

# PREVENT POLICY



We at Shrewsbury Town value freedom of speech and the expression of belief. Ideology is a fundamental right underpinning society's values. Those we engage with and our employees have the right to speak freely and voice opinions.

However, the principle of freedom comes with responsibility and speech that is designed to manipulate the vulnerable, or encourages violence and harm to others goes against this principle.

Freedom of speech is not an unqualified privilege, it is subject to law and Policies governing equality, Human Rights, Community Safety and Community Cohesion.

## OUR AIM

The aim of this policy is to outline our approach to supporting the national 'Prevent' Agenda linked to the safeguarding of our players and staff. This policy is written with reference to the Prevent Duty contained within Section 26 of the Counter Terrorism and Security Act 2015 and the specific [Prevent Duty Guidance](#)

Prevent is one of the key elements of CONTEST, the Government's counter- terrorism strategy and it aims to stop people from being drawn into terrorist-related activity.

Prevent has a strong link to safeguarding because vulnerable children and adults can be susceptible to radicalisation and recruitment into terrorist organisations. Nationally, there have been cases where extremist groups have attempted to radicalise vulnerable children to hold extreme views.

Such views include justifying political, religious, sexist or racist violence, or to steer individuals into a rigid and narrow ideology that is either vocal or active opposition to fundamental British values including embracing diversity and mutual respect and tolerance of different faiths and beliefs.

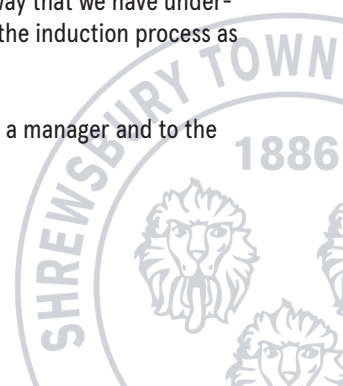
While it remains rare for children and young people to become involved in terrorist activity, they can be exposed to terrorist and extremist influences or prejudiced views from a young age. This can include through the influence of family members or friends and/or direct contact with extremist groups and organisations or, increasingly, through the internet.

This can put a young person at risk of being drawn into illegal activity and has the potential to cause significant harm. As with other forms of safeguarding strategies, early intervention is always preferable.

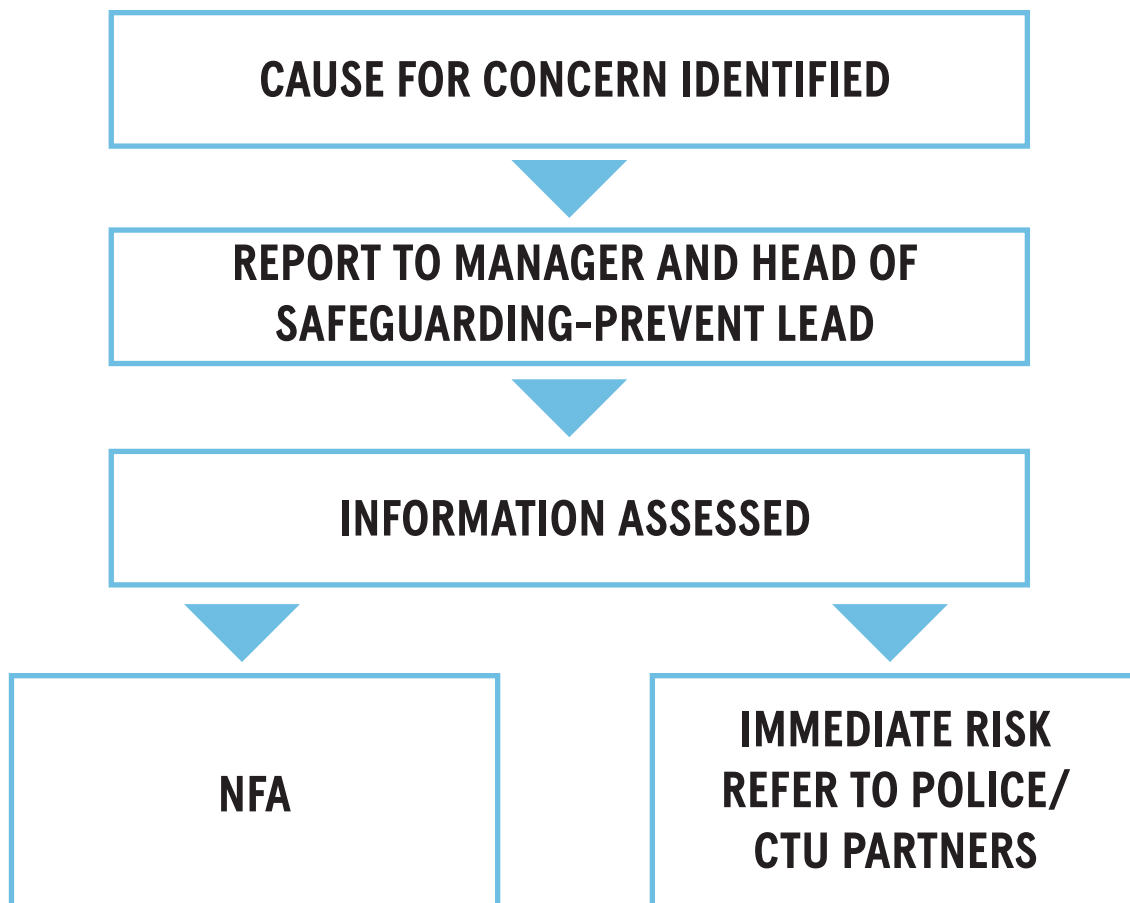
All agencies working with children and young people, along with families and communities, play a key role in ensuring young people and their communities.

We will work to protect and take action to protect all players and staff from extremist and violent views in the same way that we have undertaken to safeguard all children, young people and vulnerable adults who attend this club, this is made clear through the induction process as new staff join our team.

All staff members who identify a concern through conversations, behaviour, appearance or actions will report this to a manager and to the Head of Safeguarding.



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A report such as this does not assume criminal activity has taken place. The Police will investigate and if there are security concerns, appropriate action will be taken including, where appropriate, guidance and support.

The Local Authority Prevent Lead and the Channel Coordinator will assess if the Channel route is the most appropriate and there will be a multi-agency Channel panel meeting to determine whether specialist support is needed and tailored support will be selected as appropriate for the individuals concerned. This will be monitored through the Channel panel and other safeguarding professionals.

There is a clear working relationship between Shrewsbury Town, the EFL, West Mercia Police and Shropshire Local Authority.

Continuous reviews will be completed, and at any time there is a repeat of concerns the assessment process will be restarted.

Pastoral care is given as a matter of course at Shrewsbury Town and any person who has been identified as having any of the indicators noted will be supported throughout. This is standard safeguarding practice when any concerns relating to Safeguarding or Radicalisation and extremism are identified.



## INCIDENT MANAGEMENT

Any incident will be managed by the Prevent lead and with support from partners. Care will be taken to protect both individuals and Shrewsbury Town Football Club. Incidents and concerns will be recorded in the Shrewsbury Town confidential electronic safeguarding record-keeping system. Information about concerns and reports will be reported to the CEO and Safeguarding Board.

## EQUALITY & DIVERSITY

This policy has been considered against our Equality and Diversity Policy.

HR will work with managers on an individual basis to ensure that training, coaching, advice and support is provided and are readily accessible to mitigate against potential direct or indirect discrimination.

## RESPONSIBILITIES OF EMPLOYEES

- To be aware of the policy and to understand warning signs of radicalisation and extremism
- To develop staff's understanding of risks related to radicalisation and extremism and know how to raise any issues or concerns – UNSURE? REPORT!
- To undertake periodic training with respect to Prevent agenda
- To make reports regarding any concerns or suspicious activity rapidly

## RESPONSIBILITIES OF STFC

- To ensure that resources are deployed to support the implementation of this policy
- To develop and maintain clear reporting protocols with key partners
- To provide relevant training to staff and participants regarding radicalisation and extremism. All staff will complete Prevent training updates at least every two years.
- To act on any concerns raised and act on this through appropriate and proportionate actions
- To monitor the implementation and effectiveness of this policy through periodic reports to the CEO and Safeguarding Board
- To attend the local Prevent network meetings to share best practice and approaches to safeguard participants.

## GLOSSARY OF TERMS

Radicalisation is defined as the process by which people come to support terrorism and extremism and, in some cases to then participate in terrorist groups.

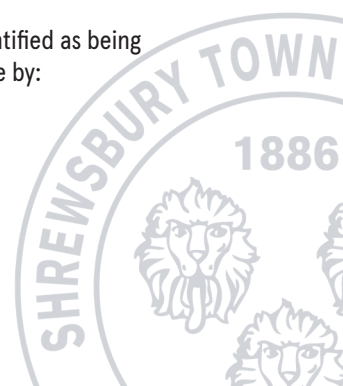
Extremism is vocal or active opposition to the fundamental British Values.

Fundamental British Values – these are commonly held values in society and form part of the PSD/citizenship agenda they include democracy, the rule of law, individual liberty, mutual respect and tolerance.

Prevent - The purpose of Prevent is to stop people from becoming terrorists or supporting terrorism. This includes countering terrorist ideology and challenging those who promote it, supporting individuals who are especially vulnerable to becoming radicalized, and working with sectors and institutions where the risk of radicalization is assessed to be high.

Channel - a deradicalization programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk
- assessing the nature and extent of that risk
- developing the most appropriate support plan for the individuals concerned



# Appendix A – Potential Warning Signs of Radicalisation or Extremism

It should be noted that there are no 'typical' signs of radicalisation or extremism, and so it is not possible to provide a definitive list. However, the following may give an indication of a cause for concern that should be discussed with the appropriate designated Prevent staff.

- Identity Crisis
- Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
- Personal Crisis
- Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
- Personal Circumstances o Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- Unmet Aspirations
- Perceptions of injustice; feeling of failure; rejection of civic life.
- Criminality o Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups. Access to extremist influences
- Reason to believe that the young person associates with those known to be involved in extremism
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity Experiences, behaviours and influences
- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal Activity
- Pending decision on immigration or national status

## MORE CRITICAL RISK FACTORS

- Being in contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour



## INTERNAL CONTACTS



### PETER BROPHY/PAULINE NEWTON

Head of Safeguarding Strategic Lead/Operational Head of Safeguarding

Email: [safeguarding@shrewsburytown.co.uk](mailto:safeguarding@shrewsburytown.co.uk)  
Telephone: 07884 991212



### LAWRENCE ELLERBY

Matchday Security

Email: [lawrence.ellerby@shrewsburytown.co.uk](mailto:lawrence.ellerby@shrewsburytown.co.uk)  
Tel: 07970 440662



### STEVE BROTHERWOOD

Shrewsbury Town FC Foundation Safeguarding Officer

Email: [steve.brotherwood@foundationstfc.co.uk](mailto:steve.brotherwood@foundationstfc.co.uk)

## EXTERNAL CONTACTS



### WEST MERCIA POLICE

Telephone: 101

For advice from West Mercia Police, please visit their website.

#### HOLLY AUNGIERS

Local West Mercia Prevent Officer

Email: [holly.aungiers@westmercia.pnn.police.uk](mailto:holly.aungiers@westmercia.pnn.police.uk)

#### MATTHEW GIBBONS

Sergeant - Prevent Team

Email: [matthew.gibbons@westmercia.police.uk](mailto:matthew.gibbons@westmercia.police.uk)

## EXTERNAL CONTACTS

#### DAVE BRYAN

Sports Engagement Lead CTU

Email: [d.bryan@west-midlands.pnn.police.uk](mailto:d.bryan@west-midlands.pnn.police.uk)

#### SGT 5738 MCGRATH

Community Engagement CTU

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