TACKLING EXTREMISM AND RADICALISATION POLICY

Person responsible for policy formulation, implementation, maintenance and evaluation	Founding Head Master
Persons consulted	ELT GWC
Adopted by Governors on	2nd March 2023
Date of future review	Summer 2025

REVISION STATUS TABLE

Revision No	Effective Date	Summary of Revision	Reviewed by	Date
v1.0	18 June 2015	New Policy		
V1.1	29 September 2016	Revision of original policy	SMT	
V1.2	26 April 2019	Policy review	SMT	26 April 2019
V1.3	4th March 2021	Policy review	SMT/GWC	4th March 2021

		Tackling Extremism and Radicalisation Policy		
		Effective Date: 8th June 2015		Version No: v1.2

V1.4	2nd March 2023	Policy review	ELT/GWC	2nd March 2023

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POLICY STATEMENT

Holyport College is fully committed to safeguarding and promoting the welfare of all its students. Every member of staff recognises that safeguarding against radicalisation and extremism is no less important than 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, drawn into terrorism or exposed to extremist views, by identifying who they are and promptly providing them with support. The day to day operation of the College, its ethos, policies and curriculum also seek to promote a culture of diversity and acceptance.

This policy should be read in conjunction with the following policies;
- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying Policy
- Promoting Positive Behaviour Policy
- E-Safety Policy

National guidelines are also listed below
- Revised Prevent Duty Guidance: for England and Wales, April 2021
- Understanding and identifying radicalisation in your education setting, October 2022
- The Prevent duty: an introduction for those with safeguarding responsibilities, October 2022
- Managing risk of radicalisation in your education setting, October 2022
- Revised Prevent duty guidance for schools in England and Wales, April 2021
- Promoting British Values as part of SMSC in Schools – November 2014
- Keeping Children Safe in Education – September 2022
- Working Together to safeguard children – July 2022
- How social media is used to encourage travel to Syria and Iraq – Briefing note for schools – 2015

Staff should refer concerns about radicalisation or extremism to a member of the Safeguarding Team – Walter Boyle, Alex Jeffery, Candy Brown and Rachel Harding.

If you are concerned that a child's life is in immediate danger, or that they may be imminently planning to travel to another country to participate in violence or war, dial 999 or call the confidential AntiTerrorist Hotline on 0800 789 321.

Governors and staff can submit details at https://report-extremism.education.gov.uk

AIMS AND PRINCIPLES

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 clearly sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

The objectives are that:
- All governors and staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school;
- All governors and staff will know what the College policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise;

- All students will understand the dangers of radicalisation and exposure to extremist views; building resilience against these, confident to challenge and knowing what to do if they experience them;
- All parents/carers and students will know that the College has policies in place to keep students safe from harm and that the school regularly reviews its systems to ensure they are appropriate and effective.

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 students are safe from harm.

The College endorses the three principle aims of the Prevent Strategy, which are:
- Respond to the **ideological challenge** of terrorism & the threat we face from those who promote it;
- **Prevent people from being drawn into terrorism** and ensure that they are given appropriate advice and support;
- Work with **sectors and institutions** where there are risks of radicalisation which we need to address.

Along with its partner agencies, **the College will assess the risk of its students becoming radicalised and take necessary steps to prevent this from happening**.

DEFINITIONS AND INDICATORS

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

'Extremism' is defined as 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. Also included in the definition of extremism are calls for the death of members of our armed forces, whether in this country or overseas.

'Non-violent extremism' is extremism, as defined above, which is not accompanied by violence.

There are a number of behaviours which may indicate a student 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, family and activities not associated with the extremist ideology, group or cause;

- Graffiti symbols on exercise books, writing or artwork promoting extremist messages or images
- Possession of extremist literature
- Attempts to access extremist websites and associated password protected chat rooms / accessing terrorist related material online, including through social network sites
- Attempts to recruit others to the group/cause;
- Communications with others that suggests identification with a group, cause or ideology;
- Personal or political grievances;
- 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.

'Managing risk of radicalisation in your education setting', October 2022, has two useful sections which must be referred to when assessing risk. The first section categorises the levels of risk as:

- Low risk
- At risk
- Medium risk
- High risk

The definitions are extremely useful in determining risk and what action may need to be taken.

The second useful section outlines how a conversation between an adult and young person at risk of radicalisation might look.

GOVERNORS AND STAFF

All concerns about radicalisation and extremism should be passed to a member of the Safeguarding Team. They will follow normal referral procedures unless there is an immediate risk that a student may be about to depart for another country or is in immediate danger.

Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a student, or if they need to discuss specific students whom they consider to be vulnerable to radicalisation or extremist views. Safeguarding Team members have received training on Channel and will refer students to a Channel Panel where necessary.

Prejudicial behaviour can be a factor in radicalisation and extremism. Our Promoting Positive Behaviour Policy, Anti-bullying Policy and Equality Policy reinforce the message that Holyport College is an inclusive community where prejudice is not tolerated.

THE CURRICULUM

Our curriculum promotes respect, tolerance and diversity. Students 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. The College does not seek to prevent debates about controversial issues but instead seeks to create safe environments in which students can confidently discuss the issues of terrorism, radicalisation and extremism.

Our Personal Development provision is embedded across the curriculum, directs our assemblies and underpins the ethos of the school. It is recognised that students with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our students with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Students 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. Our filtering restricts access to sites which promote intolerance and extremism.

The College audits its Personal Development provision to ensure that we are meeting our obligations with regards to 'Promoting fundamental British values as part of SMSC in schools'.

STAFF TRAINING

Members of the Safeguarding Team attend training, when available, on issues relating to terrorism, radicalisation and extremism. This training is then disseminated to staff. Staff and governors undertake Prevent training.

Staff are aware through INSET training of:

- the threats, risks and vulnerabilities that are linked to radicalisation;

- the process of radicalisation and how this might be identified early on;

- how we can provide support as a school to ensure that our students are resilient and able to resist involvement in radical or extreme activities.

VISITORS AND THE USE OF SCHOOL PREMISES

Procedures for all visitors to the College are detailed in the Access and Security policy, and include a sign-in procedure, the use of identifying lanyards and processes for verifying DBS checks and accompanying visitors whilst on site.

PROCEDURES FOR REFERRALS

Although serious incidents involving radicalisation have not occurred at Holyport College 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.

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 practise.

The Safeguarding Team will deal swiftly with any referrals made by staff or with concerns reported by staff. The Head Master is always informed of any referrals.

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 using the contact details in this document to do so.

As with any referral, it is beneficial to have discussed this with parents/carers and the students beforehand. However, where this is likely to increase a child's vulnerability, advice from external agencies should be taken on when to inform the family.

The College will always consult the Prevent Officer at the Royal Borough of Windsor and Maidenhead and/or Thames Valley Police for guidance and support. The Safeguarding Team may refer a student to CHANNEL, a preventative programme for students at risk of radicalisation.