

Anti-Extremism & Anti-Radicalisation Policy

Background

This Anti-Extremism and Anti-Radicalisation Policy is part of our commitment to keeping members and personnel safe. We recognise that over the last few years global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

We recognise that institutions like NTM-UK have an important part to play in both educating people about extremism and recognising when individuals start to become radicalised. We seek to abide by the requirements of Section 26 of the Counter Terrorism and Security Act (2015) and to have 'due regard to the need to prevent people from being drawn into terrorism'. We also seek to abide by the Prevent Duty Guidance for Further Education institutions in England and Wales.

Ethos

At NTM-UK we ensure that through our vision, values, diverse curriculum and teaching we promote loving engagement with all cultures, faiths and lifestyles. The Board of Trustees also ensures that this ethos is reflected and implemented effectively in NTM-UK's policies and practices and that there are effective risk assessments in place to safeguard and promote members' welfare.

Students and personnel at NTM-UK have the right to learn and live together in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others. All students and personnel are encouraged to respect others, particularly in relation to the protected characteristics set out in the Equality Act 2010.

Statutory Duties

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (2023)
- Prevent Duty Guidance (2023)

- Working Together to Safeguard Children (2023)

Related Policies, Documents & Resources

- Prevent Duty Guidance for further education institutions in England and Wales.
- Prevent Awareness online training
- [Report Extremism in Education](#)
- [DofE Terrorist Incident Response Checklist](#)
- Head of UK Contingency Team and Site Security NTM-UK
- NTM-UK Anti-Bullying and Harassment Policy
- NTM-UK Safeguarding Policy
- NTM-UK Equality Policy
- NTM-UK Acceptable Use of ICT Policy
- NTM-UK Complaints Policy
- NTM-UK Personnel Handbook
- NCC UK Student Handbook
- NTM-UK Core and General Values
- NTM-UK Statement of Faith

Definitions

Extremism, as defined in 2024 by HM Government Definition, is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to: 1) negate or destroy the fundamental rights and freedoms of others; or 2) undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or 3) intentionally create a permissive environment for others to achieve the results in (1) or (2).

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Roles and Responsibilities

Role of the Board of Trustees

It is the role of the trustee body to ensure that NTM-UK meets its statutory duties with regard to preventing radicalisation.

The Board of Trustees has a nominated person who will liaise with the NTM-UK

Committee and other personnel about issues to do with protecting children from radicalisation.

Role of the Chairman

It is the role of the Chairman to:

- ensure that NTM-UK and its personnel respond to preventing radicalisation on a day-to-day basis
- ensure that NTM-UK curriculum addresses the issues involved in radicalisation
- ensure that personnel conduct is consistent with preventing radicalisation

Role of the Safeguarding Officer

It is the role of the Safeguarding Officer to:

- ensure that personnel understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about service users who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- make referrals to appropriate agencies with regard to concerns about radicalisation
- liaise with partners, including the local authority, the police and the Regional Prevent Coordinator
- report to the Board of Trustees on these matters

Role of NTM-UK Personnel

It is the role of personnel to understand the issues of radicalisation, be able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

Working in Partnership

NTM-UK's trustees, managers and leaders actively engage with other partners involved in Prevent including the police, who will be alerted regarding any concerns, and the BIS regional Further Education Prevent co-ordinator, who will be consulted annually when the policy is reviewed and more regularly in the event of any concerns or incidents.

Curriculum

NTM-UK is committed to ensuring that our service users are offered balanced Bible teaching and to be tolerant of others. NTM-UK's second core value states that "We value a Spirit-controlled life." This is because the outworking of the Holy Spirit's control in an individual's life issues in "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control." It commits us to "live peaceably with all."

NTM-UK's sixth core value states, "We value godly relationships in ministry" This commits the members to mutual respect and care for one another. It is further, a commitment to those being served by its members. Thus, it is to be undertaken in a way that models God's care for all mankind and the desire for its highest wellbeing. It is required that NTM-UK and all its organisational partners commit to the policy of "Functioning in its location in compliance with the laws of that country." Both here in the UK and in other countries where we work we will be "subject to the governing authorities." These core values, policies and principles are biblically based and apply to both NTM-UK members and students. Adherence to them ensures that people, no matter their faith and beliefs, will be treated with respect, taught to live in harmony, in compliance with the governing authorities, and thus fulfil the requirements in relation to the protected characteristics set out in the Equality Act 2010.

The following is sent to any Guest Lecturers as guidance:

We ask that lecturers are gracious and fair when dealing with a subject about which there are various interpretations or opinions. We encourage our students to investigate and think through things themselves so they are personally convinced about the position they take on any subject.

Internet Safety

The internet provides service users with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages.

Personnel and students are aware of our Acceptable Use of ICT Policy, which refers to preventing radicalisation and related extremist content, through our personnel and student handbooks and our lecture program.

Senior members of personnel take appropriate action where there are any concerns.

NTM-UK has a unique user name and ID and there is a login portal when any user connects to our Wi-Fi network. This will require signed agreement to our Acceptable Use of ICT Policy before access is granted.

NTM-UK Personnel Training

All personnel undergo the online Prevent Awareness training, helping them understand the issues of radicalisation, recognise the signs of vulnerability or radicalisation and know how to refer their concerns to the Safeguarding Lead and, when necessary and appropriate, to Channel. The training also makes them aware of where to find additional information and support. This information also forms part of induction safeguarding training.

Safer Recruitment

NTM-UK ensures that suitable appointments are made through rigorous recruitment procedures that follow the statutory guidance. Vetting and barring checks are undertaken on relevant people, including trustees and volunteers.

Visitors

Visitors to NTM-UK are made aware of our safeguarding policies and can be provided with information about what to do if they are concerned about any aspect of service users' welfare, if required.

Guest Lecturers are informed about our preventing extremism policy, and relevant vetting checks are undertaken. We undertake due diligence to ensure that visiting speakers are appropriate. Speakers receive guidelines on appropriate interactions with service users, and are not allowed unsupervised access to children.

Permission from the UK Committee or Head of College must be obtained before inviting any speaker to address NTM personnel or students.

Signs of vulnerability

There are no known definitive indicators that a service user is vulnerable to radicalisation, but there are a number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature

- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

Recognising Extremism

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that can be accessed online, so involvement with particular groups may not be apparent.)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

Referral Process

All personnel and visitors to NTM-UK must refer all concerns about members or students who show signs of vulnerability or radicalisation to the Safeguarding Officer using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a member, the Safeguarding Officer in liaison with the Chairman will make a referral to the appropriate body.

Any NTM-UK personnel can also report concerns about extremism using the government's 'Report Extremism in Education' form, available [here](#).

Reviewed: July 2025

Next review date: July 2026