



Radicalisation and Extremism Policy

Policy statement

St Nicholas Catholic Primary 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.

Links to other Policies

This policy links to the following policies:

- Child Protection Policy
- Anti-Bullying Policy
- Behaviour Management Policy
- E-Safety Policy

The following national guidelines should also be read in conjunction with this policy:

- PREVENT Strategy HM Government
- Keeping Children Safe in Education DfE March 2015
- Working Together to Safeguard Children HM Government 2013
- Learning Together to be Safe: A Toolkit to help Schools contribute to the Prevention of Violent Extremism

In formulating this policy, the governors have taken account of the guidance from the Department for Education (DfE) who has called for all public bodies to make explicit their preventative measures to minimise the threat of extremism in their setting.

The Office for Security and Counter Terrorism works to counter the threat from terrorism and their work is detailed in the counter terrorism strategy CONTEST. This strategy is based on four areas of work:

- **Pursue** - To stop terrorist attacks
- **Prevent** – To stop people becoming terrorists or supporting terrorism
- **Protect** – To strengthen our protection against a terrorist attack •
- **Prepare** – To mitigate the impact of a terrorist attack.

Aims and Principles

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.

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 safeguarding issues and this policy sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

Our curriculum promotes respect, tolerance and diversity. Children are encouraged to express themselves through discussions with staff and each other. Children learn about other faiths and are taught about how to stay safe when using the internet.

Our 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 swiftly follow the policy guidance when issues arise.
- All pupils (as appropriate to their age) 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 that they are appropriate and effective.
- Pupils are helped to understand the importance of democracy and freedom of speech, through the SEAL (Social and Emotional Aspects of Learning) assemblies and through the elected School Council members.
- Pupils are taught how to keep themselves safe, in school and when using the internet.
- Pupils participate in local community events so that they appreciate and value their neighbours and friends who may not share their faith background.
- Pupils are supported in making good choices from a very young age, so they understand the impact and consequences of their actions on others.

Definitions and Indicators

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.

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

The Governing Body has a **zero tolerance** approach to extremist behaviour for all members of the school community. We rely on our strong values to steer our work and ensure the pastoral care of our pupils protects them from exposure to negative influences. Furthermore, our positive promotion of our Praise & Sanctions, equips our pupils with the skills to reject violence in all its forms.

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 or 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 organisation
 - Condoning or supporting violence towards others

Procedures for Referrals

Although serious incidents involving radicalisation have not occurred at St Nicholas Catholic Primary to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the region 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, currently via the Designated Safeguarding Leads & Head Teacher (Mrs Fox and Mrs Burns).

This policy is strictly adhered to should issues arise.

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

Our Inclusion Leaders are trained as Designated Leaders for Child protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns raised by staff.

Staff Training

Through training opportunities in school, we will seek to 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.

Visitors and the Use of School Premises

Upon arriving at the school, all visitors including contractors, will read the Child Protection and Safeguarding guidance leaflet and be made aware of who the Designated Leaders for Child protection and Safeguarding are and how to report any concerns which they may experience.

Policy Review

This policy will be reviewed annually as part of the overall Child Protection and Safeguarding Policy review.

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 or prejudicial behaviour will be reported directly to the Designated Leaders for Child protection and Safeguarding
- 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.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact the National Counter Terrorism Security Office (NaCTSO)
www.gov.uk/government/organisations/national-counter-terrorism-security-office, who work with the Home Office. <http://content.met.police.uk/Home>

