



# Preventing Radicalisation Policy

## November 2016

This Preventing Radicalisation policy, as adopted, by Castle Phoenix Trust ('the Trust') is part of the Trust's commitment to keeping our pupils safe and as such is adopted for use in all schools of the Trust currently including Hill Farm Primary School ('the school') and Caludon Castle School ('the school') and Kingsbury School ('the school').

The Trust has an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. Although dealing with extremism is nothing new, in July 2015, new statutory duties became effective through the Counter Terrorism and Security Act 2015 and advice through Prevent Duty Guidance 2015, which means as a Trust we must work together with a range of different agencies and stakeholders to prevent children being drawn into extremism. Safeguarding pupils from all risks of harm is an important part of the Trust's work and protecting them from extremism is one aspect of that.

## **Ethos**

At Castle Phoenix Trust we ensure that through our vision and values we promote tolerance and respect for all cultures, faiths and lifestyles.

The Trust leadership teams and governors take a risk based approach to preventing radicalisation in ensuring that the risk of radicalisation to pupils and the Trust is established and understood, ensuring that staff also understand the risk and have strategies to deal with it.

The Trust will ensure that it communicates and promotes the importance of the Prevent duty, that staff implement relevant policies and that implementation of policies is monitored.

The Trust will work in partnership and with productive co-operation with local Prevent co-ordinators, other specified authorities such as the police, the LA and multi-agency forums.

The Trust will ensure that staff know what measures are available to prevent pupils from being drawn into terrorism and how to challenge extremist ideology and obtain support through appropriate training.

The Trust will share information assessed on a case by case basis ensuring proportionality and in accordance with data protection act principles and confidentiality duty.

The Trust ensures that this ethos is reflected and implemented effectively through Trust and school policies and practice and that there is an effective suite of safeguarding policies in place to safeguard and promote pupils' welfare.

The Trust has a duty to prepare our pupils for life in modern Britain and to keep them safe. Everyone has the right to learn and work in safety and the Trust does not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

## **Curriculum**

We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our pupils to be inquisitive learners who are open to new experiences and are tolerant of others. Our values support the development of the whole child as a reflective learner within a safe respectful learning environment. Teaching the Trust's values alongside the fundamental British values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

## **Statutory Duties and non-statutory guidance**

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act 2015
- Keeping Children Safe in Education 2016
- Prevent Duty Guidance 2015

- Working Together to Safeguard Children 2015
- Promoting fundamental British values as part of SMSC in schools
- The Independent School Standards Regulations 2014

### **Related Policies**

- E-Safety and Internet use Policy (local)
- Relationship (behaviour) Policy (local)
- Child Protection and Safeguarding Policy (local)
- SEND Policy (local)
- LAC Policy (local)
- Staff Code of Conduct (Trust/local)
- Teaching and Learning Policy (local)
- Whistle-blowing Policy (Trust)
- SMSC Policy (local)
- PSHE Policy (local)
- Acceptable Use of ICT Policy (Trust)
- Visitor Guidance and Risk Assessment (local)
- Safer Recruitment Policy (Trust)

### **Definitions**

**Extremism** is defined in the 2016 Keeping Children Safe in Education 'Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.' We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

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

**British Values** are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

### **Roles and Responsibilities**

It is the role of school leadership teams and Trust governors to ensure that the Trust meets its statutory duties with regard to preventing radicalisation.

The designated safeguarding lead is the nominated person who will liaise with headteachers (unless the designated safeguarding lead is the headteacher) and other staff about issues to do with protecting pupils from radicalisation.

#### **Role of the Headteacher**

It is the role of the Headteacher to:

- ensure that the school and its staff respond to preventing radicalisation on a day-to-day basis
- ensure that the school's curriculum addresses the issues involved in radicalisation
- ensure that staff conduct is consistent with preventing radicalisation

#### **Role of Designated Safeguarding Lead**

It is the role of the designated safeguarding lead to:

- ensure that staff understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about pupils who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation

- make referrals to appropriate agencies with regard to concerns about radicalisation
- liaise with partners, including the local authority and the police
- report to leadership teams and governors on these matters

### **Role of staff**

It is the role of staff to understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation, to act on their concerns and to know how to refer their concerns. It is the role of teaching and curriculum based staff to support the building of resilience through the curriculum.

### **Internet Safety**

The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used at the Trust blocks inappropriate content, including extremist content.

Where staff, pupils or visitors find unblocked extremist content they must report it to a senior member of staff.

We are aware that children and young people have access to unfiltered internet when using their mobile phones/mobile technology; staff are alert to the need for vigilance when pupils are using their phones/mobile technology.

The e-safety and internet user policy refers to preventing radicalisation and related extremist content. Pupils and staff know how to report internet content that is inappropriate or of concern.

### **Staff Training**

Staff will be given training to help them understand the issues of radicalisation, so that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of annual safeguarding training.

### **Safer Recruitment**

We ensure that the staff we appoint to the Trust are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education 2015*. Vetting and barring checks are undertaken on relevant people, including the governors and volunteers.

### **Visitors**

Visitors to schools 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.

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 pupils without a member of staff being present.

Staff must not invite speakers into schools without first obtaining permission from the Headteacher.

Staff will ask to see the content of speakers' presentations ahead and have the right to cancel arrangements if the content is not suitable.

### **Signs of vulnerability**

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are a number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature

- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

## **Recognising Extremism**

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside the Trust
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (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)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

## **Referral Process**

Staff and visitors to the Trust **must** refer all concerns about pupils who show signs of vulnerability or radicalisation to the **Designated Safeguarding Lead** using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a pupil, the Designated Safeguarding Lead in liaison with the Headteacher (as appropriate) will make a referral to the appropriate body.

## **Monitoring and Review**

This policy will be monitored and reviewed by the HR and Governance Committee annually by receiving a report from the Designated Safeguarding Lead.

Policy Approved 30 November 2016