

Monkton Church of England Primary School

Tackling Extremism & Radicalisation Policy

Our Christian Values are:

Trust Friendship Compassion Forgiveness Justice

At Monkton Church of England Primary School we aim to create a community that enables every child to be and do the best they can.

We will actively promote the development of pupils' spiritual, moral, social and cultural awareness, fostering attitudes of tolerance and respect which ensures every member of the school community feels important and valued.

In school we celebrate and promote our Christian and British values. Our policies are written with the importance of these in mind and they underpin our Christian school ethos.

1. POLICY STATEMENT

Monkton Church of England 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. LINKS TO OTHER POLICIES

Monkton Church of England Primary School Tackling Extremism and Radicalisation Policy links to the following school policies;

- Safeguarding Policy
- Equal Opportunities Policy
- Single Equality Scheme
- 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 2014
- Working Together to Safeguard Children HM Government 2013

3. AIMS AND PRINCIPLES

3.1 Monkton Church of England Primary School is 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
- 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 at an age appropriate level; 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 progress 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
- 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

PROCEDURES FOR REFERRALS

5.1 Although serious incidents involving radicalisation have not occurred at Monkton Church of England 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).

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 intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.

5.3 The schools’ Designated Safeguarding Leads (DSL’s: Headteacher, Assistant Headteacher) will deal swiftly with any referrals made by staff or with concerns reported by staff.

5.4 The Headteacher/Assistant Headteacher (AHT) 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 safeguarding 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 Board in the staffroom.

6. GOVERNORS, LEADERS AND STAFF

6.1 DSL’s are the leaders for referral relating to extremism and radicalisation. In the unlikely event that no DSL’s 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 pupils, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.

6.3 The Headteacher/AHT and external agencies to decide the best course of action to address concerns which arise.

6.4 Prejudicial behaviour can be a factor in radicalisation and extremism. With this in mind, Monkton Church of England Primary School has updated procedures for dealing with prejudicial behaviour, as outlined in the Behaviour Policy, Equal Opportunities Policy and Single Equality Scheme.

7. THE ROLE OF THE CURRICULUM

- 7.1 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.
- 7.2 Our PSHE provision is embedded across the curriculum, including in RSE. It directs our assemblies and underpins the ethos of the school. We recognised that children with low aspirations could be 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. We focus on the British Values of:

Democracy

The rule of the law

Personal Responsibility & Individual Liberty

Tolerance of those with Different Faiths and Beliefs

Personal Responsibility & Individual Liberty, Mutual Respect

- 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 staff meetings or 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. A log of staff training is kept, this training includes areas that address the contents of this policy.

9. VISITORS AND THE USE OF SCHOOL PREMISES

- 9.1 Supply staff and parent helpers / volunteers are subject to Safeguarding Checks including DBS checks, photo identification and reference checks. All visitors are requested to show 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 be made aware of Safeguarding guidance and be told who the DSL's 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. ADDITIONAL MATERIALS

- 10.1 See Appendix 2 for further reading.

11. POLICY REVIEW

11.1 Monkton Church of England Primary School Tackling and Radicalisation Policy will be reviewed annually as part of the overall Safeguarding Policy review.

JK reviewed: June 2016

This policy will be kept under review and updated as necessary

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 DSL's (Headteacher/AHT)
- 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 DSL's follow-up and 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, incidents will be discussed and referred KCC Safeguarding Team - contact details:

Safeguarding Team
Kel Arthur
Tel: 01622 694162
Email: kel.arthur@kent.gov.uk

LADO Team: (details in Safeguarding Policy)
Kate Davis
Tel: 01622 696366
Email: kate.davis@kent.gov.uk

- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Detective Sergeant Toni Roullier, Kent Police email: toni.roullier@kent.pnn.police.uk and/or East Kent Police Counter Terrorism Unit (CTU) Security and Partnership Office for our locality.

Appendix 2 – Additional materials

(available in staffroom, on school website, or by searching online)

- The Prevent Strategy, GOV.UK – Home Office
- Keeping Children Safe in Education (2014)
- 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
- KCC Safeguarding Children and Child Protection – induction leaflet
- Guidance for Safer Working Practice for Adults who work with Children and Young People (2009)
- Child Care Act 2006