

The Aspire Federation

William Hildyard Church of England Primary and Nursery School and

St. George's Church of England Primary School

Policy for Tackling Extremism and Radicalisation

Policy Statement

The Aspire Federation 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 promptly providing them with support.

Links to other policies

- The Aspire Federation's Tackling Extremism and Radicalisation Policy links to the following school policies:
- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying Policy
- Behaviour 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 2016
- Working Together to Safeguard Children HM Government 2013

Aims and Principles

The Aspire Federation's 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.

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.
- 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 of extremist views; 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.

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.

Definitions and Indicators

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’.

Extremism is defined as ‘the holding of extreme political or religious views’.

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.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting or 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

Procedures for referrals

Although serious incidents involving radicalisation have not occurred at either William Hildyard School or St. George’s School 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).

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 practice.

The Executive Headteacher and Heads of School 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.

The Executive Headteacher and Head of Schools 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).

As with any child protection referral, staff must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this via the school office.

Governors, Leaders and Staff

The Executive Headteacher and Heads of School are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that they are not available, all staff know the channels by which to make referrals via the school office.

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.

The Executive Headteacher and Heads of School in conjunction with external agencies will decide on the best course of action to address concerns which arise.

The role of the curriculum

Our curriculum is 'broad and balanced'. It 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.

Our PSHE provision is embedded across the curriculum. 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.

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.

Staff Training

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

Visitors and the use of school premises

If any member of staff wishes to invite a visitor in the school, they must first complete a visitor request form. Only after written agreement from the Executive Headteacher or Heads of School can the visitor enter the school and then they will be subject to safeguarding checks including DBS checks and photo identification.

Upon arriving at the school, all visitors including contractors, will read the children protection and safeguarding guidance and be made aware of who the DSLs are and how to report any concerns which they may experience.

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.

Additional Materials

See Appendix 3 for further reading

Policy Review

The Aspire Federation Policy 'Tackling Extremism and Radicalisation' will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.

Risk Assessment

We have been contacted by the East Midlands Serious Crime Unit who at present tell us that the risk is low and we do not need to take any further measures than those mentioned in our policy. However, if this level of risk changes we will amend our risk assessment accordingly and take any necessary measures to safeguard our pupils and staff.

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 Executive Headteacher and/or Heads of School.
- All incidents will be fully investigated and recorded in line with the 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 Executive Headteacher and/or Head of School will 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 the Lincolnshire Children's Safeguarding Board on 01522 782111 or to Lincolnshire Children's Services on 01522 552222
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact East Midland Police Counter Terrorism Unit (CTU).

Appendix 2 – Training

Staff Training

28th September 3.45-5.15pm at William Hildyard Church of England Primary and Nursery School

Governor Training

28th September 6.00-7.00pm at William Hildyard Church of England Primary and Nursery School

Staff Training

29th September 3.45-5.15pm at St. George's Church of England Primary School

Governor Training

29th September 6.00-7.00pm at St. George's Church of England Primary School

Individual Training on-line packages through the Lincolnshire Safeguarding Children's Board on a regular basis

Appendix 3 – Additional Materials

- The PREVENT Strategy, GOV>UK – Home Office
- Keeping Children Safe in Education DfE 2016
- Working Together to Safeguard Children HM Gov 2013
- Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Children, Schools and Families (DCSF), a predecessor of the Department for Education.