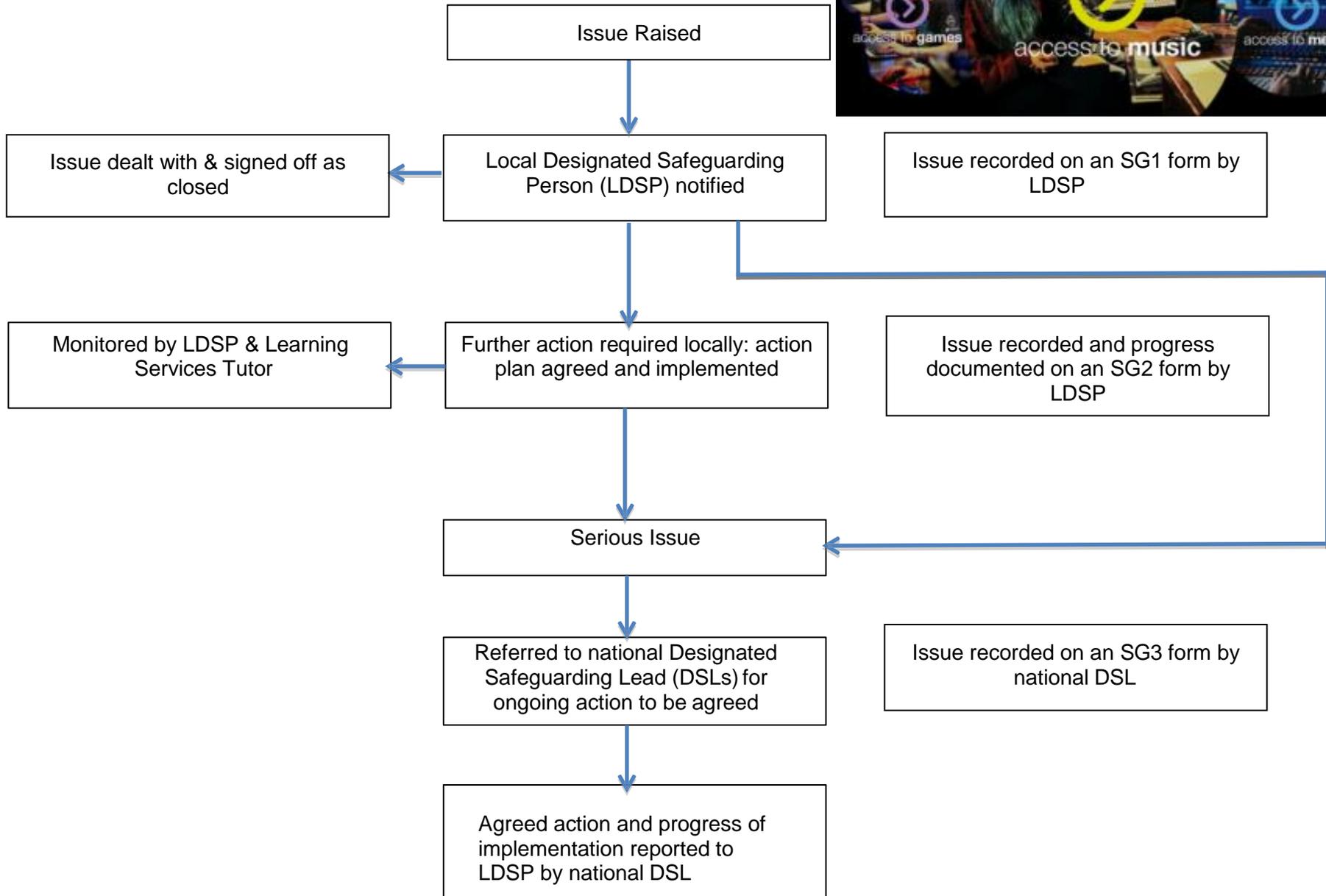
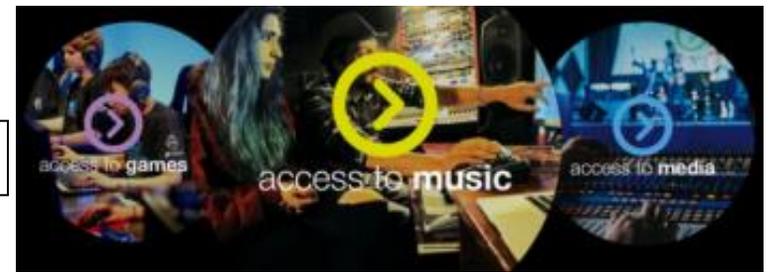
Quilliam A counter extremism think tank set up to address the challenges of citizenship, identity and belonging in a globalised world.
www.quilliamfoundation.org

National Police Chiefs Council ACPO guidance for Police in relation to education and training. www.npcc.police.uk

Modern Slavery Helpline 0800 0121 700 or online at: <https://www.modernslaveryhelpline.org/report>

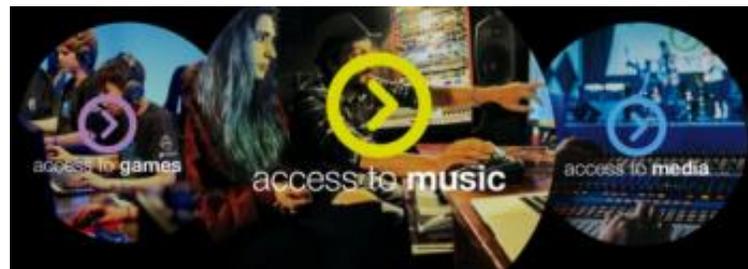
Internet matters Online safety advice and guidance: internetmatters.org

Safeguarding Issue Referral Process



Vulnerability/Risk Indicators

The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that vulnerable young people and adults experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism. There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person, adult or their family may be vulnerable or involved with extremism:



Vulnerability

- | | |
|-------------------------|---|
| Identity crisis: | Distance from cultural/religious heritage and uncomfortable with their place in the society around them. |
| Personal crisis: | Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group 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; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or 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. |

Access to extremist influences

- Reason to believe that the young person associates with those known to be involved in extremism
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity

Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in

behaviour

- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status

More critical risk factors include:

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behavior

