



SAFEGUARDING

Prevent Policy

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Introduction

The purpose of this policy is to outline Wolverhampton Wanderers Football Club's approach to supporting the 'Prevent' agenda which aims to prevent radicalisation and extremism. This is part of our continued commitment to safeguarding and promoting the welfare of all that are associated with Wolverhampton Wanderers Football Club.

This policy will be inclusive of any worker for the club (including Wolves Foundation): employees; casual workers; agency workers; self-employed; contractors; consultants; companies representing Wolves; board members; players; coaching staff; former players that are working with us; high profile representatives; ambassadors; and volunteers. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

This policy has been written in reference to the **Prevent** duty contained within Section 26 of the Counter Terrorism and Security Act 2015. The content of this policy is to be reviewed and revised at regular intervals or when otherwise necessary in these cases, the policy will be updated at the earliest opportunity.

Wolverhampton Wanderers Football Club are fully committed to Safeguarding all associated with Wolverhampton Wanderers Football Club from the risk of radicalisation and extremism. By working together and communicating effectively we can create a safe and supportive environment for all.

Objective

The objective of this policy is to:

- Ensure that all those associated with Wolverhampton Wanderers Football Club can recognise and understand the risk of radicalisation and extremism.
- Provide individuals within Wolverhampton Wanderers Football Club a safe environment to discuss and explore controversial issues.
- Equip all those associated with Wolverhampton Wanderers Football Club with the knowledge and skills to challenge extremist views.
- Provide clear guidance on how to report any concerns of radicalisation and/or extremism to Wolverhampton Wanderers Football Club with confidence.

Definitions

The term “radicalisation” is defined as the process through which a person begins to express and support extremist views, and in some scenarios may participate in terrorist groups or acts. Radicalisation can take place in many forms such as grooming online and in person and exploitation, including sexual exploitation being amongst the most common (this is not a substantive list).

Extremism 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 freedom of others; or
2. Undermine, overturn or replace the UK’s system of liberal parliamentary democracy and democratic rights
3. Intentionally create a permissive environment for others to achieve the results in (1) or (2).

The purpose of **Prevent** is to stop people from becoming involved in terrorism and / or supporting terrorism acts and groups. **Prevent** will also extend to support rehabilitation of those already involved within terrorism.

Leadership & Responsibilities

- Both the Club and Foundation board members will ensure that the Prevent policy is implemented effectively and efficiently.
- Head of Safeguarding will lead on the implementation of prevent policy and provide sufficient training to all associated with Wolverhampton Wanderers Football Club.
- Safeguarding Senior Managers will act as the main point of contact for any prevent related concerns and will be on hand to provide all associated with Wolverhampton Wanderers Football Club with guidance and support.

Training

- Frontline staff who engage with the public should receive training to understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it. They need to be aware of what we mean by the term “extremism” and the relationship between extremism and terrorism.
- Staff will receive training to know what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it. Staff should understand how to obtain support for people who may be being exploited by radicalising influences.
- All specified authorities subject to the duty will need to ensure they provide appropriate training for staff involved in the implementation of this duty. Such training is now widely available.
- Briefing documents/ resources will be accessible to all those associated with Wolverhampton Wanderers Football Club via the club's SharePoint and will also be available on the Club's webpage located on the dedicated Safeguarding page. The briefing documents will provide advice and guidance on prevent topics such as radicalisation and extremism, local and national legislation changes and updates. For relevant roles whereby prevent duties are more prevalent seasonal refresher training will be provided by The Safeguarding Team and Stadium Operations.

Curriculum

All those associated with Wolverhampton Wanderers Football Club will be encouraged to develop their critical thinking and resilience against extremist narratives and views.

Procedure

- All concerns surrounding anyone associated with Wolverhampton Wanderers Football Club becoming involved or at risk of becoming involved in radicalisation and/ or extremism will be recorded on My Concern and reported to the Safeguarding Senior Managers and/or Head of Safeguarding without delay.
- The Safeguarding Team will then discuss and review the concern raised and will take appropriate action, this may include informing the local Prevent team and or/ Channel programme.

Partnership

- Wolverhampton Wanderers Football Club will collaborate with local authorities, the Police, and any other relevant organisation to share best information, best practice in order to ensure the safety and well-being of people.
- Participants, parents, carers, and guardians will be informed about the Prevent policy and will be encouraged to work alongside Wolverhampton Wanderers Football Club to keep all associated with Wolverhampton Wanderers Football Club safe and protected from radicalisation and extremism.

Monitoring and Review

- The **Prevent** policy will be reviewed and revised at regular intervals or when otherwise necessary.
- Wolverhampton Wanderers Football Club will seek feedback from employees (full time, casual and volunteers) participants, parents, carers, and guardians on the Prevent policy and these will be considered during the annual review.

Communication

- The **Prevent** policy will be disseminated to all those associated with Wolverhampton Wanderers Football Club via email and will be fully accessible via the club SharePoint.
- The **Prevent** policy will be fully accessible via the Club's webpage located on the dedicated Safeguarding page.

National Referral Form (NRF) & Regional Contact Information

To make a Prevent referral, please [click here](#)

Prevent Birmingham - 0121 303 9905 / [Prevent | Birmingham](#)

Prevent Shropshire - [Prevent | Shropshire](#)

Prevent Staffordshire - [Prevent | Staffordshire](#)

Prevent Wolverhampton - 01902 551214 / [Prevent | Wolverhampton](#)

Prevent Walsall - [Prevent | Walsall](#)

West Midlands Police - [Prevent | West Midlands Police](#)

Glossary of Terms

- **Extreme Right-Wing Terrorism (ERWT)** – Defined as individuals engaging and involved in ERWT activities who use violence in order to furtherance of their ideology. These ideologies can be broadly defined as Cultural Nationalism, White Nationalism and White Supremacism.
- **Having due regard** – This relates to Section 26 Counter – Terrorism and Security Act 2015, and places duty on specified authorities to apply an appropriate amount of weight on the need to prevent individuals becoming terrorist or supporting terrorism when they carry out their usual functions.
- **Ideology** – Defined as a terrorist set of beliefs, principles and objectives from which an individual or group claims to support and attempts to instil this narrative to others in order to radicalise them to join their cause.
- **Interventions** – A bespoke method intended to divert individuals away from extremist activity at the earliest opportunity in order to divert them from terrorist ideologies where they previously been involved in such activities.
- **Left Wing, Anarchist and Single-Issue Terrorism (LASIT)** – This involves a wide range of ideologies. This could include extreme political left-wing as anarchists who aim to use violence to progress their cause in order to overthrow the State in all its forms.
- **Online Radicalisation** – The use of online platforms to push specific agendas in order to radicalise those most vulnerable, and to connect with likeminded individuals to express and share their extremist ideologies.
- **Specified authority** – Defined as people, organisations and institutions who are listed within Schedule 6 of the Counter – Terrorism and Security Act 2015 whom of which has responsibility to ensure that guidance and provisions outlined in the Prevent duty Section 26 is undertaken.
- **Susceptibility** – Can be influenced by an individual's personal circumstances. In terms of susceptibility within Prevent this is defined as an individual who may be likely or liable to be influenced or harmed by terrorist and extremist ideologies.
- **Terrorism** – Is the use of violence against a person or serious damage of property where their actions were to influence the government or international government organisation in order to intimidate the public or a section of the public
- **Terrorist** – related offences – Are those (such as murder) which are not offence in terrorist legislation (TACT, 2000) but are judged to be committed in relation to terrorism.
- **Vulnerability** – Defined as an individual who may require specific care requirements, support or protection due to age, disability and or risk of abuse, harm and neglect.



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