

ISI Reference 7a & 5a - Policy C8 Tackling Extremism and Radicalisation Policy

1. Policy statement

Queen Margaret's is fully committed to safeguarding and promoting the welfare of all its girls. Every member of staff recognises that safeguarding against radicalisation and extremism is no different from 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.

The following national guidelines should also be read in conjunction with this policy:

- Section 26 of the Counter-Terrorism and Security Act 2015:
<http://www.legislation.gov.uk/ukpga/2015/6/section/26/enacted>
- Prevent Duty: <https://www.gov.uk/government/publications/prevent-duty-guidance>
- Channel Guidance: <https://www.gov.uk/government/publications/channel-guidance>
- Keeping Children Safe in Education DfE September 2018
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741314/Keeping_Children_Safe_in_Education_3_September_2018_14.09.18.pdf
- Working Together to Safeguard Children HM Government July 2018:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf

In formulating this policy the governors have taken account of the guidance from the Department for Education (DfE) (The Prevent Duty) which has called for all public bodies to make explicit their preventative measures to minimise the threat of extremism in their setting. Guidance has also been taken from the North Yorkshire Safeguarding Children Board:

Advice has also been taken from the Channel Guidance and the Channel Awareness online course:

http://course.ncalt.com/Channel_General_Awareness/01/index.html

2. Aims and Principles

All public organisations in the UK providing services to children and young people have a duty under section 26 of the Counter-Terrorism and Security Act 2015 to have **“due regard to the need to prevent people from being drawn into terrorism.”** This duty is known as the Prevent Duty. 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. In addition this policy aims to provide clarity on the process that needs to be followed when a concern is identified. This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that our curriculum and ethos underpin our actions with regard to Prevent Duty: our curriculum promotes respect, tolerance and diversity and girls are encouraged to express themselves through discussions with staff and each other; girls learn about other faiths and are taught about how to stay safe when using the internet.

Our 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 swiftly follow the policy guidance when issues arise.
- All girls 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/guardians and girls will know that the school has policies in place to keep girls safe from harm and that the school regularly reviews its systems to ensure that they are appropriate and effective. A copy of this policy is available on the School website and on the School VLE.
- Girls are supported in making good choices, so they understand the impact and consequences of their actions on others.

In line with the guidance from NYSCB the school aims to reduce the risk of radicalisation and extremism by

- promoting British values through the curriculum and beyond
- offering Spiritual, Moral, Social and Cultural Education and Community Cohesion
- teaching online safety
- regularly training staff and girls

3. 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.

The Governing Body has a **zero tolerance** approach to extremist behaviour for all members of the school community. We rely on our strong values to steer our work and ensure the pastoral care of our girls protects them from exposure to negative influences.

There are a number of behaviours which may indicate a child or young person 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 personal appearance to accord with the standards of an extremist ideology.
- 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 or derogatory names for another group.
- Increase in prejudice-related incidents committed by that person
- possession of prejudice related materials

4. Staff Training

We will ensure that adequate training is given to enable effective implementation of this policy.

The DSL is the strategic lead for Prevent and delivers annual update safeguarding training to all staff which must include training on Prevent. In addition, all members of staff are required to undertake the online general awareness training module on Channel - see above- and to confirm that they have done so prior to the start of their employment at Queen Margaret's.

Through training opportunities in school, we will seek further to 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.

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 we must ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practice.

5. Visitors and the Use of School Premises

Upon arriving at the school, all visitors including contractors, will receive the Child Protection and Safeguarding guidance and be made aware of who the DSL is 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.

The school will often invite visiting speakers to QM to compliment its extensive curricular and extra-curricular programme; all members of staff organising events and inviting visiting speakers are trained to ensure that appropriate background checks are undertaken to avoid the promotion of any radical or extremist views.

6. What to Do if you have a Concern

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. We recognise that the internet/ online remains to most prevalent radicalisation influence.

If a member of staff in school has concerns about a particular girl or group of girls they should follow the below procedure:

- a) **Notice:** A member of staff has **noticed** that a girl's behaviour has changed and this has caused a concern as the girl may be vulnerable to being drawn into radicalisation, extremism or terrorism. Remember, a Prevent concern is where a person is engaging with a group, cause or ideology.
- b) **Check:** check your concern with the DSL; check any available and relevant intelligence with other staff members as well as speak with the girl, her peer group and family to gain a better understanding of the girl's current behaviour. In discussions with family aim to identify motivating factors, any changes in circumstances at home as well as parental views of the incident.
- c) **Share:** share the information - DSL to complete the North Yorkshire Safeguarding Referral form and highlight the Prevent concern in as much detail as possible. Members of staff may be asked to seek and provide further evidence to support the safeguarding referral. Concerns can also be raised by e-mail to: **counter.extremism@education.gsi.gov.uk**

Although it is usual for all Safeguarding concerns to be referred, without delay, to the DSL or Deputy DSLs, any member of staff sufficiently concerned that a girl has been radicalised can make a direct referral under the Prevent Duty. If this were to be the case, any direct referral should be made by **ringing 999 in an emergency (where staff believe the girl to be in immediate harm or danger)** or 101. Alternatively, ring the Confidential Anti-Terrorism Helpline on: 0800 789 321 or the DfE's dedicated helpline on 02073407264.

Policy Review

- This policy will be reviewed annually as part of the overall Child Protection and Safeguarding Policy review.

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Date agreed: January 2019

Review Date: January 2020