



Tackling Radicalisation and Extremism Policy

Signed (chair):	Name:	Date:
Signed (Head): A Hodge	Name:	Date:
Reviewed by: A Hodge	Reviewed on:	Note of Revisions: Clarity on the terms extremism and radicalisation; updated information using Keeping Children Safe in Education 2019
Ratified by: Governing Body on		Next Review: January 2022

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices		Date	
EIA CARRIED OUT BY:		EIA APPROVED BY:	

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)		
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).		
Gender Reassignment (transsexual)		
Marriage and civil partnership		
Pregnancy and maternity		
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		
Religion or belief (practices of worship, religious or cultural observance, including non-belief)		
Gender (male, female)		
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		

Any adverse impacts are explored in a Full Impact Assessment.



Tackling Extremism & Radicalisation Policy

Rationale

Bromley Heath Junior School is fully committed to safeguarding and promoting the welfare of all its pupils, fully aware that children can be vulnerable to extremist ideology and radicalisation. Every member of staff recognises that safeguarding against radicalisation and extremism is similar to safeguarding against any other form of harm and abuse. 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 be read in conjunction with our safeguarding policy when working with this policy;

- PREVENT Strategy HM Government
- Keeping Children Safe in Education DfE September 2019
- Working Together to Safeguard Children HM Government 2018.

Aims and Principles

This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

The objectives are that:

- All governors, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalisation and extremism is and why we need to be vigilant in school.
- All governors, teachers, teaching assistants 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 pupils 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/carers and pupils 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.

The main aims of this policy are to ensure that staff are fully engaged in being vigilant about extremism and radicalisation; that they overcome professional disbelief that such issues will not happen, and that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

Definitions and Indicators

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism is defined as the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet). As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. There are a number of behaviours which may indicate a child 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 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 or derogatory names for another group.
- Increase in prejudice-related incidents committed by that person – these may include:
 1. physical or verbal assault or provocative behaviour
 2. damage to property or derogatory name calling
 3. possession of prejudice-related materials
 4. prejudice related ridicule or name calling
 5. inappropriate forms of address or refusal to co-operate with prejudice-related organisations, condoning or supporting violence towards others.

Procedures for Referrals

Although fortunately to date there have not been any incidents involving radicalisation at Bromley Heath Junior School, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels.

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

The Headteacher is the Designated Safeguarding lead and all other members of SLT and staff have received the appropriate level of Safeguarding and Child Protection training. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the Designated Safeguarding Lead (or deputy) making a referral to the Channel programme.

Staff Training

Through training opportunities in school, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to extremism and radicalisation; how to identify the signs 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. This includes regular Safeguarding training, including Prevent (e-learning).