**HAMPSHIRE FA**

**PREVENTING EXTREMISM AND**

**RADICALISATION POLICY**

**Safeguarding Policy**

**1. Introduction**

Hampshire FA is committed to providing a secure and safe environment for its participants. The Board and staff at the county offices recognise that safeguarding is everyone’s responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children or not.

**2. College Ethos and Practice**

When operating this Policy, Hampshire FA uses the following accepted Governmental definition of extremism which is:

*‘Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas’.*

There is no place for extremist views of any kind in our Association, whether from internal sources such as staff, tutors or volunteers or external sources from within the football community.

As a football body we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for our participants and so should be addressed as a safeguarding concern as set out in this Policy. We also recognise that if we fail to challenge extremist views we are failing to protect our participants. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way and we will work with our partners to help provide this education to our participants.

Furthermore we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. Any prejudice, discrimination or extremist views, including derogatory language, displayed by our staff or participants will always be challenged and where appropriate dealt with in line with the appropriate policies and regulations available to us.

As part of wider safeguarding responsibilities our staff will be alert to:

 Disclosures by participants of their exposure to the extremist actions, views or materials of others outside of football, such as in their homes or community groups, especially where students have not actively sought these out.

 Parental reports of changes in behaviour, friendship or actions and requests for assistance

 Partner Colleges, local authority services, and police reports of issues affecting participants in other settings

 Use of extremist or ‘hate’ terms to exclude others or incite violence

 Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race,colour or culture

 Attempts to impose extremist views or practices on others

 Anti-Western or Anti-British views

All concerns should be reported immediately to the County Welfare Officer.

We will closely follow any locally agreed procedure as set out by the Local Authority and/or the Safeguarding Children Board’s agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

**3. Whistleblowing**

Where there are concerns of extremism or radicalisation staff and participants will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. **Please refer to the separate Whistleblowing Policy.**

**4. Role of the Designated Person**

The Designated Person for Safeguarding is: Ian Binks – County Welfare Officer.

The Designated Person is the focus person and local expert for staff, and others, who may have concerns about individual student safety or well-being and is the first point of contact for external agencies.

**5. Training**

In-service training on Safeguarding and Child Protection is a mandatory requirement for all Board staff which will be delivered at regular intervals.

**6. Recruitment**

The arrangements for recruiting all staff to Hampshire FA will follow government guidance on safer recruitment best practice, including, but not limited to, ensuring that CRC checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a Single Central Record of such vetting checks.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our Association so as to unduly influence our character and ethos.

Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within, we will minimise the opportunities for extremist views to prevail.

**Example Reporting Flowchart for Raising Concerns**

**Action to take if you suspect an individual is being radicalised/self-radicalised into extremist activities**

**Participant**

**Member of staff**

No further action

Safeguarding Manager to undertake risk assessment and liaise with local contact for PREVENT

Safeguarding Manager will refer concerns to local contact for PREVENT. No further action required from initial referrer

YES

NO

Contact 999 and request Police presence Contact Security

Line Manager to discuss with Safeguarding Manager

Concerns substantiated

**At immediate risk**

Contact Police and ask for Specialist Counter Terrorism Unit

Make record of concerns / observations. Discuss with Line Manager

Make record of concerns. Discuss with Manger / Supervisor to check if other concerns are known. Discuss with Safeguarding Lead

Is the person

Is the person indicating / showing behaviours that indicate they are likely to be an immediate risk of initiating a violent extremist attack

NO

There is no immediate risk but you have a concern that someone is vulnerable / susceptible to being led into extremist activities

**Causing Concern**

YES