



COMMUNITY
SPORTS
FOUNDATION

THE NEST

MANAGING EXTREMISM & RADICALISATION POLICY

Date of Next Update November 2026

Policy Purpose

The purpose of this policy statement is to detail our commitment to safeguarding by ensuring that children or adults attending Norwich city Community Sports Foundation environments or participating in our activities are protected from potential harms from extremism and radicalisation.

Scope

This policy applies to all Norwich City Community Sports Foundation employees, including those on temporary and fixed-term contract and volunteers.

Norwich City Football Club is committed to being A Home for Everyone – an inclusive and safe environment where everyone can thrive, and feel welcome. We will do this by embedding a culture where every individual engaged with the Foundation is treated with respect and met with positivity and compassion. We are all responsible for upholding the Foundation's values by ensuring that others feel included and valued, championing equality, and challenging all forms of discrimination, increasing our knowledge to develop the confidence to do so.

We believe that together we are stronger; we celebrate diversity and will proactively work with our community to ensure everyone has a fair opportunity to participate. This way Norwich City Community Sports Foundation will build a culture to be proud of.

This policy supersedes any previous policies prior to its issue date.

Legislation and Guidance

- Prevent Duty Guidance: England and Wales 2023
- Norfolk Safeguarding Children Partnership – Vulnerable to radicalisation procedure
- Keeping Children Safe in Education – DfE (2024)
- Working together to Safeguard Children. A guide to inter-agency working to safeguard and promote the welfare of children DfE (2023)
- Information Sharing: Advice for Practitioners – DFE (2018)
- The Counterterrorism and Security Act (2015)

Definitions

Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

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

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interfere or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

Prevent is part of Governmental strategy to stop people becoming terrorists or supporting terrorism, in all its forms. It works at the pre-criminal stage by using early intervention to encourage individuals and communities to challenge extremist and terrorist ideology and behaviour.

British Values are a collection of values to prepare children and young people for life in modern Britain.

Introduction

The Counterterrorism and Security Act place a duty on specified authorities, including schools and colleges, to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty"). The level of education and training delivered by the Foundation is such that the Foundation has a similar responsibility to statutory educational establishments.

The Prevent duty reinforces existing duties placed upon educational establishments for keeping children safe by:

- Ensuring a broad and balanced curriculum is in place schools to promote the spiritual, moral, social and cultural development of pupils.
- Assessing the risk of people being drawn into extremist views.
- Ensuring safeguarding arrangements by working in partnership with local authorities, police, and communities.
- Training staff to provide them with the knowledge and ability to identify people susceptible to extremism and radicalisation.
- Implementing IT systems to keep people safe from terrorist and extremist material when accessing the internet by using effective filtering, reports, and usage policies.

Prevent – British Values

To comply with the Prevent duty, education providers are expected to exemplify British Values in their practice.

The Department for Education (DfE) these comprise of:

- Rule of Law
- Individual Liberty
- Mutual respect & tolerance of those from other backgrounds, religions, beliefs,
- Democracy
- Compliance with the Equality Act & those protected by it.

The Foundation will ensure that colleagues understand that fundamental British Values are not exclusive to being British and are shared by other democratic countries as a way of creating an orderly society, where individual members can feel safe, valued, and can contribute for the good of themselves and others.

British Values are embedded across all areas of business and will work in conjunction with existing Foundation values and Equality Policies.

Extremist Ideologies

There is no such things as a “typical extremist”; those who become involved in extremist actions come from a range of backgrounds and experiences, and most individual, even those who hold radical views, do not become involved in violent extremist activity.

UK authorities currently categorise the following ideologies:

- Islamist
- Extreme Right Wing (XRWT)
- Left Wing, Anarchist, and single-issue terrorism (LASIT)

The growing incel culture (involuntary celibate) is uncluded in LASIT category however this is often also referred to as an unstable ideology.

Mixed, Unclear, Unstable Ideologies

On occasions the motivations of radicalised people can sometimes remain unclear.

Evidence suggests that this group commonly present with multiple and complex vulnerabilities (such as criminality, substances misuse, social isolation and poor mental or emotional health).

Individuals may:

- Demonstrate an interest in multiple extremist ideologies in parallel.

- Switch from one ideology to another over time.
- Target a ‘perceived other’ of some kind (perhaps based upon gender or another protected characteristic), but do not otherwise identify with one terrorist ideology or cause.
- Are often obsessed with massacre, or extreme or mass violence, without specifically targeting a particular group (e.g., ‘high school shootings’); and/or
- May be vulnerable to being drawn into terrorism out of a sense of duty, or a desire for belonging, rather than out of any strongly held beliefs.

Individuals who ideological motivations are unclear, mixed, or unstable, but who demonstrate a connection to extremism, terrorism, or massacre, should be given the same consideration for support as those whose concerning ideological motivations are more consistent and obvious.

Radicalisation risk factors

People may become susceptible to radicalisation through a range of social, personal and environmental factors.

- Identity crisis: the person is distanced from their cultural/ religious heritage and experiences discomfort about their place in society.
- Personal crisis: the person may be experiencing family tensions; a sense of isolation; low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
- Personal Circumstances: migration; local community tensions and events affecting the persons country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- Unmet Aspirations: the person may have perceptions of injustice; a feeling of failure; rejection of civic life.
- Experiences of criminality: involvement with criminal groups, imprisonment, poor resettlement, or reintegration.
- Special Educational need: people may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
- Substance and alcohol misuse,
- Peer pressure,
- Influence from older people or through digital online means
- Bullying, domestic violence, hate crime.

Warning Indicators

- Being in contact with extremist recruiters and/or spending increasing time in the company of other suspected extremists.
- Loss of interest in other friends and activities not associated with the extremist ideology, group, or cause.
- Accessing extremist material online, including through social networking sites.
- Possessing or accessing materials or symbols associated with an extremist cause.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Voicing opinions drawn from extremist ideologies and narratives, this may include justifying the use of violence to solve societal issues.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Significant changes to appearance and/or behaviour increasingly centred on an extremist ideology, group, or cause.
- Changing their style of dress or personal appearance to accord with the group.
- Attempts to recruit others to the group/cause.
- Using insulting or derogatory names for another group.
- Increase in prejudice – related incidents committed by that person who 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 dress, refusal to co-operate, attempts to recruit to prejudice – related organisations and/or condoning or supporting violence towards others.

Key considerations

- Consider those individuals who appear to have an interest in multiple, concurrent and even contradictory extremist ideologies or causes, or who seem to shift from one extremist ideology cause to another.
- Do not necessarily rely on vulnerable individuals to be able to identify, understand or describe with coherence their own ideological motivations as a measure of the risk of being vulnerable to being drawn in to terrorism; and,
- Consider the possibility of an individual's obsessive interest in public massacres of any kind as a possible signal vulnerability.

Prevention

The foundation seek to prevent children and adults from being radicalised through:

- Implementation of this policy.
- Providing colleagues with appropriate awareness that equips them with the skills to identify and respond appropriately to concern regarding extremism and radicalisation.
- Ensuring Prevent Leads undertake training every two years.
- Assessing identified risk of people being drawn into extremist behaviour. The risk assessment will include consideration of the Foundations education curriculum, the use of our premises by external agencies and/or speaker and any other local issues relating to the Foundation's community.
- Ensure that a broad curriculum is in place to deliver the spiritual, moral, social and cultural development of pupils in our educational settings.
- Encouraging young people to access appropriate advice, information and support.
- Implementing IT systems to keeping people safe from terrorist and extremist material when accessing the internet by using effective filtering, reports and usage policies.
- Completing a Prevent self-assessment template.

What to do if you suspect a person may be at risk of radicalisation:

If you believe that someone is susceptible to radicalisation, or you are concerned about a child or adult who may be a risk to others through their extremist views, you should report to a member of safeguarding staff as soon as possible.

Do:

- Take the issue seriously and recognise the potential risk of harm to the person and/or others.
- Act as quickly as possible to prevent a situation escalating.
- Follow our responding to and managing allegation or low-level concern procedures and talk to safeguarding staff to get support from other agencies.

Colleagues can also report illegal or harmful information, pictures, or videos you've found on the internet which promotes extremism or terrorism.

<https://www.gov.uk/report-terrorism>

Don't:

- Dismiss the concerns.

- Attempt to mentor or counsel the pupil you are concerned about without passing on the concern to the appropriate safeguarding member of staff.

External Reporting

Where safeguarding staff believe that the individual may be susceptible to radicalisation, they will, [fill in the referral form](#) and mail it to preventreferrals@norfolk.pnn.police.uk. A copy is automatically sent to Children's Services. Statutory agencies will make initial assessment of the referral and a referral to the Channel Panel will be made where the threshold is met.

Referrals should be of good quality and focus on susceptibility to radicalisation rather than vulnerability alone.

There must be an ideology present rather than merely a propensity for violence.

This single method of external referral ensures the Foundation have an accountable co-ordinated and planned approach to managing extremism and radicalisation.

The Channel Panel

Channel is an early intervention multi-agency panel designed to safeguard individuals from being drawn into extremist or terrorist behaviour. Channel works in a similar way to existing multi-agency partnerships for vulnerable individuals. It is a voluntary process for individuals of any age who are susceptible to exploitation by extremist or terrorist ideologies and allows the individual to withdraw from the programme at any time.

The Panel is chaired by the Local Authority and works with multi-agency partners to collectively assess the risk to an individual and decide whether an intervention is necessary.

Early intervention can prevent individuals being drawn into terrorist-related activity in a similar way to criminal activity such as drugs, knife, or gang crime.

If a Channel Panel intervention is required, the Panel works with local partners to develop an appropriate individual support package. Partnership involvement ensures that those at risk have access to a wide range of support. The support package is monitored closely and reviewed regularly by the Channel Panel.

Annual Self-Assessment

The Foundation will ensure that it completes a self-assessment to help us better understand how we meet our Prevent duty responsibilities. We will use the Department of Education template to also help us to understand how our policies and procedures are embedded and to encourage a cycle of continuous review and improvement annually.

Responsibility and Key Contacts

<https://www.communitysportsfoundation.org.uk/about/our-commitment-to-safeguarding/>

Associated Policies

Safeguarding Children Policy

Safeguarding Adults Policy

Safeguarding – Behaviour Codes

Safeguarding – Low Level Concerns

Safeguarding – Responding to and Managing Allegations

Policy Review November 2025 – Update for KCSIE date.

Date of next review – November 2026

The Policy is next due for general review on the above date. It may however be reviewed and updated earlier, in the event of a change in Foundation requirements, or relevant legislation.

