

## Radicalisation Policy

What is Radicalisation?

bespoke Cleaning Services is fully committed to safeguarding and promoting the welfare of all pupils in educational establishments (Universities, Colleges, Academies and Schools), and in other commercial premises (where they clean) and they recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.



### What is Extremism?

“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. Included in the definition of extremism are calls for the death of members of the armed forces, whether in this country or overseas. Terrorist groups very often draw on extremist ideas developed by extremist organisations.

### What is Radicalisation?

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. Individuals can be ‘radicalised’ by other people (sometimes by people they trust, sometimes by strangers, in real life or online), or could be ‘self-initiated’ by things they read on the internet or influenced by world events they see in the news.

### What is Terrorism?

Terrorism is the use or threat of action, both in and outside of the UK, designed to influence any international government organisation or to intimidate the public. It must also be for the purpose of advancing a political, religious, racial, or ideological cause. It is important to note that to be convicted of a terrorism offence a person doesn't have to commit what could be considered a terrorist attack. Planning, assisting and even collecting information on how to commit terrorist acts are all crimes under British terrorism legislation.

### How people can be radicalized

- accessing, and engaging with, propaganda material that they find on or offline, which promotes and spreads messages of hate or discourages peace.
- misunderstanding or holding a misguided view of other people and communities, religious scriptures and texts or political manifestos and policies.

- feeling resentment, jealousy, anger, or a sense of injustice towards another individual, a group of people, or against a political or religious group.

The main aims of this policy statement are to:

- Make sure that the cleaning team are fully engaged in being vigilant about radicalisation.
- Help them not to hold the view that such issues will “not happen here”.
- To ensure that they understand that all pupils and young adults must be kept safe from harm.

Respect, tolerance, and diversity should be encouraged. Children and young adults especially, can share their views and recognise that they are entitled to have their own different beliefs, but these should not be used to influence others.

The cleaning team should look out for vocal and/or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs. Also included in the definition of extremism is calls for the death of members of our armed forces.

Example of a bespoke employee having received and understood training on radicalisation:

**I have received training on the above subjects and confirm I understand the job requirements of a Cleaning Operative role within bespoke Cleaning Services Ltd.**

Name:	Contract:
Signature:	Date:
Contract Manager's Name:	Contract Manager's Signature:



This statement has been approved by the organisations Managing Director who will review and update it annually.

A handwritten signature in blue ink that reads 'J Woodall'.

**Jackie Woodall**

Managing Director

Date: 01.01.2024

A handwritten signature in blue ink that reads 'A Symes'.

**Anna Symes**

Personnel Director

Date: 01.01.2024