

SAFEGUARDING AGAINST EXTREMISM POLICY

Recommended by:	Ms Sarah Long
Recommendation Date:	5 th December 2018
Ratified by:	LAGB
Signed:	
Position on the Board:	Chair of Governors
Ratification Date	
Next Review:	November 2021
Policy Tier (Central/Hub/School):	School

Central RSA Academies Statement of Intent

Central RSA Academies Trust recognises its responsibilities for safeguarding children. We are clear that the threat of extremism and the radicalisation of young people are viewed as a safeguarding concern. This policy therefore works in accordance with each individual school's Child Protection (Safeguarding) Policy. **Radicalisation** refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Central RSA Academies Trust is aware of the potentiality that vulnerable individuals may be susceptible to radicalisation. We understand and engage with the promotion of fundamental British values:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs

The purposes of this policy are to:

1. Outline the prevention strategies that each individual school has implemented in order to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
2. Outline the expectations that each individual school has for students' individual conduct regarding extremist views and behaviours; and the roles and responsibilities of students, staff, parents and governors.

Extremism is defined by HM Government in the Prevent Strategy as the "vocal or active opposition to fundamental British values" *Prevent Strategy Review 2011*.

Prevent is part of the Government counter-terrorism strategy. It is designed to tackle the problem of terrorism and extremism at its roots; thus, preventing people from supporting terrorism or becoming terrorists or followers of extremist views themselves.

RSA Academy Tipton– Safeguarding Against Extremism

RSA Academy Tipton - Context

RSA Academy Tipton recognises that the community in which we serve is predominantly White British with below-average numbers of students from minority ethnic heritages or with English as an additional language.

In order to ensure that we are protecting children from harm and promoting their welfare, the following have been or are being implemented:

Leadership and Accountability of Prevent Strategy

- The school has identified a single point of contact (SPOC)
- The SPOC has a clear understanding of Prevent and its objectives
- The Prevent Aim is embedded within the school's safeguarding policies and procedures and safeguarding responsibilities are clear and explicit

Training

- The school's SPOC is Prevent trained
- The SPOC attends additional Prevent training and cascades updates to staff, SLT and Governors
- Additional staff are appropriately trained in relation to their role
- Members of SLT and the Governors have been Prevent trained
- Prevent Training, literature and guidance is available to all staff
- The SPOC, Safeguarding leads and staff working directly with students are aware of Channel

Channel Panel and The Prevent Strategy

Channel, a key element of the Home Office's Prevent strategy, is a multi-agency approach to protect people at risk from radicalisation.

As a school we will work with the Channel Panel, local law enforcement, and religious and community leaders, to identify children vulnerable to radicalisation and to stamp out extremism if it arises. This includes identifying pupils:

- Displaying feelings of grievance and injustice.
- Feeling under threat.
- Searching for identity, meaning and belonging.
- Who have a desire for status amongst their peers.
- Who have a desire for excitement and adventure.
- Displaying a need to dominate and control others.
- Who have a susceptibility to indoctrination.
- Displaying a radical desire for political or moral change.
- Who are susceptible to opportunistic involvement.
- Who have family or friends involved in extremism.
- Susceptible to being influenced or controlled by a group.
- With relevant mental health issues.

Reporting, Referral and Responding to Events Process

- Prevent Leads/SPOC identified to work with students and staff around the Prevent Strategy
- Staff and students within the school know who the SPOC is
- An audit trail/process exists for reports, concerns and or referrals
- The internal referral process for students who are believed to be at risk of radicalisation into extremism is through the school's safeguarding reporting system MyConcern
- A decision will be made upon receipt of the referral to determine whether a further referral should be made to the Channel Panel.
- The SPOC and key staff know who to contact and how to refer a concern to the Channel Panel
- The school is aware of impact on pupils in the aftermath of an event locally, nationally or internationally and are prepared to respond.
In the aftermath of an event which is deemed to have an effect on staff and students, the school may undertake whole school, year group, class-based or individual sessions to promote opportunities of discussion and support. This also extends to the personal support of governors and staff most affected by incidents. (*Appendix a*)

Curriculum

- RSA Academy Tipton's curriculum is broad and balanced
- The school offers a range of subject areas/across all year groups
- Spiritual, Moral, Social and Cultural awareness is embedded across the curriculum
- Prevent is embedded within the curriculum with a focus on promoting fundamental British values as part of SMSC in schools Nov 2015.

“Schools in England are required by law to teach a broad and balanced curriculum which promotes the spiritual, moral, cultural, mental and physical development of pupils [...] These standards also apply to academies” *Paragraph 58. Prevent Duty Guidance in England and Wales. 2015*

RSA Academy Tipton recognises that these responsibilities to prevent extremism and the exploitation of students are shared between students, staff, parents and governors. Our expectations are that:

Students are responsible for their own behaviour and for adhering to the school expectations. They will be expected to be polite and respectful to all staff and students and to uphold the fundamental British values. **Students** are responsible for respecting these values. Examples of opposing these values include (but are not restricted to):

- Encouraging, justifying or glorifying terrorist violence in furtherance of particular beliefs;
- Seeking to provoke others to terrorist acts;
- Encouraging other serious criminal activity or seek to provoke others to serious criminal acts; or
- Fostering hatred which might lead to inter-community violence in the UK.
- Encouraging or partaking in 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
- Inappropriate use of ICT systems in and out of school including the sharing or forwarding of inappropriate material electronically inside and outside of school

The Governors and staff are responsible for applying the school's safeguarding against extremism policy and procedures fairly and consistently, ensuring equal opportunity for all students. As role models to students, governors and staff model high standards and uphold the fundamental British values themselves. Examples of opposing these values include (but are not restricted to):

- Encouraging, justifying or glorifying terrorist violence in furtherance of particular beliefs;
- Seeking to provoke others to terrorist acts;
- Encouraging other serious criminal activity or seek to provoke others to serious criminal acts; or
- Fostering hatred which might lead to inter-community violence in the UK.
- Encouraging or partaking in 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
- Inappropriate use of ICT systems including the sharing or forwarding of inappropriate material electronically
- The use of material related to violent extremism

The Governors and Staff are aware that directing pupils to extremist materials, websites, expressing extremist views or acting in other ways to promote extremist views is a breach of professional standards.

This is in accordance with Prevent Duty Guidance which states that schools must “prevent people from being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism” *Paragraph 64. Prevent Duty Guidance in England and Wales. 2015*

The duty of the Local Academy Governing Body (LAGB)

RSA Academy Tipton understands its responsibilities and duties and therefore will:

- a) Ensure it has a Single Point of Contact for Prevent (SPOC) who has received appropriate training and support for this role;
- b) Ensure it has a nominated governor responsible for Prevent;
- c) Designate a governor for Prevent who will oversee the Academy’s child protection (safeguarding) policy and practice.
- d) Ensure members of staff (including temporary and supply staff and volunteers) and members of the LAGB know the name of the SPOC and their role;
- e) Ensure all staff and volunteers understand their responsibilities in being alert to the signs of radicalisation and their responsibility for referring any concerns to the SPOC or Principal;
- f) Provide Prevent training within the induction programme for all new staff and governors;
- g) Ensure that parents have an understanding of the responsibility placed on the Academy and staff for child protection by setting out its obligations in the Academy prospectus and publishing its policy on the Academy website;
- h) Operate a lettings policy which ensures the suitability of adults working with children on Academy site at any time;
- i) Ensure that community users organising activities for children are aware of, and understand the need for compliance with, the Academy’s child protection and safeguarding guidelines and procedures;
- j) Develop effective links with relevant agencies and co-operate as required with their enquiries regarding safeguarding matters including Prevent strategies and referrals to the Channel panel;
- k) Keep records of concerns about children, even where there is no need to refer the matter immediately;
- l) Ensure all child protection records are kept securely; separate from the main pupil file, and in locked locations;
- m) Ensure that all child protection files are transferred in a safe and timely manner when a child moves schools;
- n) Ensure that the duty of care towards its students and staff is promoted by raising awareness of illegal, unsafe and unwise behaviour and assist staff to monitor their own standards and practice;
- o) Be aware of and follow procedures set out by the DfE and the WSCB where an allegation is made against a member of staff or volunteer;
- p) Ensure safer recruitment practices are always followed.

Confidential Reporting (Whistleblowing) of extremism:

The school is committed to the highest possible standards of openness, probity and accountability. In line with that commitment, we encourage employees and others working at or for the school who have serious concerns about extremist views or behaviours, or any aspect of the school's work, to voice those concerns. This is clearly set out in our Confidential Reporting (Whistleblowing) Policy.

Parents are responsible for supporting the safety and behaviour within the school. They are encouraged to work in partnership with the school and to support the Home School Agreement. Parents are responsible for respecting British values. Examples of opposing these values include (but are not restricted to):

- Encouraging, justifying or glorifying terrorist violence in furtherance of particular beliefs;
- Seeking to provoke others to terrorist acts;
- Encouraging other serious criminal activity or seeking to provoke others to serious criminal acts; or
- Fostering hatred which might lead to inter-community violence in the UK.
- Encouraging or partaking in 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
- Inappropriate use of ICT systems including the sharing or forwarding of inappropriate material electronically
- The use of material related to violent extremism

This policy works in conjunction with other school policies and/or guidelines e.g. Child Protection (Safeguarding), Safer Recruitment and Selection, E-Safety and the school's core values. It is impossible to eliminate those risks completely. It is therefore essential, through good educational provision and structures, to build students' resilience to the risks to which they may be exposed; and for staff to act and respond accordingly in order to protect student safety and welfare.

The Use of External Speakers

RSA Academy Tipton recognises that external visitors can make a valuable contribution to the school's provision but do not constitute a comprehensive programme. The rationale for bringing in a visitor must be clear. It must enhance the overall educational experience and must educate rather than sensationalise. It must fit with the stated aims and objectives of our PSHE curriculum and Safeguarding against extremism policy. School staff must always be present, and the educational outcomes evaluated.

External visitors must speak and behave in a responsible manner and adhere to the law at all times. Any group or individual whose aims are counter to our values may not take part in any presentation. The message to be conveyed to students will be agreed by the organising member of staff and the visitor in advance of the assembly/workshop/presentation.

Visitors and speakers coming into the academy will be vetted prior to them having access to students, and all materials handed out to pupils will be checked by the member of staff co-ordinating the speaker's visit.

The Use of School Premises by External Groups

RSA Academy Tipton recognises that users of the premises must behave in a responsible manner and treat the property and any other users of the premises with respect and adhere to the law at all times. Any group whose aims are counter to that of our values may not hire the facility.

Recruitment of Staff

RSA Academy Tipton has a strong and successful Safer Recruitment Selection Policy, which is reviewed accordingly. Advertisements for posts – whether in newspapers, journals or on-line, include the statement:

Central RSA Academies Trust is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and completion of an Enhanced DBS will be required

All employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

Use of ICT and E-Safety

RSA Academy Tipton recognises that evolving technologies increase the risk of accessing and/or promoting extremist materials, websites and/or viewpoints.

This Academy has in place appropriate filtering and monitoring systems, which are updated on a regular basis and keep student's safe from potentially harmful and inappropriate content and contact online while at school, including terrorist and extremist material.

The Academy blocks access to potentially dangerous sites and, where possible, prevents the downloading of potentially inappropriate or dangerous files

The Academy ensure that any e-safety incidents are logged and dealt with appropriately in line with this policy's

Appendix A: Responding to Local, National or International Events

In the aftermath of an event or incident, RSA Academy Tipton will be mindful to the emotional needs of staff and students. Cross-school, whole school, year group or class-based sessions will be used to support staff and students which promote opportunities for informed discussions include:

- Assemblies, advice, briefings or support from the school’s Student Support team for staff and students
- Assemblies, advice, briefings or support from police or other agencies for staff and students
- Individual pupil case work and support offered to students – mentor assigned.

Tiered Prevent Approach

