

# **Little Bowden Primary School**



## **Tackling Extremism & Radicalisation Policy**

This policy has links to and should be read with the following policies and national guidelines;

- Child Protection
- Equality
- Anti-Bullying
- Behaviour
- E-Safety
- Community Cohesion
- PREVENT Strategy HM Gov
- Keeping Children Safe in Education DfE 2015
- Working Together to Safeguard Children HM Gov 2015

## **1. Policy Statement**

Little Bowden Primary School 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. Aims and Principles**

2.1 The Little Bowden Primary School 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.

2.2 The objectives are that:

- All governors, teachers, teaching assistants and non-teaching staff have an understanding of what radicalisation and extremism are and why we need to guard against them in school.
- All governors, teachers, teaching assistants and non-teaching staff know what the school policy is on tackling extremism and radicalisation and are able to follow the policy guidance swiftly when issues arise.

- All pupils understand the dangers of radicalisation and exposure to extremist views in vocabulary appropriate to their context and age, are building resilience against both and know what to do if they experience them.
- All parents/carers and pupils 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.

2.3 The main aims of this policy are to ensure that:

- staff members are fully engaged in vigilance about radicalisation and extremism in all their forms, overcoming their doubt that such issues will happen here;
- we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

### **3. Definitions and Indicators**

3.1 Radicalisation is defined by the Prevent Strategy as the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

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

3.3 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.
- Attempting to recruit others to the group/cause.
- 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.

#### **4. Procedures for Referrals**

4.1 Although serious incidents involving radicalisation have not occurred at Little Bowden Primary 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)

4.2 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 practice.

4.3 The school has four trained Designated Senior Leaders for Child Protection and Safeguarding who will deal swiftly with any referrals made or concerns expressed by staff.

4.4 The Head Teacher, SLT and Safeguarding Governor 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)

4.5 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 Safeguarding File school office.

#### **5. Governor, Leaders and Staff**

5.1 The Head Teacher and all members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that SLT members and the Head Teacher are not available, all staff know the channels by which to make referrals via the Safeguarding File in the school office.

5.2 Staff are 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.

5.3 The SLT will work in conjunction with the Head Teacher, Pastoral Care Team and external agencies to decide the best course of action to address concerns which may arise.

5.4 Prejudicial behaviour can be a factor in radicalisation and extremism. With this in mind, Little Bowden Primary School has updated procedures for dealing with prejudicial behaviour, as outlined in the Equality Policy.

## **6. The Role of the Curriculum**

6.1 Little Bowden Primary School's 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 beliefs which should not be imposed upon others.

6.2 PSHE provision is embedded across the curriculum, including in Social, Moral, Spiritual and Cultural education. It directs Worship and underpins the Christian ethos of the school. It is recognised that children with low aspirations are more vulnerable to radicalisation. Through our core values, we strive to equip our pupils with aspiration, confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves. (See Appendix 4 – PSHE Curriculum Overview)

6.3 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.

## **7. Staff Training**

7.1 Through INSET opportunities in school, we ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation. They are made aware of the processes of radicalisation and how it might be identified early. We explore ways in which we can provide support as a school to ensure that our children are resilient and able to resist pressure to become involved in radical or extreme activities. (See Appendix 2- Staff training)

## **8. Visitors and Use of the School Premises**

8.1 If any member of staff wishes to invite a visitor in the school, they must first seek permission from the headteacher. (See Appendix 5 – School Visitor Request Form). Only after agreement from the Head Teacher can the visitor enter school. Regular or frequent visitors are subject to Safeguarding Checks including DBS checks where appropriate. Children are NEVER left unsupervised with any external visitors, regardless of safeguarding check outcomes.

8.2 Upon arriving at the school, regular or frequent visitors, including contractors, are made aware of the child protection and safeguarding guidance, of who the DSLs are and how to report any concerns which they may experience.

8.3 If any agreement is made to allow non-school groups or organisations to use the premises, appropriate checks are 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.

## 9. Additional Materials

9.1 See Appendix 3 for further reading

## 10. Policy Review

10.1 The Little Bowden Primary School Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.

This policy was ratified by the Governing Body in November 2015

Signed ..... Chair of Governors

Date: .....

This policy will be reviewed on or before the following date: October 2016

## 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 is reported directly to the SLT or the Head Teacher.
- All incidents are fully investigated and recorded in line with the Behaviour Policy and records are kept in line with procedures for any other safeguarding incident.
- Parents/carers are 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 is held if there is not a significant positive change in behaviour.
- If necessary, serious incidents are discussed and referred to the LA Safeguarding Team

In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Leicestershire Police Early Intervention programme – Channel:

Leicestershire Police has a dedicated Prevent Engagement Team (PET) based in Spinney Hill Police Station in Leicester. The team is a mix of Police Officers and Police Staff, each committed to promoting trust and confidence in communities when engaging with the sensitive subject of violent extremism. They host the Channel Co-ordinator who can offer support and advice. They can be contacted using the following details:

Telephone: 0116 248 6726

preventengagement.team@leicestershire.pnn.police.uk

The Leicester Prevent Co-ordinator based at the St Philips Centre, can also be contacted to discuss a possible Channel referral:

Telephone: 0116 273 3459

Mobile: 07403 727727

Email: prevent@stphilipscentre.co.uk

Crimestoppers 0800 555 111

Anti-Terrorism Hotline 0800 789 321

## **Appendix 2 - Staff Safeguarding Training**

### **Type of Training: DSP Refresher Training**

Delivered by: LA Safeguarding Unit

Delivered to: all staff

When and at what frequency: biannually

**Type of Training: Child Protection Training**

Delivered by: DSP

Delivered to: all staff

When and at what frequency: September annually

**Prevent Awareness Workshop: all staff**

Delivered by: DSP

When and at what frequency: September annually

**Type of Training: Safer Recruitment Training**

Delivered by: LA Safeguarding Unit

Delivered to: HT and Chair of Governors

When and at what frequency: Every three years

**Type of Training: Managing Allegations Against Staff**

Delivered by: LA Safeguarding Unit

Delivered to: HT and Chair of Governors

When and at what frequency: every three years

**Type of Training: DP for Looked After Children**

Delivered by: LA Social Care

Delivered to: Designated Person for LAC

When and at what frequency: September annually

**Appendix 3** - Additional materials (Available in Safeguarding File, on school website or by searching online)

- The Prevent Strategy, GOV.UK – Home Office
- Keeping Children Safe in Education DfE 2015
- Working Together to Safeguard Children HM Gov 2015