

St. John's Prep. & Senior School



Preventing Extremism and Radicalisation Policy

Published: September 2018

For Review: September 2019

Signed (Headteacher)

Signed (Headteacher).....

Date

Preventing Extremism and Radicalisation Policy

(See also Safeguarding and Child Protection Policy, Equality Policy, Anti-Bullying Policy, Safe Use of the Internet Policy, Keeping Children Safe in Education 2016)

Introduction

St. John's Prep. & Senior School is committed to providing a secure environment for students, where children feel safe and are kept safe. All adults at our School 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.

In adhering to this policy, and the procedures therein, staff and visitors will contribute to the School's delivery of the outcomes to all children, as set out in s10 (2) of the Children Act 2004*. This Preventing Extremism and Radicalisation Policy is one element within our overall School arrangements to Safeguard and Promote the Welfare of all Children in line with our statutory duties set out at s175 of the Education Act 2002 (s157 of the Education Act 2002).

Our School's Preventing Extremism and Radicalisation Policy also draws upon the guidance contained in DfE Guidance "Keeping Children Safe in Education, 2018"; Prevent Duty Guidance for England and Wales (HMGovt. July 2015); and Prevent Duty - Departmental Advice for schools and childcare providers (DfE June 2015)

** The physical, mental health and emotional well-being of children; the protection of children from harm and neglect; the education, training and recreation of children; the contribution made by them to society; and their social and economic well-being.*
School Ethos and Practice

When operating this policy St. John's Prep. & Senior School 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 in our School, whether from internal sources — students, staff or governors, or external sources - School community, external agencies or individuals. Our students see our School as a safe place 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 School we recognise that extremism and exposure to extremist materials and influences can lead to poor 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 students.

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 and 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, at St. John's Prep. & Senior School we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, we are aware that young people can be exposed to extremist influences or prejudiced views from an early age, which emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

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

As part of wider safeguarding responsibilities School staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of School, such as in their homes or community groups, especially where students have not actively sought these out;
- Graffiti symbols, writing or art work promoting extremist messages or images;
- Students accessing extremist material online, including through social networking sites;
- Parental reports of changes in behaviour, friendship or actions and requests for assistance;
- Local authority services, police reports of issues affecting students in other Schools or settings;
- Students voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture;
- Attempts to impose extremist views or practices on others;
- Anti-western or Anti-British views.

Our School will closely follow any locally agreed procedure as set out by the Local Authority and/or the Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

At St. John's Prep. & Senior School, we have determined "British Values" to be:

Democracy.
The Rule of Law.
Individual Liberty.
Mutual Respect.
Tolerance of Those with Different Faiths and Beliefs.

Aims and Objectives

As a School we aim to develop and nurture these by:

- Planning a vibrant, engaging Assembly programme with core ethical values and beliefs at its heart.
- A well-structured Personal, Social, Health and Citizenship education programme which addresses all of the requirements of the programmes of study (looking at Democracy, Freedom, The Rule of Law, Human Rights and Responsibilities).
- Effective and well-managed School Council enabling students to actively participate in the democratic process.
- A broad and balanced curriculum which addresses many of these core values across a range of subject areas.
- Having a clearly communicated and consistently applied Behaviour Policy so that students understand what is expected of them and the consequences of both meeting and failing to meet these expectations.
- Adopting restorative approaches, where possible, to resolve any difficulties between members of our School community.
- Having a rigorous commitment to student safety (for example: trips and visits policy and procedures, Safeguarding procedures, Staff Code of Conduct and Health and Safety procedures).

Teaching Approaches

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children may experience elsewhere may make it harder for them to challenge or question these radical influences. In our School this will be achieved by good teaching, primarily via PSHE; but also by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

We will ensure that all of our teaching approaches help our students build resilience to extremism and give students a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues identifying their relevance to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success as set out in the Table in Appendix A, taken from the DfE document above and we will apply the methodologies set out in that document following the three broad categories of:

- Making a connection with young people through good teaching and a student centered approach;
- Facilitating a 'safe space' for dialogue, and
- Equipping our students with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore this approach will be embedded within the ethos of our School so that

students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our School's approach to the Spiritual, Moral, Social and Cultural development of students as defined in OfSTED's School Inspection Handbook and will include the sound use of assemblies to help further promote this rounded development of our students.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using a curriculum that includes:

- Citizenship programmes;
- Open discussion and debate;
- Work on anti-violence and a restorative approach addressed throughout curriculum and the behaviour policy;
- Focused educational programmes.

We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that that student is offered mentoring. Additionally, in such instances our School will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

At St. John's Prep. & Senior School we 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 students 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 students safe and prepare them for life in modern multi-cultural Britain and globally.

Use of External Agencies and Speakers

At St. John's Prep. & Senior School we encourage the use of external agencies or speakers to enrich the experiences of our students.

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

- Any messages communicated to students are consistent with the ethos of the School 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 students 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 students;
- Activities are carefully evaluated by Schools to ensure that they are effective.

We recognise, however, that the ethos of our School is to encourage students to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

Therefore by delivering a broad and balanced curriculum and enrichment programme augmented by the use of external sources where appropriate, we will strive to ensure our students recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help students develop the critical thinking skills needed to engage in informed debate.

Whistle Blowing

Where there are concerns of extremism or radicalisation Students and Staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

Please refer to our separate Whistleblowing Policy.

Safeguarding

Please refer to our Safeguarding Policy for the full procedural framework on our Safeguarding and Child Protection duties.

Staff at St. John's Prep. & Senior School will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a child or children may be at direct risk of harm or neglect. For example; this could be due to a child displaying risky behaviour patterns in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a child's family that may equally place a child at risk of harm. (These examples are for illustration and are not definitive or exhaustive). Where we are concerned that a young person may be showing signs of radicalisation we will discuss the situation with other agencies.

Therefore, all adults working at St. John's Prep. & Senior School (including visiting staff, volunteers' contractors, and students on placement) are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Lead or Headteacher.

At St. John's Prep. & Senior School our Safeguarding reporting arrangements are set out fully in our Safeguarding Policy.

Role of the Designated Person

The Deputy Designated Safeguarding Leads are: Mrs. C. Tardios, Mrs. Jane Richardson, Mrs. Shirley Brandon (Prep. School) and Mr. A. Tardios Senior and Mr. Alexander Tardios (Senior School).

The Designated Safeguarding Leads are:

Prep. School - Mrs. Linda Robinson-Farenden (Deputy Head)

Senior School – Mrs. Virginie Hopp. (Head of Languages)

The Designated Safeguarding Lead works in line with the responsibilities as set out at Annex B of the DfE Guidance 'Keeping Children Safe in Education'.

Training

Whole School in-service training on Safeguarding and Child Protection is organized for staff annually and complies with prevailing arrangements agreed by the Local Authority and the Safeguarding Children's Board and will, in part, include training on extremism and radicalization and its safeguarding implications. Regular updates on Safeguarding matters are issued to all staff in our weekly meeting minutes.

The Designated persons attend training courses as necessary at least every two years; again this will include training on extremism and radicalization and its safeguarding implications.

Recruitment

The arrangements for recruiting all staff, permanent and volunteers, to our School will follow government guidance on safer recruitment best practices 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 our School so as to unduly influence our Schools 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 radicalization as a consequence.

Therefore, by adhering to the safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our School and staff team we will minimize the opportunities for extremist views to prevail.

Policy Adoption, Monitoring and Review

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 School's website.

The Head teacher and Safeguarding Committee will review this Policy regularly annually, but may amend and adopt any amendments outside of this time frame in accordance with any new legislation or guidance in response to any quality assurance recommendations pertaining to the delivery of this Policy and the overall safeguarding arrangements made.