

Tackling Extremism & Radicalisation Policy

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Ratified: July 2018

Review: July 2019

Mores.



Tackling Extremism & Radicalisation Policy

1. POLICY STATEMENT

The Globe Primary Academy is fully committed to safeguarding and promoting the welfare of all its pupils. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. The Tackling Extremism and Radicalisation Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and promptly providing them with support.

2. LINKS TO OTHER POLICIES

The Globe Primary Academy Tackling Extremism and Radicalisation Policy links to the following The Globe Primary Academy policies;

- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying Policy
- Positive Behaviour Management Policy
- E-Safety Policy

The following national guidelines should also be read when working with this policy;

- PREVENT Strategy HM Government
- Keeping Children Safe in Education DfE 2015
- Working Together to Safeguard Children HM Government 2013
- British Values

3 AIMS AND PRINCIPLES

3.1 The Globe Primary Academy Tackling Extremism and Radicalisation Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

3.2 The objectives are that:

- All governors, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school.

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- All governors, teachers, teaching assistants and non-teaching staff will know what the school policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All pupils will understand the dangers of radicalisation and exposure to extremist views (as appropriate for their age); building resilience against these and knowing what to do if they experience them.
- All parents/carers and pupils will know that the school has policies in place to keep pupils safe from harm and that the school regularly reviews its systems to ensure they are appropriate and effective.

3.3 The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

4. DEFINITIONS AND INDICATORS

- 4.1 Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind.
- 4.2 Extremism is defined as the holding of extreme political or religious views.
- 4.3 There are a number of behaviours which may indicate a child is at risk of being radicalised or exposed to extreme views. These include;
- Spending increasing time in the company of other suspected extremists.
 - Changing their style of dress or personal appearance to accord with the group.
 - Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
 - Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.
 - Possession of materials or symbols associated with an extremist cause.
 - Attempts to recruit others to the group/cause.



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- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.
- Increase in prejudice-related incidents committed by that person - these 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 address
 - refusal to co-operate
 - attempts to recruit to prejudice-related organisations
 - condoning or supporting violence towards others.

5. PROCEDURES FOR REFERRALS

- 5.1 Although serious incidents involving radicalisation have not occurred at The Globe Primary Academy to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels. (See Appendix 1 - Dealing with referrals)
- 5.2 We believe that it is possible to intervene to protect people who are vulnerable. **Early intervention is vital** and staff must be aware of the established processes for front line professionals to refer concerns about individuals and/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.
- 5.3 All members of the Senior Leadership Team (SLT) are trained as Designated Senior Leaders for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.



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- 5.4 The Executive Head Teacher, Head of School and SLT will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed (see appendix 1 - Dealing with referrals).
- 5.5 As with any child protection referral, staff should be made aware that if they do not agree with a decision not to refer, they must make the referral themselves and will be given the contact details to do this via the safeguarding board in the staffroom.

5.6 Making a referral to Channel

School staff and governors should understand when it is appropriate to make a referral to the Channel programme. Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages. Detailed guidance on Channel is available.

At The Globe Primary Academy in the first instance a yellow safeguarding form should be completed by any member of staff with a concern regarding pupils who they deem to possibly be at risk of radicalisation and extremism.

This form must then be handed to the Designated Safeguarding Lead (DSL) within 30 minutes for further consideration and discussion with the Head of School / Executive Headteacher (who will also inform the Chair of Governors as appropriate as laid out in **Appendix 1 Dealing with referrals** of the school's *Tackling Radicalisation and Extremism Policy, December 2015*).



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6. GOVERNORS, LEADERS AND STAFF

- 6.1 The Executive Head Teacher, Head of School and all members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the Head Teacher are available, all staff know the channels by which to make referrals via the safeguarding board in the staffroom.
- 6.2 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.
- 6.3 The SLT will work in conjunction with the Executive Head Teacher, Head of School, Inclusion Manager and external agencies to decide the best course of action to address concerns which arise.

7. THE ROLE OF THE CURRICULUM

- 7.1 Our curriculum promotes respect, tolerance and diversity. Children are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used to influence others.
- 7.2 Our PSHE provision is embedded across the curriculum. It directs our assemblies and underpins the ethos of the school. It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.
- 7.3 Children are regularly taught about how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. **They are taught to seek adult help if they are upset or concerned about anything they read or see on the internet.**

8. STAFF TRAINING

- 8.1 Through INSET opportunities in school, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to



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radicalisation; are aware of the process of radicalisation and how this might be identified early on and are aware of how we can provide support as a school to ensure that our children are resilient and able to resist involvement in radical or extreme activities. Staff have full training on PREVENT annually.

9. VISITORS AND THE USE OF SCHOOL PREMISES

- 9.1 If any member of staff wishes to invite a visitor in the school, they must first complete a visitor request form. (See Appendix 2b - School Visitor Request Form). Only after written agreement from the Executive Head Teacher or Head of School can the visitor enter school and then they will be subject to Safeguarding Checks including DBS checks and photo identification. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.
- 9.2 Upon arriving at the school, all visitors including contractors, will read the child protection and safeguarding guidance and be made aware of who the DSLs are and how to report any concerns which they may experience.
- 9.3 If any agreement is made to allow non-school groups or organisations to use the premises, appropriate checks will be made before agreeing the contract. Usage will be monitored and in the event of any behaviour not in-keeping with the Tackling Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

10. REVIEW OF THIS POLICY

The Globe Primary Academy Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.



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Appendix 1 - Dealing with referrals

We are aware of the potential indicating factors that a child is vulnerable to being radicalised or exposed to extreme views, including peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behaviour and personal or political grievances

In the event of prejudicial behaviour, the following system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the SLT or the Head Teacher.
- All incidents will be fully investigated and recorded in line with the Positive Behaviour Policy and records will be kept in line with procedures for any other safeguarding incident.
- Parents/carers will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder.
- The SLT follow-up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behaviour.

If deemed necessary, serious incidents will be discussed and referred to WSCC LADO or to CAP 01403 229900

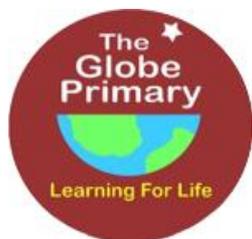
In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Sussex Police's Counter Terrorism Unit on 0800 789 321



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Appendix 2a - School Visitor Request Form Guidance Notes

- 1. Before confirming any arrangements with your visitor please complete this form and hand to the Head of School. In the event that the requesting teacher is not the year leader, this must be first countersigned by the year leader before submission.**
- 2. If there are any queries, this form will be returned to you for further information or clarification**
- 3. Once confirmed, a copy of this form will be returned to you in your pigeon hole. You may now confirm arrangements with your visitor subject to the details provided on this form. If they change, please submit a new form.**

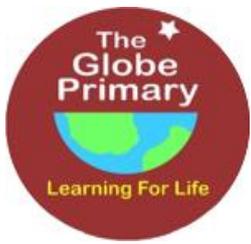


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Appendix 2b

The Globe Primary Academy Visitor Request Form			
Name of Visitor			
Company or Organisation (if applicable)			
Purpose of Visit (what will children gain from the visit, how will it link to curriculum and enhance children's learning and experiences?)			
Proposed dates			
Who will the visitor meet? (e.g. staff, pupils, parents/carers)			
Will the visitor be showing any film or presentations, leaflets etc.?			
Have these been pre-viewed by the teacher requesting the visitor's attendance? (in the event of teacher being related to visitors, this should have been reviewed by another teacher with no prior association)			
Does the purpose of the visit meet the school's values and vision?			
Request made by	Name:	Signature:	Date:
FOR SCHOOL LEADER USE ONLY			
Is more information needed before approval?	No	Yes	If yes, then add notes and return a copy of the form to requesting adult
Visitor approval (Forms must be approved by the Executive Headteacher or Head of School)	Approved by:		
	Name:	Signature	

Please file in Visitor Requests File kept in the Head of School's office.



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Please also send a copy to the requesting teacher/adult