



## Adult Safeguarding Policy

Published	July 2022
Version	1
Next Review	July 2023
This Policy is approved by the Board of Trustees	

### INTERNAL CONTACTS

Designated Safeguarding Officer (DSO) Carol Maund, Development Director

Board Safeguarding Champion (BSC) Chris Thomas, Chair of Trustees

### EXTERNAL CONTACTS

Local Authority Designated Officer (LADO)

BCP Safeguarding Team

01202 794300

[bcpsafeguardingadultsboard@bcpcouncil.gov.uk](mailto:bcpsafeguardingadultsboard@bcpcouncil.gov.uk)

BCPSAB, c/o Adult Social Care - Services,

Room 1 Civic Centre,

Poole BH15 2RT

Reporting Abuse

BCP Adult Social Care.

[asc.contactcentre@bcpcouncil.gov.uk](mailto:asc.contactcentre@bcpcouncil.gov.uk)

01202 123654

Dorset Police 101 /999

Out of Hours Service

0300 1239895 Evenings and weekends, including Bank Holidays

[www.bcpsafeguardingadultsboard.com/useful-linkscontact-us.html](http://www.bcpsafeguardingadultsboard.com/useful-linkscontact-us.html)

Prevent Team BCP Council

<https://www.bcpcouncil.gov.uk/Children-young-people-and-families/Working-in-childcare/Early-Years-Safeguarding/Prevent.aspx>

Extremism email helpline: [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk)

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## **Safeguarding Statement**

### **RECREATE DORSET**

Our promise to adults at risk who use our services:

- We aim to provide all adults who visit our premises and use our services with a safe, enjoyable and stimulating experience while ensuring that, as far as possible, they are properly safeguarded;
- We recognise all adults, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or gender identity, have an equal right to protection from abuse or neglect;
- We recognise that some of the adults who use our services are vulnerable to abuse and neglect. We are determined to provide this group with a safe and stimulating experience at Recreate Dorset's venue/s;
- We will ensure the rights of adults at risk to be safe;

Safeguarding adults at risk is the responsibility of everybody but our Board of Trustees has ultimate responsibility for ensuring our safeguarding policy and procedures are current, relevant and adhered to. The Board will select at least one Trustee to act as Safeguarding Champion who has primary oversight of safeguarding matters.

We are committed to creating and maintaining a safe environment for everyone who comes into contact with Recreate Dorset, especially adults at risk including: recruiting safely, maintaining oversight and equipping staff and volunteers with the necessary tools and skills.

To do this:

- We undertake a rigorous and thorough recruitment process, including pre-employment checks;
- We require staff in identified roles to complete compulsory DBS (Disclosure and Barring Service) disclosures and have processes in place to ensure re-checks are completed as appropriate;
- We provide effective management and support for staff and volunteers through supervision and training;
- We have a clear and well-known process in place for responding to safeguarding concerns, and we deal with matters sensitively, sharing only with the agencies and people who need to know, and involving families or carers as appropriate;

Our Trustees maintain oversight.

Designated Safeguarding Officer DSO  
Carol Maund Development Director

Recreate Dorset, The Old School House, Gladstone Road, Boscombe, BH7 6BG

## **Dissemination**

All staff and volunteers will be made aware of this policy as part of their induction and asked to sign a declaration that they have read and understood their responsibilities towards safeguarding adults at risk.

All workshop leaders, working with adults at risk will also be asked to adhere to Recreate Dorset's safeguarding policy and procedures.

The policy will be made available to Recreate Dorset's participants and their carers/families.

## **Review Date**

We will keep our policy and procedures up to date by reviewing annually.

This policy was last reviewed **July 2022**.

## **Definitions**

### **Abuse –**

**Physical Abuse** – including hitting, slapping, pushing, unnecessary restraint or misusing medications.

**Domestic Violence** – including all types of abuse between family members or partners; so called 'honour' based violence.

**Sexual Abuse** – including inappropriate touching, indecent exposure, rape, harassment, or any sexual acts an adult has not consented to.

**Psychological Abuse** – including emotional abuse, threats of harm, attempts to control, coercion, verbal abuse and bullying.

'**Cuckooing**' is a term used where criminals exploit vulnerable people by taking over their homes to deal drugs and commit other crimes.

**Financial or Material Abuse** – including theft, fraud, coercion with regard to financial affairs.

**Modern Slavery** – including forced labour and human trafficking. (Modern Slavery is a serious and brutal crime in which people are treated as commodities and exploited for criminal gain. The true extent of modern slavery in the UK, and indeed globally, is unknown - Home Office).

**Discriminatory Abuse** – harassment or slurs due to someone's race, gender, age, disability, sexual orientation, religion, or gender identity.

**Organisational Abuse** – including neglect and poor care practice within a care setting or in relation to care provided in one's own home.

**Neglect and Acts of Omission** – failure to act or ignoring medical, emotional, or physical care needs.

**Self-neglect** – neglecting to care for your own health, hygiene or surroundings. This can include hoarding.

**Allegation** - when it is alleged that a person who works with adults at risk has:

- behaved in a way that has harmed an adult at risk, or may have harmed them;
- possibly committed a criminal offence against or related to an adult at risk; or
- behaved towards adult(s) at risk in a way that indicates they are unsuitable to work with adults at risk;

**Adult at Risk**-refers to anyone aged 18 or over who is or maybe in need of community care services by reason of mental or other disability, age or illness, and who is or maybe unable to take care of themselves, or unable to protect themselves against significant harm or exploitation.

**Recreate Dorset Staff and Volunteers** - This includes all staff, casual, freelance, contracted staff, company members, volunteers, and trustees.

**Designated Safeguarding Officer (DSO)** - The DSO is a designated employee who will lead the Safeguarding Policy and the dissemination and implementation of Recreate Dorset's safeguarding procedures.

**Disclosure** – when an adult at risk says or indicates that they are being abused, or information is obtained which gives concern that an adult at risk is being abused.

**Board Safeguarding Champions (BSC)** - designated Board member/s taking responsibility to monitor safeguarding policy and procedure and reporting regularly to the Board of Trustees.

**Safeguarding** - the range of measures in place to protect people in a charity or those they come into contact with, from abuse and maltreatment of any kind. For the avoidance of doubt the term 'safeguarding' in this document always refers to **adults at risk**.

**Safeguarding Emergency** - a situation in which an adult is in immediate danger and to do nothing would result in actual harm to the individual.

**Safeguarding Team** - the safeguarding team is the collective term for the DSO, and the BSC.

The Safeguarding Team will:

- be specifically trained to carry out their roles with regards to safeguarding and Prevent;
- be familiar with and have an understanding of legislation and guidance relating to safeguarding;
- receive information from staff, volunteers, adults at risk, parents, carers and others about safeguarding concerns;
- assess information promptly and take appropriate action (usually within 24 hours);
- maintain secure, confidential records of any safeguarding concerns raised, action taken and follow-up required;
- provide support during and after incidents involving safeguarding;
- know how to contact and establish links with the Local Authority Designated Officer (LADO), and the relevant departments within Local Authorities and Police and be familiar with local referral procedures for safeguarding and Prevent;
- assess the safeguarding learning and development needs of all staff and volunteers and coordinate the training;
- promote safeguarding across the organisation and keep all staff and volunteers informed on good practice and new legislation and guidance; and
- monitor the overall trend of safeguarding concerns, keep records and feed back to the organisation on the quality of safeguarding work;

## **Training**

Recreate Dorset is committed to ensuring that all members of staff, as part of their induction, undertake a programme of safeguarding awareness training which is then renewed annually. This

training is regarded as Level 1 and will be for anyone, no matter what their previous knowledge, to understand key safeguarding terms and procedures alongside the most common types of abuse that learners may come across.

In addition, practitioners and those working directly with vulnerable adults will also undertake a higher level of safeguarding training including safeguarding legislation and procedures - this is referred to as Level 2.

Members of the Board, and the DSO will undertake Level 3 training – designed for those who will be the first point of contact for staff and families and will provide information and guidance on the safeguarding lead's specific responsibilities.

### **Code of Conduct**

The following Code of Conduct clearly outlines what behaviour is expected of staff and volunteers whilst undertaking duties for Recreate Dorset in relation to adults at risk. Recreate Dorset is fully committed to safeguarding the welfare of all adults at risk. Recreate Dorset expect that all members of its staff and volunteers have a clear understanding of the responsibilities and powers their positions of trust carry. The below clearly outlines what is acceptable behaviour and what is not, and how to behave appropriately when working with adults at risk, and as such ensuring that the 'position of trust' is not abused. This not only protects those in the positions of trust, but also safeguards those being cared for.

Failure to comply with the Code may be deemed a disciplinary matter.

#### **Staff and volunteers should always:**

- understand and be familiar with the safeguarding policy and guidance;
- put the welfare of vulnerable adults at risk first;
- work in an open environment (e.g. avoiding private or unobserved situations and encourage open communication);
- strive to build balanced relationships based on mutual trust which empowers adults at risk to share in the decision making process;
- observe and follow up on changes of behaviour and signs of harm, and take seriously any allegations, suspicions or concerns about abuse that an adult at risk makes (including those made against staff) and report them following appropriate procedures;
- provide an opportunity and environment for adults at risk to talk to staff and volunteers about any concerns they may have;
- provide an environment e.g. establishing ground rules/group agreements that encourages people to feel comfortable and confident in challenging bullying and any attitudes or behaviours that may be discriminatory in any way (e.g. racial, sexual or homophobic, or in relation to disability or refugee or asylum status, etc.).

#### **Staff and volunteers should never:**

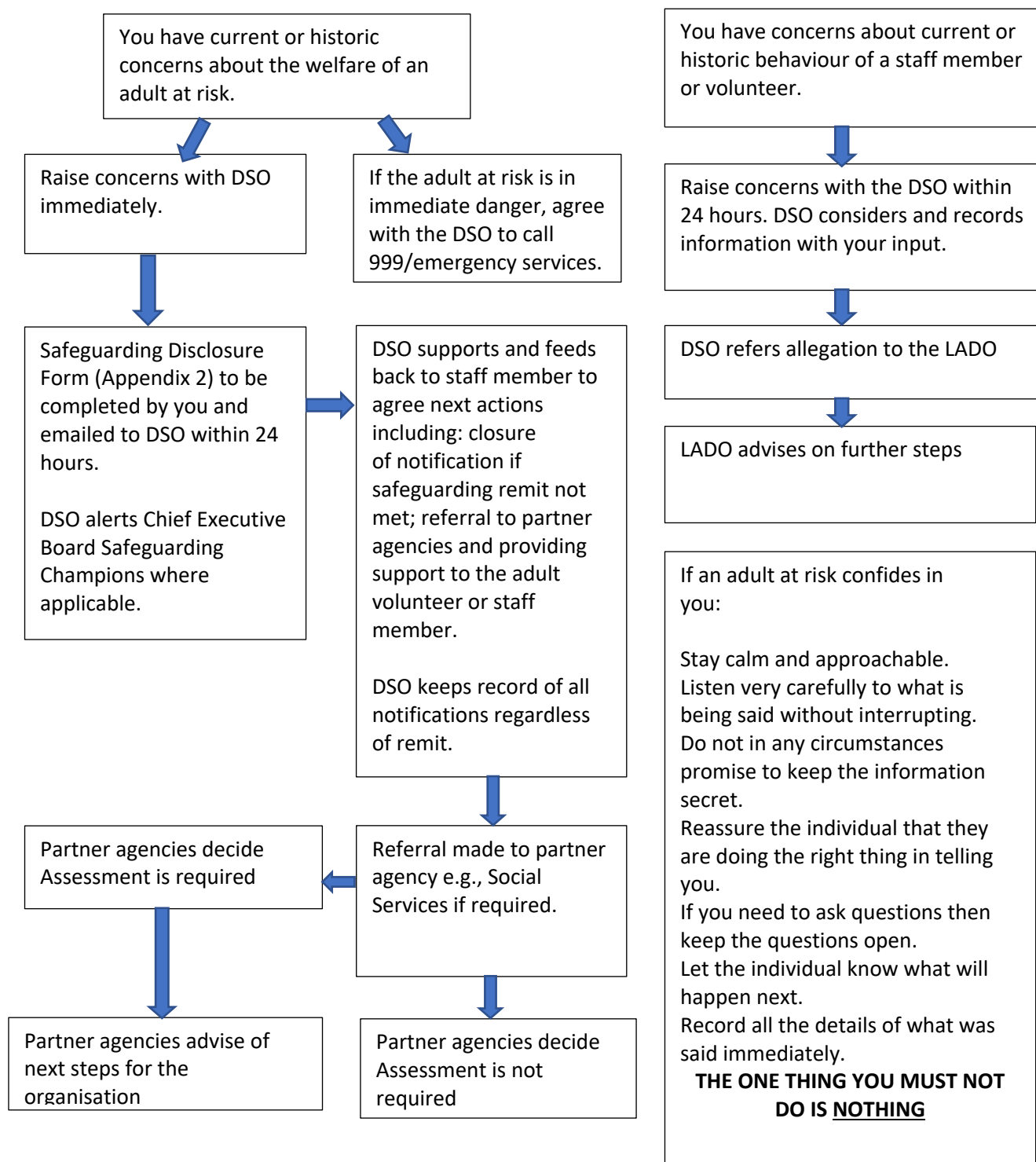
- engage in, permit or accept abusive and discriminatory behaviour or peer-led activities (e.g. initiation ceremonies, bullying, taunting or behaviour that frightens, embarrasses or demoralises or reduces to tears as a form of control);
- engage in inappropriate behaviour or contact (e.g. physical, verbal or sexual, including horseplay);
- allow or encourage others to engage in inappropriate behaviour and contact;

- use inappropriate or demeaning language;
- engage in sexual relationships or personal relationships with adults at risk, including outside of the workplace;
- make sexually suggestive comments to anyone;
- give or lend personal money to adults at risk;
- invite adults at risk to individual homes;
- share a dressing room or a bedroom with an adult at risk;
- show favouritism to anyone;
- use alcohol, drugs or other substances prior to or when working, or buy it for or supply it to adults at risk;
- deliberately put their self or others in compromising or potentially dangerous situations or situations which could be misinterpreted by adults at risk or others, e.g. when supporting or comforting a person under distress, make sure it is an open environment whilst also balancing their right to privacy;
- promote their religious or political ideas or beliefs;
- rely on their good name for protection;
- facilitate games or exercises that require physical contact without first gaining consent;
- allow allegations/disclosures to go unrecorded or unreported; and
- give out personal contact details including mobile telephone numbers and email addresses or become friends on social networking sites or gather personal contact details of adults at risk for their own use.

**If anyone is unclear on how to achieve the code of conduct points, they must discuss it with a member of the Board.**

## Reporting Concerns, Suspicions and Allegations

Recreate Dorset recommends the approach taken by the Learning and Skills Improvement Service in framing their thinking within the 5Rs i.e. Recognise, Respond, Report, Record and Refer.



## Details of Designated Safeguarding Officer (DSO), and Board Safeguarding Champions (BSC) are in the Safeguarding Policy

### Decision Making

The purpose of this section is to outline the procedure for decision making by the DSO once a safeguarding concern of disclosure has been referred to them as per reporting procedures.

Initial decision making about whether it is possible to move forward with the report, or whether the safeguarding remit has not been met should be based on whether:

- The reported incident represents a breach of Recreate Dorset's Safeguarding Policy;
- There is sufficient information to follow up on the report;

The DSO should alert the Board Safeguarding Champion based on their assessment of the risk, impact, and severity of the report.

If the report contains immediate risk to an adult at risk, the DSO should immediately seek the advice of partner agencies including the police.

If the DSO decides to move forward with the report, appropriate advice for next steps and further decision making should be sought from partner agencies including but not limited to social services, or the LADO.

### 5 R's of Safeguarding

**Recognise** - Signs and symptoms of abuse (Appendix 1)

**Respond** – To an allegation from an adult at risk against another visitor on Recreate Dorset premises, or member of staff/volunteer; a disclosure from an adult at risk; suspicions regarding the conduct of other staff member or concerns from a staff member regarding safeguarding.

**Report** - To DSO. It is their responsibility to make further decisions.

**Record** - Exactly what has happened using the words said by the person disclosing information. This record should be signed, dated, and kept in a secure place by the DSO.

**Refer** - This will be the role of the DSO who will make all further decisions.

### Responding to Concerns

If an adult at risk confides in you or makes a disclosure, you must do the following:

- stay calm and approachable. Do not let your shock show;
- listen very carefully to what is being said using empathic listening skills without interrupting;
- explain at an appropriate time as early as possible that the information being given by them will need to be shared and passed on to others –but stress only to those who need to know.  
**Do not in any circumstances promise to keep it a secret;**

- make it clear that you are taking them seriously and acknowledge how difficult this must be. Reassure them that they have done the right thing;
- allow them to speak at their own pace;
- reassure them that they are doing the right thing in telling you;
- if you need to ask questions, then only ask questions for clarification, avoid asking questions that suggest particular answers, avoid asking probing questions – you do not need to know all the details - that is the job of the experts. Keep your questions open;
- let them know what will happen next, to whom you will report the information, and
- what will happen once it has been reported;
- record all the details of what was said immediately after using the Recreate Dorset Safeguarding Disclosure Form (Appendix 2) - use their exact wording. Do not try to interpret any of the information yourself or make any assumption unless necessary and if you do, identify which part is your interpretation or assumption;
- record details such as names mentioned, dates, times, to whom the information went and what action was taken next - don't forget to sign and date the form;
- share this information with the DSO as soon as practical, and;
- act immediately – do not delay.

### **Reporting Concerns**

If you have a concern, suspect, or have a disclosure made to you about abuse, report any safeguarding concerns to the DSO as soon as possible and within 24 hours. If the concern is regarding one of these people, then it should be raised with the Safeguarding Board Champion. If you are not certain whether something should be reported – report it anyway. Once concerns about abuse have been reported to the DSO the responsibility for taking action lies with them. If a referral is necessary, the DSO should do so within 48 hours. Any concern being reported will be taken seriously.

Recreate Dorset will support the person raising any concern or suspicions. This support will continue through investigations. Their identity will be kept anonymous wherever possible. Recreate Dorset will think carefully about what confidential information it shares and what support should be given by whom.

For reporting procedures and responsibilities, including when to involve the Safeguarding Trustees and external agencies refer to the reporting diagrams.

Record information for internal records, Social Care, or the Police.

To ensure that this information is as helpful as possible, a clear, accurate and detailed record should always be made at the time of the disclosure/concern (or within 24 hours) on the Recreate Dorset Safeguarding Disclosure Form (Appendix 2). Where disclosed, this should include details of:

- Person's name, age, date of birth, home address, email and/or telephone number.
- Whether or not the person making the report is expressing their own concerns or those of someone else.
- The nature of the allegation. Include dates, times, any special factors, and other relevant information.
- Make a clear distinction between what is fact, opinion, or hearsay.

- A description of any visible bruising or other injuries. Also, any indirect signs, such as unusual or distinctive behaviour.
- Details of witnesses to the incidents.
- The adult's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- If the carers have been contacted and if so, what has been said?
- If anyone else has been consulted? If so, record details.
- If the adult was not the person who reported the incident, has the person been spoken to? If so, what was said?
- Has anyone been alleged to be the abuser? Record details.

Where possible the DSO will make a telephone referral to the Police or appropriate Local Authority Services should be confirmed in writing within 48 hours and the name of the contact who took the referral should be recorded.

### **Refer to External Agencies**

Referral is the responsibility of the DSO. The DSO should include on the Recreate Dorset Safeguarding Disclosure Form (Appendix 2) what action they have taken and any feedback as a result of the referral.

As a charity, there is an obligation to report serious incidents to the Charity Commission. This should only be done by the Trustees.

### **Support**

Recreate Dorset acknowledges that recording a disclosure or reporting concerns can be traumatic. Appropriate support will be provided in this case and determined in consultation with the Board of Trustees.

### **Whistle Blowing**

Recreate Dorset's definition of whistle blowing is the revelation of wrongdoing, abuse or unethical behaviour by a member of staff or volunteer that pushes boundaries beyond acceptable limits within an organisation to those in positions of authority. This should happen where someone feels there has been a breach of the Code of Conduct, other policies and procedures or other behaviour.

Recreate Dorset recognises that it is important to create an environment where staff and volunteers trust each other and the organisation and can honestly discuss things in confidence which concern them.

Where an allegation has been made about a member of paid staff or a volunteer, they will receive support throughout the process and thereafter as necessary, as agreed with their Line Manager and in accordance with the Whistleblowing Policy in the Staff Handbook.

### **Dealing with Allegations against Staff or Volunteers**

Any member of staff or volunteer who has concerns about the behaviour or conduct of another individual working within the organisation will report the nature of the allegation to the DSO

immediately. The member of staff who has a concern or to whom an allegation or concern is reported should not question the adult at risk, nor investigate the matter further.

Depending on the context of the allegation the DSO may invoke Recreate Dorset's Disciplinary Procedure as outlined in the Employee Handbook which may include suspending the subject of the allegation pending further investigation. If serious Recreate Dorset's DSO will report the matter to the Local Authority Designated Officer.

In cases where there is an immediate risk to an adult at risk, the information must be passed to BCP's safeguarding team or the Police, as soon as possible.

### **Dealing with allegations not involving the Recreate Dorset's Staff or Volunteers (on or off the premises), including historic claims.**

Any member of staff or volunteer who has safeguarding concerns about an adult at risk, historic safeguarding concerns, or who has been approached by an adult at risk to make a disclosure should follow the reporting procedures outlined in this policy.

### **Confidentiality**

Any personal information gathered about a person regarding a safeguarding concern will be stored in a secured and confidential place in accordance with the Data Protection Policy. Only appropriate staff will have access to this information (e.g the DSO, and Safeguarding Trustee). It may be necessary to pass this information on to the relevant Local Authority (LADO) and Police or other authorities and regulators. When doing so, Recreate Dorset will ensure that the adult at risk is informed and involved in making that decision whenever possible or appropriate. If a person is at risk of serious harm a referral can be made without their consent.

Recreate Dorset staff and volunteers will ensure that any information gained or given will be treated confidentially. The adult at risk will be consulted and involved in the decision-making process whenever possible or appropriate.

### **Recruitment and Disclosure and Barring Service (DBS) Checks**

Recreate Dorset is committed to protecting adults at risk through a careful recruitment and selection process, including appropriate due diligence checks. Any candidate for a role which is identified as having contact with adults at risk must complete a compulsory DBS check. It is the responsibility of the hiring manager and HR Department to identify roles requiring a DBS check at the beginning of the recruitment process, and this must be signed off by the DSO as part of the 'approval to recruit' process. If an offer of employment is subject to a DBS check, this will be indicated in the job advertisement and communicated clearly to candidates.

Foreign nationals will be required to supply a criminal records certificate as part of their work visa application.

A criminal record does not necessarily mean an individual is barred from working in such a role identified as having contact with adults at risk. Such matters will be considered on a case-by-case basis and suitability for employment determined by the DSO. Failure to disclose information that subsequently comes to light may result in employment or other role being terminated.

In accordance with best practice Recreate Dorset requires staff in identified roles to undergo a DBS recheck at most every three years. In addition, staff are required to inform Recreate Dorset of any changes in circumstance that may impact on their suitability for working with adults at risk as soon as possible. Any new information that is received through a DBS recheck or voluntary disclosure will be considered by the DSO.

As an organisation using DBS checking, Recreate Dorset complies fully with the code of practice regarding the correct handling, use, storage, retention and disposal of certificates and certificate information. It also complies fully with its obligations under the Data Protection Act 2018 and other relevant legislation. Further details can be found in Recreate Dorset's Data Protection and Governance Policy.

### **Contractors and Visitors to Recreate Dorset Premises**

It is the responsibility of all staff to ensure that any contractors or visitors that they invite to Recreate Dorset's premises who are likely to be working in or around spaces with adults at risk in them should be given the guidance document at Appendix 3 and required to comply with it.

### **Volunteers**

Recreate Dorset carefully recruits volunteers aged 18 and over none of which involve regulated activity with adults at risk. Risk assessments for each role are in place and are revised annually. These risk assessments sit within the main Volunteer Policy.

Clear role descriptions, comprehensive interviews, robust references, induction, training, ongoing supervision and a shadowing programme ensure volunteers fully understand the parameters of their role and the safeguarding procedures used by Recreate Dorset.

The volunteer policy and annual training provides volunteers with clear guidelines and practical advice on what to do in the event of an allegation or incident, or if concerns are raised about the welfare of an adult at risk.

The Safeguarding Adults Policy gives clear procedures on responding to concerns regarding the safeguarding and protection of adults at risk. Combined with the associated procedures and guidance, the policy provides a structure for staff and volunteers that may come across concerns of this nature within the context of their work. All volunteers should read this policy and are asked to do so annually. An accompanying guidance note given in annual training gives summary information on the volunteer's role under this policy.

### **Found Adult at Risk**

If an adult at risk who is lost comes to a member of staff or volunteer, they should follow this procedure:

- If you are on your own with the adult at risk, ensure that you move into a public area where you can be seen and heard. Try to choose an area covered by CCTV.
- If anyone else is with the adult at risk (e.g. another visitor), ask them to remain with you until the responsible adult has been located.
- Reassure them. Volunteers should then contact the nearest member of staff. To ensure privacy and security, please use radios with an earpiece, the telephone or report face to

face. Code word Charlie should be used when reporting a lost adult at risk over the radio. Staff should then:

- Try and obtain the following information from the adult at risk:
  - Name
  - Age
  - Address / name of school or organisation they came with;
  - Physical description (height, colour of hair, gender, ethnicity, disability, clothing, etc.)
  - Where they were found;
  - Where they last saw their parent / guardian / responsible adult
  
- If the parent or responsible adult cannot be located, a member of staff will be responsible for contacting the local Police. Security can assist with police liaison.
- Every effort should be made to calm and reassure the found person whilst waiting for the responsible adult or Police.
- A written record will be kept by the member of staff of lost or found adult at risk and the procedures followed.

If an adult at risk is found in distress, it is appropriate to give verbal reassurances, and clarify what you will do to help them. When an adult at risk is claimed, it is important to verify with them that the parent / guardian / responsible adult is indeed who they say they are.

### **Photography and Filming**

Images of people are defined as personal data and subject to the Data Protection Act 2018 regarding the processing of images. This includes capturing images, holding images, storing images, sharing images and destroying images.

Before using any images Recreate Dorset will gain permission from their parent or carer using Recreate Dorset's photo permission form, which outlines the purpose for which the image(s) will be captured and how they could be used.

The parents or carers of Recreate Dorset's workshops and productions are required to sign a parental consent form giving express permission for the use of images for press and marketing purposes. Once given this consent lasts indefinitely unless it is explicitly withdrawn. This can be done at any time.

Images or video recordings of individuals must be kept securely. Images should not be stored on unencrypted equipment such as unencrypted laptops, computers, memory sticks and mobile phones.

Surnames will not be used in any media work or publications without the consent of parents or carers, Without this, first names and surnames should not be published alongside photos or any other information that could aid in locating the vulnerable adult. This includes reference to a specific location alongside their photograph. Where it is desirable or unavoidable to name the adult and the location only the first name will be used, and any additional information will be limited.

There will be exceptions where surnames are required for programmes, online cast photo galleries, legal or credibility purposes. On such occasions, the Trustees are responsible for advising parents and/or carers how these details will be used and will explain to them that it is not normal

practice to display full names in accordance with our Safeguarding policy and therefore we require their express permission to do so.

### **Prevent: Radicalisation and Extremism**

If there are concerns that a person is becoming radicalised or attempting to radicalise others this needs to be reported to the Designated Safeguarding Officer immediately.

The Prevent Duty is part of the Counter Terrorism and Security Act 2015. Section 26 of the Act places a duty on educational institutions to have 'due regard to the need to prevent people from being drawn into terrorism'.

Prevent is one strand of the Government's counter terrorism Strategy, CONTEST. Its main aim is to prevent people from becoming terrorists or supporting terrorism.

### **Protecting the UK against Terrorism Policy**

There are three main objectives:

1. Terrorist ideas should be identified and challenged.
2. Vulnerable people should be supported and protected from becoming terrorists or supporting terrorism.
3. Communities, institutions and the Government should all work together to tackle the problem of extremism.

Radicalisation is the process of causing someone to become a supporter of terrorism, or forms of extremism that lead to terrorism.

Any evidence of any aspect of extremism must be reported immediately.

### **What Causes Radicalisation**

As yet, there has been no clear link or exact cause identified for someone becoming radicalised. This creates the sense that 'it could happen to anyone' which, in turn, increases the fear of radicalisation. The lack of an exact cause doesn't mean we know nothing and it's important to focus on what we do know and staying informed of current guidance. Radicalisation is constantly shifting and changing.

What we know as of now is that the main risk factor identified in victims is vulnerability.

Those who are most vulnerable are (but not limited to);

- Those experiencing an identity or personal crisis;
- Individuals with feelings of un-met aspirations or a sense of injustice;
- People with a need for adventure or excitement;
- Pre-existing conviction that their religion or culture is under threat;
- Individuals who feel socially isolated, and possibly, suffering from depression;
- Those who have a history of criminal behaviour.

Some potential indicators:

- Change in appearance

- Search for answers - identity, faith and belonging
- Desire for adventure/excitement
- Desire to enhance self esteem
- Sense of grievance triggered by personal experience of racism/discrimination/aspects of government policy etc
- Isolated from peers, associates with only 1 group of people
- Withdrawal from family members
- Additional vulnerability risk factors: Special Educational Needs, Mental Health Issues,

Some potential warning signs:

- Graffiti, symbols or artwork promoting extremist messages
- Accessing extremist material online
- Changes in behaviour, friendship and actions
- People voicing opinions drawn from extremist ideologies or narratives
- Use of extremist or hate terms to exclude others or incite violence

### **Reducing the risk of someone becoming radicalised whilst working with Recreate Dorset**

- Vetting of staff, teachers, board members, staff and students before they are recruited or enrolled (in line with Safeguarding policy).
- Prevent awareness included in safeguarding training so that staff and other stakeholders have knowledge of Prevent duty and how it relates to their role in the organisation.
- users not provided with unmonitored IT equipment.
- High premises security – meaning people from outside of the organisation can't come in and speak to users
- Monitoring of literature / posters available
- Consideration when selecting external speakers and events with regard to suitability of content and likelihood to express radicalised views.
- Whistleblowing procedures in place.
- Information sharing and effective communication within the Safeguarding group.

### **Raising a Radicalisation Concern**

If you believe that someone is vulnerable to being exploited or radicalised, use the safeguarding procedures within this document to escalate your concerns to the DSO, who can raise concerns to BCP Council channel if appropriate.

## **APPENDICES AND OTHER RESOURCES**

### **Policy Attachments:**

- Appendix 1 Signs and Symptoms of Abuse
- Appendix 2 Recreate Dorset Safeguarding Disclosure Form
- Appendix 3 Safeguarding Actions
- Appendix 4 How to Report a Concern about an Adult at Risk