



Cowbit St Mary's Endowed Church of England School

Radicalisation and Extremism Policy

Policy for dealing with Radicalisation and Extremism

Although Lincolnshire is currently a low risk area in terms of terrorist acts and radicalisation, it is important that Cowbit St Mary's CoE School remains vigilant in our approach to supporting vulnerable young people.

1. Policy Statement/Purpose of Policy

Cowbit St Mary's CoE School aims to provide an inclusive, caring and stimulating environment which enables all children to enjoy learning and reach their full potential. We welcome all families, irrespective of their faith or if they have no faith. Children should be given the opportunity to explore the issue of diversity and understand Britain as a multi-cultural society. Providing a safe learning environment in which children can raise controversial questions and concerns without fear of reprimand or ridicule, and explore boundaries of what's acceptable will support an open attitude to multi-cultural and race issues.

We believe that everyone should treat each other with respect, whatever their race, sexual orientation, religious belief, special need or disability.

Children and young people are more vulnerable to the dangers of radicalization and extremism as a result of their inexperience and naivety, with adolescence being a period of great change.

This policy is intended to make clear the response of the School to the threat of radicalisation and extremism.

Cowbit St Mary's CoE School will ensure that both staff and pupils feel able to share any concerns they may have relating to radicalisation and extremism. Staff will be made aware of any children at risk, and appropriate intervention will be taken when necessary.

This Policy will ensure that all children feel safe through operating a curriculum that is balanced in relation to Religious Education, and through programmes of study in Spiritual, Moral, Social and Cultural development.

We will also promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.

2. Links with other Policies

This Policy has links with the following Policies:

Anti-Bullying Behaviour

Code of Conduct E-Safety – Pupils E-Safety – Staff Equality and Diversity

PSHE Race Equality

SMSC (including British Values) Safeguarding/Child Protection

This Policy has links with the following guidance:

Prevent Duty Guidance July 2015

Keeping Children Safe in Education September 2016

Working Together to Safeguard Children 2015

3. Definitions/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. It is the process by which a person comes to support terrorism and forms of extremism, leading to terrorism.

Extremism is defined in the 2011 Prevent Strategy 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. The definition of extremism also includes calls for the death of members of the British armed forces, whether in this country or overseas.

Radicalisation is a process, and changes can be seen gradually over time, rather than sudden.

Radicalisation is also a form of grooming and therefore is a safeguarding issue as it is abuse.

Indicators could include:

- Changing their style of dress or personal appearance to accord with the group.
- Self-segregation/introverted.
- Mood swings, becoming more emotional, argumentative, aggressive.
- Change in language patterns, more outspoken, abusive, 'Talking beyond years'.
- Physical changes: Weight loss/gain, self-harm
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause. Use of Anti-Christian, Anti-Muslim or Anti-Semitic words or behaviours.
- 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 of concern.

- Using insulting and/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 organisations condoning or supporting violence towards others. Terrorism is defined as: an action that endangers or caused serious violence to a person/person; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat of terrorism is designed to influence the government or to intimidate the public. It is made for the purpose of advancing a political, religious or ideological cause.

4. Procedure for Referral

We will follow our Safeguarding/Child Protection procedures when any issues relating to radicalisation or extremism are suspected. If any member of staff is made aware of, or suspects there are any such issues, these will be reported to the school's Designated Person (Headteacher). Issues may also come to light through completing an Early Help Assessment with a child and family.

Early intervention is vital and any concerns, no matter how small, will be referred initially to prevent@lincs.pnn.police.uk or PREVENT@lincolnshire.gov.uk to seek advice and support to ascertain if a referral to Channel is appropriate. If the advice is that a referral to Channel should be made, then the appropriate referral form will be completed (available on the LSCB website) and forwarded to

channel@lincs.pnn.police.uk.

CHANNEL is a multi-agency approach to protect people at risk from radicalisation using collaboration to:

- Identify individuals at risk of being drawn into terrorism.
- Assess the nature and extent of that risk, and
- Develop the most appropriate support plan for the individuals concerned.

CHANNEL is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs.

If we suspect a criminal offence has taken place or a child is at immediate harm, we will contact the police on 101 or in an emergency 999.

5. Role of Designated Person

Any individual wishing to raise concerns or disclose information about activity s/he believes may be related to behaviour described in this policy is required to report the issue to the Designated Person (Headteacher). Suitable action will then be taken in consultation with the relevant authorities both within and outside the school. It is a requirement of the policy that the Headteacher informs the relevant authorities. If the disclosure or concern involves the Headteacher, the individual is required to contact the Chair of Governors.

If the disclosure or concern involves a member of staff, this must be reported to the Local Authority Designated Officers (LADO), Paul Fisher or Rachel Powis on 01522 554674.

Where necessary, issues relating to pupils will be dealt with under the school's behaviour policy.

The school will treat all disclosures in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may need to reveal the source of the information and the individual making the disclosure may need to provide a statement as part of the evidence required.

6. Role of Governor

The Governor with responsibility for issues relating to radicalisation or extremism is the school's Governor responsible for Safeguarding (Mrs Pauline Start). The Governor will be responsible for overseeing any reported issues, and ensuring that appropriate action is taken.

7. Role of Staff

The school will use a three-step process:

NOTICE CHECK SHARE

Notice: (Things out of character, inappropriateness, displaying vulnerabilities)

Check: (Ask opinion of someone else, speak to KS Leader, or Head)

Share: (Share concerns with Designated Person, and then the guidance on referral contained herein will be followed.)

All members of staff need to be aware of their fundamental responsibilities relating to radicalisation and extremism, including responsibilities in Law to report any concerns.

They must also be aware of their responsibility for:

- “showing tolerance of and respect for the rights of others”;
- “not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs”;
- “ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.”

Teachers must not promote partisan political views in the teaching of any subject and are required to ensure that whenever political issues are brought to the attention of pupils a balanced presentation of the opposing views are also explained.

The School recognises the importance of identifying and taking action to prevent or remove behaviour or activity described in this policy. All staff and other individuals connected with the school in a formal or informal way play a vital role in ensuring the school is able to perform this function. As such, this policy establishes procedures to enable individuals to report concerns relating to the behaviour described in this policy. The procedures are based upon the principles of the school’s Confidentiality and Confidential Reporting Policy. Where children are concerned a disclosure should be treated as a child protection issue and a Safeguarding Concern Form should be completed and given to the Designated Person (Headteacher).

Any individual wishing to raise concerns or disclose information about activity s/he believes may be related to behaviour described in this policy is required to contact the Designated Person. If the disclosure or concern involves the Headteacher, the individual is required to contact the Chair of Governors.

8. Role of the Curriculum

Cowbit St Mary’s CoE School will promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. (The School’s Spiritual, Moral, Social and Cultural Policy refers.)

The school offers a broad and balanced curriculum, including the teaching of Religious Education and Personal, Social and Health Education as outlined in the relevant policies.

Children are taught how to stay safe using the internet and how to seek help if required. Safer Internet training is undertaken annually for all pupils in the school. The school’s core values indicate that the conduct of all members of the school community should ensure that everybody can learn, be safe and are treated with respect, and this informs the curriculum, as it does all aspects of our work.

The promotion of both personal responsibility, understanding of the difference between right and wrong, and an understanding of how individuals can contribute to the wellbeing of those in the locality and beyond are addressed in many different subjects and contexts, including themes covered in assemblies.

The school takes pride in the Spiritual, Moral, Social and Cultural development of its young people and seeks to provide every opportunity for pupils to become positive and emotionally resilient adults with the knowledge and confidence to stand by their own convictions. Some of the most valuable work at the school in combating extremism is carried out in RE lessons and assemblies.

One of the key aspects of Religious Education lessons, assemblies and Philosophy for Children is enabling children to feel as though they can freely and actively participate in discussions. This focus appears throughout all key stages. We ensure that tolerance and understanding are championed through learning about diversity. Pupils should not be afraid to ask and answer questions or join in discussion. We aim to establish an environment in which children are actively encouraged to ask and answer questions and confident to express their views.

9. Internet Safety

The school operates an E-Safety Policy for Staff (including an Acceptable User Policy), and an E-Safety Policy for pupils.

It is strictly forbidden to use the School's website, IT facilities, or other elements of the information management systems or processes for the promotion, planning or execution of radicalisation or extremism in the name of ideology or belief.

The school reserves the right to exercise control over all activities on its IT facilities and networks, including monitoring of systems and electronic communications and access to external electronic resources. The undertaking of such monitoring may be necessary to establish the existence of facts, to prevent or detect crime, or to investigate or detect unauthorised use of telecommunication systems.

The school recognises its obligations under legislation relating to the prevention of terrorism, in particular the requirement to respond to requests from the police to remove or amend any statement published on the school website that may appear to encourage or promote terrorism.

10. Staff Training

All Staff can undertake e-learning via the LSCB website.

All Staff have undertaken the 'PREVENT' on-line training.

The school undertakes annual Safeguarding training.

The training will equip staff to identify children at risk of being drawn into terrorism, and the procedures that should be followed.

The Designated Person will register for and undertake multi-agency face to face Safeguarding training on a two-yearly basis. Face to face Prevent training is also available.

11. Records

Any reports will be confidentially and securely filed.

12. Volunteers/Visitors/Lettings

All Volunteers will be made aware of this Policy as part of the Volunteer package. All Volunteers/Visitors must be appropriately checked using DBS. This will be recorded as part of the school's Safeguarding Records. The school premises will not be used for radical or extremist purposes, and hirers will be made aware that any lettings will be monitored.

13. Review

This Policy will be reviewed annually.
Approved by Governors January 2018

Signed

Chair of Governors

Date ___/___/___

Useful Contacts

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ruth.fox@lincolnshire.gov.uk

Lincolnshire Local Authority Designated Officers (LADO)

Paul Fisher
Rachel Powis
Lincolnshire County Council
01522 554674

Paul Drury, Prevent Support Officer,
Lincolnshire County Council
01522 555367

PREVENT Officer, East Midlands Special Operations Unit – Special Branch
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