

**ST. PAUL'S**  
**CHURCH OF ENGLAND**  
**PRIMARY SCHOOL**



**ENGAGE - INSPIRE - ACHIEVE**

**The Christian family of St Paul's... moving forward together.  
A caring, exciting and happy school where everyone  
succeeds!**

**Tackling Extremism & Radicalisation Policy  
January 2017**

## **POLICY STATEMENT**

St Paul's Church of England Primary 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 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**

The Tackling Extremism and Radicalisation Policy links to the following school policies:

- Safeguarding and Child Protection Policy January 2017
- Equality Policy
- Anti-Bullying Policy
- Positive behaviour Management Policy
- E-Safety Policy.

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

- **PREVENT** strategy HM Government 2015  
<https://www.gov.uk/government/publications/prevent-duty-guidance>
- **Keeping Children Safe in Education** DFE 2016  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)
- **Working Together to keep children safe** HM Government 2016  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)

## **AIMS AND PRINCIPLES**

The Tackling Extremism and Radicalisation 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 teaching staff, teaching assistants and non-teaching staff and governors will have an understanding of what radicalisation and extremism is and why we need to be vigilant in school.
- All teaching staff, teaching assistants and non-teaching staff and governors will know what the school policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues may arise.
- All children 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 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.

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.

## **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.

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 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 ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group or cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting and 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

## **PROCEDURES FOR REFERRALS**

Although serious incidents involving radicalisation have not occurred at St Paul's Church of England Primary School to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area 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. (See appendix 1 - Dealing with referrals)

We believe that it is possible to intervene to protect people are vulnerable. **Early Intervention is vital** and staff must be aware of the established processes for the 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 practice.

The Headteacher and Assistant Headteacher are trained as Designated Senior Leads (DSL) for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.

The Head Teacher and Senior Leadership Team will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed (see appendix 1 - Dealing with referrals)

### **LEADERS AND STAFF AND GOVERNORS**

The Head Teacher and all members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the Head Teacher are not available, all staff know the channels by which to make referrals via the safeguarding board in the staffroom.

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.

The SLT will work in conjunction with the Head Teacher, Pastoral Care Team and external agencies to decide the best course of action to address concerns which arise.

### **THE ROLE OF THE CURRICULUM**

We will work to ensure that our pupils will be skilled and equipped to be resilient and resist involvement in extreme or radical activities. Therefore we recognise the need to build resilience in our pupils to make them less vulnerable. 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.

We will therefore provide a broad and balanced curriculum within which we aim to support pupils, Spiritual, Moral, Social and Cultural development (SMSC). SMSC development is promoted through all our subjects, including the ethos of our school where development of positive attitudes and values is central to everything we do. Values underpinning public life in the UK have been summarised as democracy, the rule of law, individual liberty, mutual respect, and the tolerance of those with different faiths and beliefs. It is important that our pupils understand this through different approaches using a balanced and broad curriculum. This supports our pupils to be responsible citizens and prepares for an adult life living and working in Britain which is diverse and changing.

Our School will ensure the promotion of British values and that these efforts are inclusive and promote unity between pupils, parents/carers and the local community.

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.

### **STAFF TRAINING**

Through INSET and Staff Meeting 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)

## **VISITORS AND THE USE OF SCHOOL PREMISES**

If any member of staff wishes to invite a visitor in the school, they must first discuss this with their Unit Head and the Headteacher. Only after agreement from the Head Teacher can the visitor enter school and then they will be subject to Safeguarding checks including DBS checks and photo identification. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

Upon arriving at the school, all visitors including contractors, will read the Safeguarding and child protection guidance and be made aware of who the DSL's are and how to report any concerns which they may experience.

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

## **ADDITIONAL MATERIALS**

See appendix 3 for further reading

## **POLICY REVIEW**

The Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Safeguarding and Child Protection Policy review.

This policy will be ratified by the Governing Body in January 2017

**Signed by Mr W Aitkin (Chair of Governors)** *W. Aitkin* **Date 31.1.17**

**This policy will be reviewed on or before the following date: January 2018**

### **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 system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the Head Teacher.
- 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 welfare folder.
- The Headteacher will follow-up any referrals for a period of four weeks after the incident to assess whether there is 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 will be discussed and referred to Children's Social Care on 0300 123 6720.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Lancashire Police Counter Terrorism Unit (CTU) Security and Partnership Office for our locality, PC Mick Jones.

**Appendix 2** Safeguarding Training Type.

Safeguarding Training Type and Training	Delivered by	Delivered to	When and at what frequency
WRAP (Workshop to Raise Awareness of Prevent)	Lancashire Police	All staff, governors,	Repeated for all staff during first half of Autumn half term each academic year
PVE (preventing Violent Extremism) Training for managers	Lancashire Police	All SLT, all leadership team, governors with responsibility for safeguarding.	Repeated for all identified staff during first half of Autumn Term each academic year.
Safer Recruitment Training	LCC	HT	Refreshed on 3 year basis. Certificates held in school safeguarding folder.
Safeguarding and Child Protection Training	LCC	HT (DSL) and Assistant Head (RF - Back up DSL)	Refreshed on a 2 year basis. Certificates held in school Safeguarding Folder
Safeguarding and Child Protection Training Dissemination	HT	All Staff, Governors	Repeated for all staff during first half of Autumn half term each academic year and on going 7 minute briefings in monthly staff meetings.
Tackling Homophobia in Schools			
Tackling Domestic Violence	AH	AH re Network Meeting held in school. Dissemination to Staff by AH (Inclusion Manager) Children re child friendly assembly.	Repeated after each termly network meeting
Tackling Female Genital Mutilation	HT	All staff and safeguarding Governors, as part of Child Protection Training.	Repeated for all staff during first half of Autumn Term each academic year.
Training for DSLs	Children Education Service (LACES)	DSL and Back up DSL	Certificates held in school Safeguarding Folder
Looked After Children	Looked After	All staff, office	Repeated for all staff

Training for DSLs	Training for DSLs	staff, site management and dinner supervisors	during first half of Autumn half term each academic year
Fire Safety Training	Total Fire Service	All staff, office staff, site management and dinner supervisors	Repeated for all staff on a 3 yearly basis. New Staff to complete LCC online training module.

**Appendix 3 - Additional Materials (available from the main office or by searching online for the most up to date version)**

- **PREVENT strategy HM Government 2015**  
<https://www.gov.uk/government/publications/prevent-duty-guidance>
- **Keeping Children Safe in Education DFE 2016**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)
- **Working Together to keep children safe HM Government 2016**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550511/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf)
- **Learning Together to be safe;** a toolkit to help schools contribute to the prevention of violent extremism was published in 2008 by the Department for Children, schools and families (DSCF), a predecessor of the Department for Education.  
[http://dera.ioe.ac.uk/8396/1/DCSF-Learning%20Together\\_bkmk.pdf](http://dera.ioe.ac.uk/8396/1/DCSF-Learning%20Together_bkmk.pdf)