



Preventing and tackling extremism

Introduction

In response to the increased threat of terrorism, as part of the government's Prevent strategy schools must show a commitment to make changes to strengthen the SMSC standard. In summary, Nottingham Free School will ensure that we:

- encourage students to respect specified core British values;
- do not promote extremist views, or partisan political views, through their curriculum and/or teaching, and
- offer students a balanced presentation of views when political issues are brought to their attention.

Aims and Objectives

The main aims of this policy are for all staff to be fully aware and vigilant about potential radicalisation and that we work as a team along with relevant outside agencies to ensure our students are safe from harm.

Our objectives are:

- All governors, teaching 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, teaching 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 students will understand the dangers of radicalisation and exposure to extremist views. We help them to build resilience against these and know what to do if they experience them.
- All parents/carers and students 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.

Links to other policies and documents

This policy links to the following Nottingham Free School policies:

- e-safety
- behaviour and anti-bullying policies
- Safeguarding policy
- Equality scheme

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

- PREVENT Strategy HM Government
- Keeping Children Safe in Education DfE 2014
- Working Together to Safeguard Children HM Government 2013.

Definitions

Extremism is more than simply stubbornness in one's views or general intolerance to others. It involves holding views which are considered by equals, peers and society as being at odds with the core beliefs of the whole;

Radicalisation is the process by which people adopt an extreme position in terms of politics and religion, a violent extremist ideology, or move to violent action in support of their beliefs;

Resilience is 'the ability to bounce back from adversity and describes a process in which people can overcome or resist negative influences that block emotional wellbeing and/or achievement.

The role of school staff and governors

All staff and governors have a responsibility to promote British values and challenge any views which are contrary to this. Any concerns, no matter how small should be dealt with as a safeguarding concern/referral.

It is everyone's responsibility to protect students from extremist materials (including online and social media) and provide a balanced viewpoint when relevant issues are discussed.

It is the responsibility of the Head of School and leadership team to ensure that all staff are fully aware of the possible behaviours that may be displayed by children vulnerable to radicalisation. This will be through the yearly statutory safeguarding training and CPD throughout the course of the academic year.

Teaching staff, through the delivery of the curriculum should consider the following advice taken from a DFE research brief:

The key ingredients of teaching approaches and interventions can be clustered under three main headings:

- 1. Making a connection through good design and a young-person centred approach;*
- 2. Facilitating a safe space for dialogue and positive interaction;*
- 3. Equipping young people with appropriate capabilities - skills, knowledge, understanding and awareness*

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The Head of School, Leadership team and teaching staff will aim to build positive relationships with organisations in the local community e.g. faith groups. In doing so we will provide opportunities for promoting positive integration.

Indicators

Behaviours which may indicate the radicalisation of a child 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;
 - 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.

Referrals

All incidents of prejudicial behaviour or concerns of potential radicalisation will be reported directly to the Designated Safeguarding Leads or the Head of School.

- All incidents will be fully investigated and recorded in line with the Safeguarding 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.
- The DSL follow-up any referrals 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 referred to Children’s Services in the relevant local authority.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact the police.
- As with all safeguarding incidents, if a referral is not made and staff still have concerns, they can make a referral themselves using the phone number displayed in staff areas around school.

The curriculum

It is the responsibility of all decision makers (policy makers, school leaders, teachers and practitioners) to help build resilience to extremism among young people. We can do this through our curriculum (PSHCE and all subjects) by building in opportunities to discuss relevant issues.

An audit will be completed on a yearly basis by all subject areas to highlight where this topic is already delivered and any missed opportunities to ensure it is fully integrated into the curriculum.

Opportunities will be taken in assemblies and tutor time activities to discuss any topical issues which are covered in the news.

Visitors

If any member of staff wishes to invite a visitor in the school, they must first request permission from their Head of department and HR (whoever maintains the single central register). All visitors and contractors in contact with students will be subject to Safeguarding Checks including DBS checks and photo identification.

Any visitors or contractors without a DBS check will need a risk assessment form completing by HR and must be fully supervised by an employee at all times.

Upon arriving at the school, all visitors including contractors, will read the child protection and safeguarding guidance (this may be available on visitor badges) and be made aware of who the DSLs 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 Preventing and Tackling Extremism Policy, the school will contact the police and terminate the contract.

Policy Review

Gender Equality Duty

This policy has been reviewed in the context of Equality Impact and assessed as: Neutral

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

This policy will be ratified by the Governing Body in April 2015

Signed **Chair of Governors**

Date:

This policy will be reviewed on or before the following date: October 2015