



Highsted Grammar School

Tackling Radicalisation and Extremism Policy

TACKLING RADICALISATION AND EXTREMISM POLICY

1. POLICY STATEMENT

Highsted Grammar 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 Radicalisation and Extremism 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

The Highsted Grammar School 'Tackling Radicalisation and Extremism Policy' links to the following Highsted Grammar School policies:

- Safeguarding: Child Protection
- Anti-bullying Policy
- Behaviour Management Policy
- Online Safeguarding Policy

The following national guidelines should also be read when working with this policy:

- CONTEST Strategy (DfE)
- The Prevent Duty: Departmental advice for schools and childcare providers (DfE, 2015)
- Keeping Children Safe in Education (DfE, 2016)
- Working Together to Safeguard Children (DfE, 2015)

3. AIMS AND PRINCIPLES

3.1 The Highsted Grammar School 'Tackling Radicalisation and Extremism 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 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 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 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:
 - 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 towards others

5. PROCEDURES FOR REFERRALS

5.1 Although serious incidents involving radicalisation have not occurred at Highsted Grammar 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 to the Designated Safeguarding Lead.

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 challenge, 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 Designated Safeguarding Lead and Headteacher will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies (for example, CHANNEL) is needed.



5.4 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 main reception.

6. GOVERNORS, LEADERS AND STAFF

6.1 Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead for 2017-18 is Daniel Quinn. In addition, Frances Tiernan-Powell will also be a Safeguarding Lead from January 2018.

Acting as DSL is an aspect of the **Assistant Headteacher, Director of Studies role, who works with SLG, Heads of House, Key Stage Learning Mentors** relevant teaching staff and outside agencies to ensure that the needs of an individual are met and that the school environment is conducive to preventing and dealing with child protection issues.

6.2 The Designated Safeguarding Lead and Headteacher are the only leaders responsible for referrals relating to extremism and radicalisation. In the unlikely event the Designated Safeguarding Lead and Headteacher are unavailable, staff should contact the **Police via 101 first** and then Channel directly through **channel@kent.pnn.police.uk** to make your referral.

6.3 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.

6.4 The Designated Safeguarding Lead will work in conjunction with the Head Teacher and external agencies to decide the best course of action to address concerns which arise.

7. THE ROLE OF THE CURRICULUM

Our curriculum is "broad and balanced" (Ofsted CIF, 2015). 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.

7.1 Our PSHCEE provision is embedded through termly focus days. It directs our assemblies and underpins the ethos of the school. It is recognised that children with low aspirations are 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.

7.2 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 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.

9. REVIEW

This policy will be reviewed annually by the Designated Safeguarding Lead; major changes to procedure will be consequent upon changes to the procedures set out by Department for Education (DfE) and Kent County Council (KCC).

10. MEMBERS OF STAFF RESPONSIBLE

AHT KS5 / DESIGNATED SAFEGUARDING LEAD

HEADTEACHER

11. POLICY DATE

July 2016

Reviewed and updated: July 2017