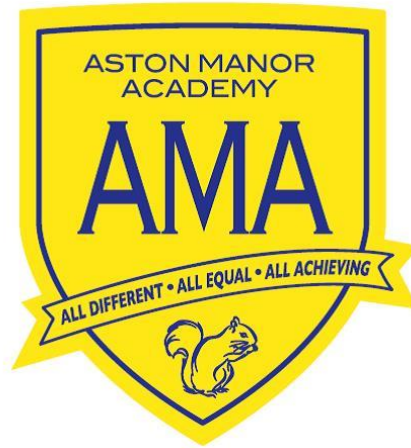


EQUITAS ACADEMIES TRUST



PREVENTING EXTREMISM AND RADICALISATION POLICY

Review Date: November 2018

To be Reviewed: November 2019

Agreed: Policy Lead

Policy Lead: Stacey Lander/ Sandra
Coleman

PREVENTING EXTREMISM AND RADICALISATION POLICY

1. INTRODUCTION

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme opinions including views seeking to justify political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity, and leaves them vulnerable to future radicalisation. All schools now have a Prevent Duty specified in the Counter-Terrorism and Security Act (2015) to have due regard to the need to prevent people from being drawn into terrorism or holding or expressing extreme views or actions.

Equitas Academies Trust values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both pupils and teachers within the Trust have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion. These values are considered important by Equitas Academies Trust.

The Trust is committed to providing a secure environment for pupils, where children feel safe and are kept safe. All adults at the Trust recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children or not.

This Preventing Extremism and Radicalisation Policy is one element within our overall Trust arrangements to safeguard and promote the welfare of all children in line with our statutory duties and our safeguarding policy.

The Trust's Preventing Extremism and Radicalisation Policy draws upon the guidance within 'The Prevent Duty' issued by the DfE in June 2015; guidance issued by the Birmingham Local Safeguarding Children Board; DfE Guidance "Keeping Children Safe in Education (2016)" and HM Government document "Prevent strategy: A guide for local partners in England".

2. TRUST ETHOS AND PRACTICE

When operating this Policy, the Trust uses the following accepted Governmental definition of extremism which is:

'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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.

There is no place for extremist views of any kind within the Trust, whether from internal sources – pupils, staff or governors – or external sources – school community, external agencies or individuals. Our pupils see the Academies within the Trust as safe places where

they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.

As a Trust we recognise that extremism and exposure to extremist materials and influences can lead to poor or dangerous outcomes for children and so should be addressed as a safeguarding concern as set out in this Policy. We also recognise that if we fail to challenge extremist views we are failing to protect our pupils.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice, thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

Therefore, the Trust will provide a broad and balanced curriculum, delivered by skilled professionals, so that our pupils are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive and feel valued and not marginalized. We will promote fundamental British values which will enable our pupils to challenge extremist views.

3. RECOGNISING THE INDICATORS OF VULNERABILITY TO RADICALISATION

The Trust will ensure its staff have the ability to assess the risk of children being drawn into terrorism. There is no single way of doing this but staff should be alert to the indicators of vulnerability to radicalisation listed below. As with any other safeguarding risk, staff must take action when they observe behaviour that their professional judgment leads them to be concerned about.

There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that Trust staff are able to recognise those vulnerabilities.

Indicators of vulnerability

Identity Crisis – the pupil is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

Personal Crisis – the pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of people; they may be searching for answers to questions about identity, faith and belonging;

Personal Circumstances – migration; local community tensions; and events affecting the pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

Unmet Aspirations – the pupil may have perceptions of injustice; a feeling of failure; rejection of civic life;

Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement /reintegration;

Special Educational Need – pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

Critical risk factors

These include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils or staff will always be challenged and where appropriate dealt with in line with our Behaviour Policy for pupils and the Code of Conduct for staff.

We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it. All staff will receive WRAP training (Workshop to Raise Awareness of Prevent) and radicalisation and extremism will be an integral part of annual staff safeguarding training.

The Trust is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism.

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC or the Executive / Local Headteacher. We will help support pupils who may be vulnerable to such influences as part of our wider safeguarding responsibilities and, where we believe a pupil is being directly affected by extremist materials or influences, we will ensure that the pupil is offered assistance. Additionally in such instances the Trust will seek external support from the Counter Terrorism Unit, the Local Authority and/or local partnership structures working to prevent extremism. Staff across the Trust will be made aware of the Channel programme which focusses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. This provides a mechanism to make referrals if we are concerned that an individual might be vulnerable to radicalisation. The SPOC and other relevant staff involved in safeguarding will undertake the online general awareness training module on Channel. See appendix 1 for SPOC's for each Academy within the Trust.

The Trust will closely follow the locally agreed procedure as set out by the Local Safeguarding Children Board for safeguarding individuals vulnerable to extremism and radicalisation. For example, the LSCB publishes threshold guidance indicating when a child or young person might be referred for support.

4. TEACHING APPROACHES

The Trust will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage pupils to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in modern multi-cultural Britain as well as globally. We will build pupils' resilience so to reduce their vulnerability in terms of radicalisation.

We will also work with local partners, families and communities in our efforts to challenge extremist views and to assist in the broadening of our pupils' experiences and horizons.

The Academies within the Trust will ensure that children are safe from terrorist and extremist material when accessing the internet in school.

5. USE OF EXTERNAL AGENCIES AND SPEAKERS

The Trust encourages the use of external agencies or speakers to enrich the experiences of our pupils, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our pupils. This includes checking the DBS of all external providers where necessary, viewing material that will be used beforehand and conducting a social media check on such agencies or individuals.

Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in opposition to, the Trust's values and ethos, including fundamental British values.

The Trust will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to pupils are consistent with the ethos of the Trust and do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism, or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of pupils
- Activities are carefully evaluated by each Academy within the Trust to ensure that they are effective

Therefore, by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our pupils recognise risk and build

resilience to manage any such risk themselves where appropriate to their age and ability but also to help pupils develop the critical thinking skills needed to engage in informed debate.

6. RECRUITMENT

The arrangements for recruiting all staff, permanent and volunteers, to the Academies within the Trust will follow government guidance on safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a Single Central Record of such vetting checks.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within the Trust so as to unduly influence the Trust's character and ethos. We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation as a consequence.

Therefore, by adhering to safer recruitment best practice strategies and by ensuring that there is an ongoing culture of vigilance within the Trust staff will minimise the opportunities for extremist views to prevail.

7. ROLE OF TRUST BOARD

The Trust Board will undertake annual training led by the Designated Safeguarding Lead to ensure that they are clear about their role and the parameters of their responsibilities as Trustees, including their statutory safeguarding duties.

The Trust Board will support the ethos and values of the Academies within the Trust and will support the Trust in tackling extremism and radicalisation.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2016' the Trust Board will challenge the Trust's senior management team, including its Headteachers, on the delivery of this policy and monitor its effectiveness.

Trustees will review this policy regularly prior to the start of a new academic year (on an annual basis) but may amend and adopt any amendments outside of this timeframe in accordance with any new legislation or guidance.

8. POLICY ADOPTION, MONITORING AND REVIEW

This Policy was considered and adopted by the Trust Board in line with their overall duty to safeguard and promote the welfare of children as set out in the DfE guidance 'Keeping Children Safe in Education'.

Parents/carers will be issued with a hard copy of this Policy on request. This Policy will also be made available to parents/carers via the Trust's website.

Appendix 1:

Aston Manor Academy	Chilwell Croft Academy
S Coleman (LEAD DSL)	J Young (LEAD DSL)
J Sweeney (SPOC / DSL)	J Berrow (SPOC/DSL)
E Smith (DSL)	H Robbs (DSL)
S Lander (DSL)	P Patel (DSL)
D Preston (DSL)	

Date of next review: November 2019