

# Keeping Children Safe:

## Preventing Extremism and Radicalisation Policy



**Normand Croft** Community School

**An International Family of Learners**

**Agreed and adopted by:** Full Governing Body 23<sup>rd</sup> September 2019

**Next review:** September 2022

**Policy revisions :**



## **1. Introduction**

- a. This Preventing Extremism and Radicalisation Policy is part of our commitment to keeping children safe. Since the 'Education and Inspections Act 2006' schools have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism. All schools and colleges are subject to a duty under section 26 of the Counter Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism".
- b. This duty is known as the Prevent Duty. The Prevent Duty is part of our school's wider safeguarding obligations.
- c. This policy takes into account the following legislation, guidance and definitions:
  - i. Promoting fundamental British values as part of SMSC in schools. Departmental advice for maintained schools, November 2014.  
<https://www.gov.uk/government/publications/promoting-fundamental-british-values-through-smsc>
  - ii. Revised Prevent Duty Guidance for England and Wales (especially paragraphs 57-76)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/445977/3799 Revised Prevent Duty Guidance England Wales V2-Interactive.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance_England_Wales_V2-Interactive.pdf)
  - iii. The Prevent Duty  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)
  - iv. Prevent Duty guidance (Educate against hate)  
<https://educateagainsthate.com/resources/prevent-duty-advice-non-statutory/>
  - v. Keeping Children Safe in Education (current version)  
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
  - vi. Counter Terrorism and Security Act 2015 (the CTSA 2015)  
<http://www.legislation.gov.uk/ukpga/2015/6/contents/enacted>

d. **Extremism** is the vocal or active opposition to our fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces whether in this country or overseas.

e. **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

f. **Assessing Risk**

We assess the risk of children being drawn towards extremist ideologies or terrorism and are aware of the risks affecting children and young people currently in education. We work closely with the local authority and ensure an annual risk assessment is completed.

## 2. **School Ethos and Practice**

- a. At Normand Croft Community School, we ensure that through our school vision, shared values, behaviour expectations and through our wider curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles.
- b. The governing body also ensures that this ethos is reflected and implemented effectively in school policy and practice and that there are effective risk assessments in place to safeguard and promote children's welfare.
- c. There is no place for extremist views of any kind in our school, whether from internal sources (pupils, parents, staff or governors) or external sources (wider community, external agencies or individuals).
- d. Our school has an important part to play in both educating children and staff about extremism and recognising when pupils start to become radicalised.
- e. Safeguarding children from all risks of harm is an important part of our school's work and protecting them from extremism is one aspect of our overall arrangements to safeguard and promote the welfare of all children.
- f. We are committed to providing a secure environment for learning, where children feel safe and are kept safe.
- g. All adults at Normand Croft recognise that safeguarding is everyone's responsibility irrespective of their role or whether they have direct contact or responsibility for children or not.
- h. We believe extremism in any form can promote division, and instil fear and mistrust of others based on ignorance or prejudice.

### **3. Teaching Approaches**

We are committed to providing a broad and balanced curriculum, delivered by skilled professionals, that encourages all our children to feel valued and not marginalised, and able to understand, celebrate and be tolerant of difference and diversity. Our 'shared values' programme is a key strategy to children's personal and moral development.

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered. We believe this can be achieved by embedding our Stay Safe curriculum, effective teaching, primarily via class 1-1 discussion, class debate and circle time and whole school assemblies.

We will ensure that all of our teaching approaches help pupils to build up a positive sense of self and personal resilience through the exploration of our shared values and the promotion of a growth mindset and critical thinking skills.

We will be flexible enough to adapt our teaching approaches and curriculum where necessary.

- a. Our goal will be to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.
- b. We will seek to ensure that our school understands, celebrates and embraces our local context but also works with local partners, families and communities to challenge extremist views.
- c. We will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs.
- d. We will teach and encourage pupils to respect one another and to respect and tolerate difference, especially those of a different faith or no faith.
- e. Our pupils see our school as a safe place where they can explore issues – even controversial issues – safely, and where our teachers encourage and facilitate this. We have a duty to ensure that this continues.
- f. Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils (or staff) will always be challenged and where appropriate dealt with in line with our Behaviour Policy for pupils and the Code of Conduct for staff.
- g. We believe education can equip children with the knowledge and critical thinking skills needed to challenge, question and debate in an informed way.

#### **4. Recognising signs of vulnerability**

- a. We recognise that extremism, and exposure to extremist materials and influences, can lead to poor outcomes for children and therefore believe that it should be addressed as a safeguarding concern. We also recognise that if we fail to challenge extremist views we are failing to protect our pupils.
- b. We are aware that young people can be exposed to extremist influences or prejudiced views from an early age from a variety of sources and media, including via the internet, and at times pupils may reflect or display these views.
- c. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.
- d. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a referral to the Channel programme.
- e. 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 via the Head of Prevent [pinakin.patel@lbhf.gov.uk](mailto:pinakin.patel@lbhf.gov.uk) 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.
- f. There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:
  - i. underachievement
  - ii. being in possession of extremist literature
  - iii. poverty
  - iv. social exclusion
  - v. traumatic events
  - vi. global or national events
  - vii. religious conversion
  - viii. change in behaviour
  - ix. extremist influences
  - x. conflict with family over lifestyle
  - xi. confused identify
  - xii. victim or witness to race or hate crimes
  - xiii. rejection by peers, family, social groups or faith.

## **5. Recognising Extremism**

- a. Early indicators of radicalisation or extremism may include:
  - i. showing sympathy for extremist causes
  - ii. glorifying violence, especially to other faiths or cultures
  - iii. making remarks or comments about being at extremist events or rallies outside school
  - iv. evidence of possessing illegal or extremist literature
  - v. advocating messages similar to illegal organisations or other extremist groups
  - vi. out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)
  - vii. secretive behaviour
  - viii. online searches or sharing extremist messages or social profiles
  - ix. intolerance of difference, including faith, culture, gender, race or sexuality
  - x. graffiti, art work or writing that displays extremist themes
  - xi. attempts to impose extremist views or practices on others
  - xii. verbalising anti-Western or anti-British views
  - xiii. advocating violence towards others.

## **6. Reporting concerns**

- a. Staff and visitors to the school must refer all concerns about children who show signs of vulnerability or radicalisation to the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead, using the usual methods for reporting other safeguarding concerns.
- b. When there are significant concerns about a pupil, the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead in liaison with the Head Teacher will make a referral to the appropriate body.
- c. The Head of Prevent is Pinakin Patel, who can be contacted in the following ways:
  - Tel: 020 8753 5727
  - Email: [prevent@lbhf.gov.uk](mailto:prevent@lbhf.gov.uk)

## **7. Use of external agencies and speakers**

- a. Visitors to the school are made aware of our safeguarding and child protection policies on arrival at the school and are given information about what to do if they are concerned about any aspect of child welfare.
- b. Visitors who are invited to speak to pupils will be informed about our preventing extremism policy and relevant vetting checks are undertaken. We undertake due diligence

to ensure that visiting speakers are appropriate. Speakers will be supervised at all times and will not be allowed to speak to children without a member of staff being present.

- c. Staff must not invite speakers into school without first obtaining permission from the Head Teacher or Deputy Head Teacher.
- d. We will seek to use external agencies or speakers to enrich the experiences of our pupils; however, we will positively vet them to ensure that we do not unwittingly use agencies that contradict each other or are inconsistent with the school's values and ethos.
- e. Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:
  - i.any messages communicated to pupils are consistent with the ethos of the school and do not marginalise any communities, groups or individuals
  - ii.any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies
  - iii.activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication
  - iv.activities are matched to the age and needs of pupils
  - v.activities are carefully evaluated by schools to ensure that they are effective
- f. We recognise, however, that the ethos of our school is to encourage pupils to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

## **8. Out of hours hire**

- a. The school is vigilant to the possibility that out-of-hours hire of the school premises may be requested by people wishing to run an extremist event.
- b. The school does not accept bookings from individuals or organisations that are extremist in their views.

## **9. Whistle Blowing**

- a. Where there are concerns of extremism or radicalisation of pupils, staff will be encouraged to make use of our internal systems to 'whistle blow' i.e. raise any issue in confidence.
- b. Please refer to the school's Whistle Blowing Policy for further information.
- c. The NSPCC Whistleblowing Advice Line tel: **0800 028 0285** or email **help@nspcc.org.uk**

## 10. Child Protection

- a. Please refer to our Safeguarding Policy for the full procedural framework on our Child Protection & Safeguarding duties, including our reporting arrangements.
- b. We will help support pupils who may be vulnerable to such influences as part of our wider safeguarding responsibilities. Where we believe a pupil is being directly influenced by extremist materials or influences we will ensure that pupil is offered mentoring. In such instances our school will seek external support from appropriate services working to prevent extremism.
- c. In most situations extremism and radicalisation will be dealt with as a safeguarding issue, however there may be some instances where a child or children may be at direct risk of harm or neglect:
  - i. this could be due to a child displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with
  - ii. or staff may be aware of information about a child's family that may equally place a child at risk of harm.)
- d. All adults are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Lead.

## 11. Role of the Designated Safeguarding Lead

- a. In line with the responsibilities set out in the current version of Keeping Children Safe in Education, with regard to preventing extremism and radicalisation, the designated lead will:
  - i. make referrals to appropriate agencies with regard to concerns about radicalisation
  - ii. report to the governing body on these matters
  - iii. refer cases to the Channel programme where there is a radicalisation concern as required
  - iv. support staff who make referrals to the Channel programme
  - v. act as a point of contact with the three safeguarding partners
  - vi. liaise with the Head Teacher to inform him of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations
  - vii. as required, liaise with the "case manager" (as per Part 4) and the designated officer(s) at the local authority for child protection concerns in cases which concern a staff member
  - viii. liaise with staff (especially pastoral support staff, school nurse, IT Technician, and SENDCO) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies
  - ix. act as a source of support, advice and expertise for all staff.

- x. understand and support the school with regards to the requirements of the Prevent duty and provide advice and support to staff on protecting children from the risk of radicalisation;
- xi. understand the unique risks associated with online safety and be confident that staff have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school
- xii. recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation
- xiii. obtain access to resources and attend any relevant or refresher training courses;
- xiv. encourage a culture of listening to children, taking account of their wishes and feelings
- xv. link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements.

## **12. Training**

- a. Staff will be given training to help them understand the issues of radicalisation, so they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction safeguarding training. Staff are updated as necessary in safeguarding briefings.
- b. Whole school face to face training on Preventing Extremism and Radicalisation will be organised for staff and governors at least every three years and will comply with the prevailing arrangements agreed by the local Safeguarding Children Board.
- c. The Designated Safeguarding Lead will attend training courses as necessary and the appropriate Designated Safeguarding Lead Training at least every two years.
- d. A Channel awareness e-learning programme is available for staff at: [http://course.ncalt.com/Channel\\_General\\_Awareness/01/index.html](http://course.ncalt.com/Channel_General_Awareness/01/index.html)
- e. An introduction to the Prevent Duty is available for staff at: <https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>

## **13. Recruitment**

- a. Arrangements for recruiting all staff, permanent and volunteers, to our school will follow safer recruitment best practice in education settings, including, but not limited to ensuring that:
  - i. DBS checks are always made at the appropriate level

- ii. Disqualification-by-association declaration forms are completed and checked
  - iii. References are always received and checked
  - iv. We complete and maintain a single central record of such vetting checks
- b. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.
- c. We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our schools character and ethos. We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our school and staff team we will minimise the opportunities for extremist views to prevail.

### **13. Role of Governing Body**

- a. The Governing Body will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties.
- b. The Governing Body will support the ethos and values of our school and will support the school in tackling extremism and radicalisation.
- c. Details of our Governing Body will be published on our school website to promote transparency.
- d. In line with the provisions set out in the current version of DfE guidance 'Keeping Children Safe in Education, the governing body will challenge the school's senior leadership team on the delivery of this policy and monitor its effectiveness.
- e. Governors will review this and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

### **14. Policy Adoption, Monitoring and Review**

- a. This policy was considered and adopted by the Governing body in line with their overall duty to safeguard and promote the welfare of children as set out in the current version of the DfE guidance 'Keeping Children Safe in Education'.

- i. This policy will also be made available to parents via the school's website and as a hard copy upon request. We have a leaflet for visitors and parents to outline our approach to protecting children from extremism and radicalisation available on our website.
- b. The Senior Leadership Team and Governing Body will actively evaluate the effectiveness of this policy by monitoring the staff group's understanding and application of the procedures within this policy as part of their overall duty to safeguard children.

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**Next review: Spring Term 2022**