

The Federation of the Church Schools of Shalfleet and Yarmouth



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Policy for Tackling Extremism & Radicalisation

This policy should be read in conjunction with the following documents:

- ☐ Safeguarding & Child Protection Policy
- ☐ Equality Policy
- ☐ Peer on Peer Abuse Policy
- ☐ Learning and Teaching Policy
- ☐ E-Safety Policy
- ☐ PSHE Policy
- ☐ PREVENT Strategy/PREVENT Duty for Schools (HM Gov)
- ☐ Keeping Children Safe in Education (2020 Update)
- ☐ Working Together to Safeguard Children (DfE)

Agreed by	FULL GOVERNING BODY
Signed	
Date	Summer 2021
Review	Summer 2024

POLICY STATEMENT

The Federation of the Church Schools of Shalfleet and Yarmouth are 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.

1. LINKS TO OTHER DOCUMENTATION

The Federation of the Church Schools of Shalfleet and Yarmouth's Policy for Tackling Extremism and Radicalisation links to the following school policies:

- ☐ Safeguarding & Child Protection
- ☐ Equality Policy
- ☐ Peer on Peer Abuse 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
- ☐ Working Together to Safeguard Children

3. AIMS AND PRINCIPLES

3.1 This 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 potential safeguarding issues. This policy 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, learning support 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, learning support 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, 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 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.

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 that 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 the 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 including:
 - o physical or verbal assault
 - o provocative behaviour
 - o damage to property
 - o derogatory name-calling
 - o possession of prejudice-related materials
 - o prejudice-related ridicule or name-calling
 - o inappropriate forms of address
 - o refusal to co-operate
 - o attempts to recruit to prejudice-related organisations
 - o condoning or supporting violence against others.

5. PROCEDURES FOR REFERRALS

5.1 Although incidents involving radicalisation have not occurred at The Federation of the Church Schools of Shalfleet and Yarmouth to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area and broader 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 process 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.

5.3 Mrs Elizabeth Grainger (Headteacher) and Mrs Georgina Westhorpe are trained as Designated Senior Leaders (DSLs) for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or concerns reported by staff.

5.4 The DSL dealing with the concern will decide on the most appropriate course of action on a case-by-case basis. They will also decide on when a referral to external agencies is needed. (See Appendix 1 – Dealing with Referrals).

5.5 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. This information is available on the Safeguarding board in the staffroom.

6. GOVERNORS, LEADERS AND STAFF

6.1 The named DSLs (see 5.3 above) are responsible for leading referrals relating to extremism and radicalisation. In the unlikely event that none of the named DSLs is available, all staff know how to make referrals via the information on the Safeguarding posters around the schools.

6.2 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.

6.3 The referring DSL will work together with the appropriate staff 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.

7. THE ROLE OF THE CURRICULUM

7.1 Our curriculum is 'broad and balanced' in line with the requirements of Ofsted. It

promotes respect, tolerance and diversity. Children are encouraged to share their views and recognise that they are entitled to have their own beliefs whilst fostering mutual respect for those who hold beliefs that are different from their own.

7.2 Our provision for both PSHE and the development of pupils' Social, Moral, Spiritual and Cultural development is embedded across the curriculum. It is promoted through the Federation Christian Values, Respect, Determination and Relationships – and RE lessons where there are rich opportunities for pupils to learn about other world faiths.

7.3 The ethos of the school is predicated on the teachings of Jesus that we should 'Love One Another'. This underpins all aspects of our daily interactions and our Collective Worship.

7.4 It is recognised that children with low aspirations are more vulnerable to radicalisation, and so we strive to equip every pupil at The Federation of the Church Schools of Shalfleet and Yarmouth with confidence, resilience, respect and tolerance as well as setting high expectations for themselves.

7.5 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 online.

8. STAFF TRAINING

8.1 Through CPD 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. (See Appendix 2 – Staff Training).

9. VISITORS AND THE USE OF SCHOOL PREMISES

9.1 If any member of staff wishes to invite a visitor into the school, they must first complete a Visitor Request Form. (See Appendix 5 – School Visitor Request Form). Only after the written agreement of the Headteacher or School Leader can the visitor enter the school, where they will be subject to the routine Safeguarding Checks including DBS checks and 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 should read the Safeguarding & Child Protection Guidance (displayed on posters around the school site). They should be made aware of who the named DSLs are and how to report any concerns which they may experience.

9.3 Volunteers working in school are subject to routine Safeguarding Checks and supervision arrangements as described above (see 9.1). They are provided with a copy of the Volunteer

Handbook prior to volunteering in school, and will receive induction in the school's Safeguarding procedures from a named DSL.

9.4 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 this Tackling Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

10. ADDITIONAL MATERIALS

10.1 See Appendix 3 for further reading.

11. POLICY REVIEW

11.1 The Federation of the Church Schools of Shalfleet and Yarmouth's Tackling Extremism and Radicalisation Policy will be reviewed bi-annually as part of the overall Safeguarding and Child Protection Policy Review.

Ratified by the Governing Body

Signed

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**Chair of
Governors**

Date

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

June 2019

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 procedure will be followed:

- ☐ All incidents of prejudicial behaviour will be reported to the Headteacher, to the School Leader, or to a named DSL.
- ☐ All incidents will be fully investigated and recorded in line with the Living and Learning Policy or Safeguarding and Child Protection Policy. 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 any motivating factors, any changes in circumstances in the home environment, parental views of the incident and to assess whether the incident warrants a further referral to an outside agency. A record of this meeting will be kept alongside the initial referral in the Safeguarding Log.
- ☐ A named DSL will follow up any referral for a period of four weeks to assess whether there has been 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 would be referred to:
 - o **IOW Safeguarding Children Board (Children's Reception Team)**
Telephone 0300 300 0117 (24 hour public number)
 - o **Hampshire Children's Services Multi-Agency Safeguarding Hub (MASH TEAM) Telephone 0300 555 1384 (Office Hours)**
Telephone 0300 555 1373 (Out of Office Hours)
 - o **IOW Safeguarding Children Board (LADO) Telephone 01983 814545**
 - o **Anti-Terrorism Hotline (Hampshire Police) Telephone 0800 789 321**

In the event of an emergency, or where a child is at immediate risk of harm, the police will be called on 999.

The governors with responsibility for Safeguarding and Child Protection is:

Mrs Caroline Weeks cweeks@yarmouthceprimary.co.uk

APPENDIX 2

STAFF SAFEGUARDING TRAINING

TRAINING	DELIVERED BY	DELIVERED TO	WHEN/FREQUENCY
WRAP (Workshop to Raise Awareness of Prevent) Facilitator training	Hampshire County Council		Every 2 years
WRAP (Workshop to Raise Awareness of Prevent)	Elizabeth Grainger		Repeated for all staff during the first half of Autumn Term each academic year
Safer Recruitment Training	Hampshire County Council		Refreshed on a 3 year basis. Certificates held in school Safeguarding Folder.
Safeguarding and Child Protection DSL Training	Isle of Wight Council		Every 2 years
Safeguarding and Child Protection Foundation Training	Isle of Wight Council		Every 2 years
Safeguarding and Child Protection Training - Dissemination	Named DSLs		Repeated for all staff during first half of Autumn term each academic year and ongoing in weekly staff meetings
Safeguarding Governor Training	Governor Services		Every 2 years
FGM	IOWSCB E-learning		Every 2 years
Child Sexual Exploitation	IOWSCB E-learning		Every 2 years
Domestic Abuse Basic Awareness	IOWSCB E-learning		Every 2 years
Parental Mental Health and Families	IOWSCB E-learning		Every 2 years
Parental Substance Misuse	IOWSCB E-learning		Every 2 years
Online Safety for Parents and Pupils	IOWSCB		Every 2 years
Looked After Children	Isle of Wight Council		Every 2 years
Fire Safety Awareness	Isle of Wight Council		Every 2 years

APPENDIX 3

ADDITIONAL MATERIALS

The following materials are available in the staffroom, on the school website, or by searching online at www.gov.uk

- ☐ The Prevent Strategy
- ☐ The Prevent Duty for Schools
- ☐ Keeping Children Safe in Education
- ☐ Working Together to Safeguard Children
- ☐ Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism (DCSF 2008)

APPENDIX 4 – INDICATORS OF RADICALISATION OR EXTREMISM

Characteristics	Possible behaviours displayed by pupils in school	Status	School's Response
PHYSICAL CHANGES			
Possesses unexplained gifts and clothing (groomers will sometimes use gifts such as mobile phones and clothing to bribe a young person)	Children bring gifts into school and they don't clearly give appropriate reasons for having these gifts.	MEDIUM	Record in SIMS/Behaviour Log Report to DSL Speak to parents
Sudden or gradual change in physical appearance eg changing style of dress or personal appearance to accord with a group	Pupil wears clothing with slogans or statements affiliated to a particular radical group or child's personal appearance changes and is attributed to belonging to a particular radical group.	SEVERE or EXTREME (if they are demonstrating law-breaking)	SEVERE Report to DSL Record in Safeguarding Log Refer to Children's Services EXTREME Report to DSL Record in Safeguarding Log Report to Police
Suddenly or unexpectedly wearing religious attire and/or possession of materials or symbols associated with an extremist cause	Pupil wears clothing with slogans or statements affiliated to a particular radical group. Child's personal appearance changes and is attributed to belonging to a particular radical group. Child is in possession of such items as website links, newspaper articles, magazines or religious symbols associated with a radical group.	SEVERE or EXTREME (if they are demonstrating law-breaking)	SEVERE Report to DSL Record in Safeguarding Log Refer to Children's Services EXTREME Report to DSL Record in Safeguarding Log Report to Police
SOCIAL CHANGES			
Cuts ties with friends, family or community.	Pupils taken off roll after extended leave. Reasons for extended leave are questionable.	CAUSING CONCERN	Report to EWS (CME) Record in Safeguarding Log
Loss of interest in other friends and activities not associated with the extremist ideology, group or cause.	Parents report a change in behaviour, friendships or actions and requests for assistance.	CAUSING CONCERN	Report to DSL Record in Safeguarding Log Seek advice from MASH team

	Repeated or ambiguous requests for extended leave to a country where there may be links with radicals	SEVERE	Report to EWS (CME) Record in Safeguarding Log
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Starts to become socially withdrawn / refusal to co-operate.	Attempted withdrawal from lessons such as music, PE, PSHE, celebration events linked to other festivals, request from parents for pupil withdrawal from RE lessons.	MEDIUM	Report to DSL Record in Safeguarding Log Discussion with parents Keep records of letters from parents in Safeguarding Log
Begins to associate with others who hold radical views. Communications with others suggest identification with a group, cause or ideology. Attempts to recruit others to prejudice-related organisations.	Child states that parents, cousins, siblings etc mention phrases/words/comments that indicate religious intolerance. Parents report a change in behaviour, friendships or actions and requests for assistance. Partner agencies report issues affecting pupils in school.	CAUSING CONCERN	Report to DSL Record in Safeguarding Log Seek advice from MASH team
Bullies or demonises other people freely. Attempts to recruit to prejudice-related organisations.	Discusses sympathy for groups such as Al-Qaeda, ISIS/ISIL, Al-Shabaab, Combat 18, BNP, Britain First, EDL. Socially isolates and/or bullies other children or selects friendships groups based on perceived faith, culture or heritage. Makes derogatory comments about other religions or faiths.	CAUSING CONCERN	Report to DSL Record in Safeguarding Log Seek advice from MASH team
Associates with known radicals. Spends increasing time in the company of other suspected extremists.	Child states that parents, cousins, siblings etc mention phrases/words/comments that indicate religious intolerance. Parents report a change in behaviour, friendships or actions and requests for assistance. Partner agencies report issues affecting pupils in school.	CAUSING CONCERN	Report to DSL Record in Safeguarding Log Seek advice from MASH team
Becoming dependent on social media and the internet. Possession of prejudice-related materials.	Monitoring identifies attempted visits to extremist websites. Friends or parents report that child has accessed extremist information at home.	SEVERE	Report to DSL Record in Safeguarding Log Contact Anti-terrorism hotline
Begins to attend meetings or rallies and demonstrations for extremist causes.	Parents report a change in behaviour as the pupil is attending meetings/rallies/demonstrations or known extremist or radical groups. Reported incidences of pupils establishing friendships or actions with links to known extremist or radical groups.	SEVERE	Report to DSL Record in Safeguarding Log Contact Anti-terrorism hotline

Visits extremist websites, networks and blogs.	Identified attempts to visit extremist websites etc. Parent reports that child has visited extremist websites at home.	SEVERE	Report to DSL Record in Safeguarding Log Contact Anti-terrorism hotline
EMOTIONAL AND VERBAL CHANGES			
Displays hatred or intolerance of other people or communities because they are different. Using insulting or derogatory names for another group. Prejudice-related ridicule or name calling. Inappropriate forms of address.	Pupil make derogatory comments about other religions or faiths.	MEDIUM or CAUSING CONCERN depending on nature / frequency	Record in SIMS/Behaviour Log. Report to DSL. Meet with parents. Record in Safeguarding Log. Report to MASH team if appropriate.
Begins to complain, often with anger, about governmental policies, especially foreign policy.	Parents report a change of behaviour, friendships or actions and requests for assistance.	CAUSING CONCERN	Record in SIMS/Behaviour Log. Report to DSL. Meet with parents. Record in Safeguarding Log. Report to MASH team if appropriate.
Begins to believe in government conspiracies.	Parents report a change of behaviour, friendships or actions and requests for assistance.	CAUSING CONCERN	Record in SIMS/Behaviour Log. Report to DSL. Meet with parents. Record in Safeguarding Log. Report to MASH team if appropriate.
Exhibits erratic behaviour such as paranoia and delusion.	Parents report a change of behaviour, friendships or actions and requests for assistance.	CAUSING CONCERN	Record in SIMS/Behaviour Log. Report to DSL. Meet with parents. Record in Safeguarding Log. Report to MASH team if appropriate.
Speaks about revenge / provocative behaviour.	Parents report a change of behaviour, friendships or actions and requests for assistance.	CAUSING CONCERN	Record in SIMS/Behaviour Log. Report to DSL. Meet with parents. Record in Safeguarding Log.

			Report to MASH team if appropriate.
Demonstrates sympathy to radical groups. Attempts to recruit others to the group or cause.	Discusses sympathy for groups such as Al-Qaeda, ISIS/ISIL, Al-Shabaab, Combat 18, BNP, Britain First, EDL. Socially isolates and/or bullies other children or selects friendships groups based on perceived faith, culture or heritage.	CAUSING CONCERN	Report to DSL. Meet with parents. Record in Safeguarding Log. Report to MASH team if appropriate
Starts to exhibit extreme racial intolerance / derogatory name calling.	Makes derogatory comments about other religions or faiths. Discusses narrow viewpoints in RE lessons. Uses graffiti symbols, writing or artwork that promotes extremist messages.	SEVERE	Report to DSL Record in Safeguarding Log Contact Anti-terrorism hotline
Advocates violence or criminal behaviour. Physical or verbal assault. Damage to property. Condoning or supporting violence towards others.	Use of extremist 'hate' terms to exclude others and to incite violence. Partner agencies report issues affecting pupils in the school.	SEVERE or EXTREME (if they are demonstrating law-breaking)	SEVERE Report to DSL Record in Safeguarding Log Refer to Children's Services EXTREME Report to DSL Record in Safeguarding Log Report to Police

APPENDIX 5 SCHOOL VISITOR REQUEST FORM

Please complete this form prior to inviting visitors into school.

The Headteacher/School Leaders signature should be obtained before proceeding.

Name of visitor:			
Purpose of visit:			
Date and time of planned visit:			
Person responsible for liaising with/supervising the visitor:			
Will the visitor be supervised at all times?	YES	NO	Additional information or action
Have the appropriate safeguarding checks been carried out?	YES	NO	Additional information or action
Have you reviewed the resources/materials that will be used by the visitor?	YES	NO	Additional information or action
Has the visitor understood and confirmed that their communications in the school will: 1. be respectful towards C of E teachings? 2. not be prejudicial or detrimental to the Christian character of the school?	YES	NO	Additional information or action
Have school policies and procedures applicable to the visitor been explained to and understood by the visitor?	YES	NO	Additional information or action
Are there any other outstanding issues or concerns regarding the visitor and/or their suitability to be in school?	YES	NO	Additional information or action

Date:.....

Signature