



Prevent and Anti-Radicalisation Policy

Excellence-Solutions Limited T/A

Candor Professional Beauty Academy

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Candor Professional Beauty Academy (CPBA) is fully committed to safeguarding and promoting the welfare of all its learners. As a private training provider we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At CPBA all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

Links to other policies

The CPBA Anti-Radicalisation statement links to the following policies:

- Safeguarding policy;
- Equality and Diversity policy;
- IT Acceptable Use policy;

Aims and principles

The main aims of this statement are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our learners are safe from harm.

The principle objectives are that:

- All staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant.
- All staff will know what our policy is on anti-radicalisation and extremism and will follow the procedures when issues arise.

All learners, employers will know that Candor Professional Beauty Academy has policies in place to keep learners safe from harm and that we regularly reviews its systems to ensure they are appropriate and effective.

Definitions and indicators

- An ideology is a set of beliefs.
- Radicalisation is the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
- Safeguarding is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- Terrorism is an action that endangers or causes serious violence damage or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious or ideological cause.
- Vulnerability describes factors and characteristics associated with being susceptible to radicalisation.
- Extremism 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. Calls for the death of British armed forces is also included.

There are a number of behaviours that might indicate that an individual is at risk of being radicalised or exposed to extreme views. Such behaviours may include:

- Spending increasing time in the company of other suspected extremists;
- Changing their style of dress or personal appearance to accord with the group;
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause;
- Loss of interest in others and activities not associated with the extremist ideology, group or cause;
- Possession of materials or symbols associated with an extremist cause;



- Attempts to introduce others to the group/cause;
- Communications with others that suggests identification with a group, cause or ideology;
- Using names/language ranging from insulting to derogatory for members of another group;
- Increase in prejudice-related incidents committed by that person – these may include:
 - physical or verbal assault;
 - provocative behaviour;
 - damage to property;
 - derogatory name calling;
 - possession of prejudice-related materials;
 - prejudice related ridicule or name calling;
 - inappropriate forms of address;
 - refusal to co-operate;
 - attempts to recruit to prejudice-related organisations;
 - condoning or supporting violence towards others.

This list is in no sense intended either to be exhaustive or any more than a description of possible consistent behaviours – rather than proofs – of radicalisation.

Procedures for referrals

Although serious incidents involving radicalisation have not occurred at CPBA to date, it is important for us to remain constantly vigilant and remain fully informed about the issues which affect the wider region in which we teach. Staff are reminded to suspend any professional disbelief that instances of radicalisation ‘could not happen here’ and to refer any concerns through the appropriate channels which is the Safeguarding Designated Person Lead/Prevent Officer In the absence of the lead, it should be reported to the Operations Manager