



BRITISH VALUES & THE PREVENTION OF RADICALISATION & EXTREMISM POLICY

This is a Trust Policy – details specific to individual academies and their procedures are added by the Academy in the *Appendix*. (For a copy of the policy for a specific academy which includes the *Appendix* – see individual academy websites).

FINAL VERSION- November 2020
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British Values & The Prevention of Radicalisation and Extremism Policy

Background

This policy is part of Peterborough Diocese Education Trust's (the Trust) commitment to keeping children safe. Since the 'Education and Inspections Act 2006', schools/academies have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

Trusts and the academies within them have an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. In March 2015, new statutory duties were placed on schools/academies as part of the Counter Terrorism and Security Act (2015) which means schools/academies must work to prevent children being drawn into extremism. The Counter Terrorism and Security Act was revised in June 2018 but requirements for schools/academies remain the same.

Safeguarding children from all risk of harm is an important part of an academy's work and protecting them from extremism is one aspect of that.

The Trust is committed to providing a secure environment for pupils, where pupils feel safe and are kept safe. All adults within 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. It is the individual responsibility of every member of staff to read, understand and implement this policy, together with their responsibilities as outlined in:

- the Trust's *Whistleblowing Policy*;
- *Staff Code of Conduct*;
- *Policy and Procedures on Safeguarding / Child Protection*;
- Part 1 and Annex A of "Keeping Children Safe in Education 2020"
- *Behaviour Policy*; and
- the *Acceptable Use Policy and accompanying guidance*.

Ethos

In our Trust, we ensure that through our distinctive Christian vision, our values, and through a broad, balanced and diverse curriculum and highly effective teaching, we promote tolerance and respect for all cultures, faiths and lifestyles. The Academy Governance Committees (AGCs) at our academies help ensure that this ethos is reflected and implemented effectively in the academy's policy and practice and that there are effective risk assessments in place to safeguard and promote pupils' welfare.

We have a duty to prepare our pupils for life in modern Britain and to keep them safe.

Pupils who attend our academies have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

There is no place for extremist views of any kind in our Trust whether from internal sources (pupils, staff, Directors or governors) or external sources (school community, external agencies or individuals). Our pupils see our academies as safe places where they can explore all issues safely and where our teachers encourage and facilitate this; we have a duty to ensure this happens. We recognise that if we fail to challenge extremist views we are failing to protect our pupils.

In our academies, we will actively challenge pupils, staff or parents expressing opinions contrary to Fundamental/British Values, including those expressing 'extremist' views.

Statutory Duties

The duty to prevent pupils and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (2020)
- Prevent Duty Guidance (2015) (updated 2019)
- Working Together to Safeguard Children (2018)

Related Policies

- *Acceptable Use Policy (AUP) and accompanying guidance*
- *Behaviour Policy*
- *Collective Worship Policy*
- *Equality Information and Objectives*
- *Personal, Social and Health Education (PSHE) Policy*
- *RE Policy*
- *Relationships, Sex and Health Education Policy*
- *Policy and Procedures on Safeguarding/Child Protection*
- *Spiritual, Moral, Social, Cultural (SMSC) Policy*
- *Staff Code of Conduct*
- *Health & Safety Policy*
- *Whistleblowing Policy*

Assessing the Academy Level of Risk

Each academy within the Trust has assessed their level of risk of radicalisation and extremism and the academy specific information can be found in the Appendix attached to this Policy (the *Appendix*).

Definitions

Extremism is defined as the holding of extreme political or religious views. In the 2011 Prevent Strategy, it is defined as *“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”*.

The introduction of the Prevent Duty, (statutory guidance issued under the CounterTerrorism and Security Act) places a duty on certain bodies (“specified authorities” listed in Schedule 6 to the Act), in the exercise of their functions, to have *“due regard to the need to prevent people from being drawn into terrorism”*.

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

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

British/Fundamental Values are: democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

In each of our academies, British/Fundamental Values are reinforced regularly. For details of how in specific academies – see the *Appendix*.

Roles and Responsibilities

Role of the Academy Governance Committee (AGC)

It is the role of the AGC to help ensure that the academy meets its statutory duties with regard to preventing radicalisation and the AGC will liaise with the Headteacher and other staff about issues to do with protecting pupils from radicalisation.

Role of the Headteacher

It is the role of the Headteacher to:

- ensure that staff have appropriate training related to preventing radicalisation and extremism;
- ensure that the academy and its staff respond to preventing radicalisation and extremism on a day-to-day basis;
- ensure that the academy's curriculum addresses the issues involved in radicalisation and extremism;
- ensure that staff conduct is consistent with preventing radicalisation and extremism.

Role of the Designated Safeguarding Lead (DSL)

It is the role of the DSL in each academy to:

- access Prevent training and disseminate learning to staff;
- ensure that staff understand the issues of radicalisation and extremism, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. (All staff should receive training and regular updates (this can be from an internal or external trainer or through online training));
- receive safeguarding concerns about pupils and young people who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation;
- make referrals to appropriate agencies with regard to concerns about radicalisation and extremism;
- support staff who may have to refer concerns;
- liaise with partners, including the local authority and the police; □ report to the Trust and AGC on these matters.

Role of staff

It is the role of staff to understand the issues of radicalisation and extremism, be able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

The Trust is fully committed to safeguarding and promoting the welfare of all its pupils. As a Trust, we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. All staff are expected to uphold and promote the principles of British/Fundamental Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

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

- disclosures by pupils of their exposure to the extremist actions, views or materials of others outside of the academy, such as in their homes or community groups, especially where pupils have not actively sought these out;
- graffiti symbols, writing or art work promoting extremist messages or images;
- pupils accessing extremist material online, including through social networking sites;
- parental reports of changes in behaviour, friendship or actions and requests for assistance;

- other schools/academies, local authority services, and police reports of issues affecting pupils in other schools/academies or settings;
- pupils 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.

Curriculum

We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our pupils to be inquisitive learners and critical thinkers who are open to new experiences and are tolerant of others. Our curriculum promotes respect and diversity. Pupils are encouraged to express themselves through discussions, debates and consultations. The RE, RSHE, PSHE, Citizenship, Online-Safety and SMSC provision is embedded across the curriculum, and underpins the ethos of our academies. Pupils learn about all major faiths and some key worldviews and visit places of worship wherever possible. They are also taught about how to stay safe when using the internet in all areas of the curriculum.

Whilst our curriculum will enable pupils to become well-rounded individuals, we recognise the importance of resilience in preventing pupils being drawn into extremist ways of thinking. 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 all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches pupils may experience elsewhere may make it harder for them to challenge or question these radical influences.

The way in which the individual academy’s curriculum prevents pupils from becoming radicalised is set out in the *Appendix*.

These values support the development of the whole pupil as a reflective learner within a calm, caring, happy and purposeful atmosphere. Teaching the academy’s core values alongside the British/Fundamental Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

Approaches

For details of approaches used in a specific academy – see the *Appendix*.

Internet Safety

The internet provides pupils and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used in our academies block inappropriate content, including extremist content.

For further details of what individual academies do in relation to filtering – see the *Appendix*.

Where staff, pupils or visitors find unblocked extremist content they must report it immediately to a senior member of staff.

We are aware that pupils and young people have access to unfiltered internet when using their mobile phones and staff must be alert to the need for vigilance when pupils are using their phones or talking about unmonitored use of the internet.

Pupils and staff know how to report internet content that is inappropriate or of concern.

Staff Training

Staff are given training to help them understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction safeguarding training. All staff complete the Channel online training every 3-4 years and are updated as necessary by the DSL and in weekly staff meetings.

Safer Recruitment

We ensure that the staff we appoint to our academies are suitable. Our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education (2020)*. Vetting and barring checks are undertaken on relevant people, including Directors, governors and volunteers.

The arrangements for recruiting all staff, permanent and volunteers, to our academies will follow safer recruitment best practice in education settings guidelines, 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 a single central record of such vetting checks is completed and maintained. We will be alert to the possibility that persons may seek to gain positions within our academies so as to unduly influence an academy'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.

Visitors

Visitors to our academies are made aware of our Policy and Procedures on Safeguarding/Child Protection and procedures on arrival at the academies and are given information about what to do if they are concerned about any aspect of child welfare.

Use of External Speakers

We encourage the use of external agencies or speakers at our academies to enrich the experiences of our pupils. Visitors who are invited to speak to pupils will be informed about this policy and relevant vetting checks will be undertaken. 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/academy's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the academy curriculum so we need to ensure that this work is of benefit to pupils. Each academy 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/academy 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 the academy to ensure that they are effective.

Speakers will be supervised at all times and will not be allowed to speak to pupils without a member of staff being present.

Staff must not invite speakers into any academy without first obtaining permission from the Headteacher.

Whistleblowing

Where there are concerns of extremism or radicalisation, pupils and staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. (Please refer to the *Whistleblowing Policy*).

Although serious incidents involving radicalisation may not have occurred at any academy to date, it is important for us to be constantly vigilant and remain fully informed about the issues, which affect the region in which we teach. Staff are reminded to suspend any professional disbelief that instances of radicalisation / extremism “could not happen here” and to refer any concerns to The Single Point of Contact (SPOC) for the academy or the DSL. Details as to who these people are in a specific academy can be found in the *Appendix*.

The NSPCC National Whistleblowing Helpline is - **0800 028 0285** – this line is available from 8:00 AM to 8:00 PM, Monday to Friday and E-mail is help@nspcc.org.uk.

‘No platform for extremists’

All our academies are vigilant to the possibility that out-of-hours hire of their premises may be requested by people wishing to run an extremist event. The academies do not accept bookings from individuals or organisations that are extremist in their views.

Signs of vulnerability

There are no known definitive indicators that a pupil is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:

- underachievement;
- being in possession of extremist literature;
- poverty;
- social exclusion;
- traumatic events;
- global or national events;
- religious conversion;
- change in behaviour;
- extremist influences;
- conflict with family over lifestyle;
- confused identify;
- victim or witness to race or hate crimes;
- rejection by peers, family, social groups or faith.

Recognising Extremism

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes;
- glorifying violence, especially to other faiths or cultures;
- making remarks or comments about being at extremist events or rallies outside the academy;
- evidence of possessing illegal or extremist literature;
- advocating messages similar to illegal organisations or other extremist groups;
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent);
- secretive behaviour;
- online searches or sharing extremist messages or social profiles;
- intolerance of difference, including faith, culture, gender, race or sexuality;
- graffiti, art work or writing that displays extremist themes;

- attempts to impose extremist views or practices on others; □ verbalising anti-Western or anti-British views; □ advocating violence towards others.

Referral Process

Staff and visitors to the academies must refer all concerns about pupils and young people who show signs of vulnerability or radicalisation, which must be passed to the DSL using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a pupil, the DSL, will liaise with the Single Point of Contact for the academy (***SPOC, this is the person within the academy in a senior position so is usually the Headteacher or DSL***) who will make a referral to the appropriate body. For details of the SPOC at a specific academy – see the *Appendix*.

Monitoring and Review

This policy will be monitored by the AGC at least annually by receiving a report from the DSL and SPOC.

This is not a statutory policy and will be reviewed as shown on the front cover.

Appendix

Academy specific information

Name of Academy: William Law CE Primary

Name of Headteacher: Darren Epton-Smith

Name of Single Point of Contact (SPOC): Darren Epton-Smith

Name of Designated Safeguarding Lead (DSL): Jennifer Paterson

Risk assessment

At William Law CE Primary Academy, we have assessed the level of risk of radicalisation and extremism to be **medium and substantial**. Our judgement has been made after discussion with the Local Authority Safeguarding Lead, national counter terrorism and a review of our IT systems.

British/Fundamental Values

We reinforce these in the following way:

Democracy

Pupils are actively encouraged to have a voice and share their views and opinions regularly. *Our active Junior Leadership Team is one such example.*

Another example is our election of Head Boy and Head Girl in year 6. Every June we have an election week when the candidates for Head Boy and Head Girl in year 5, pitch their election manifesto to the rest of the school through hustings. A secret ballot ensues, and the results are announced in a special assembly.

Every pupil also contributes their ideas to the composition of their own class standards every year. This sets ground rules for classroom conduct and establishes the standards of behaviour pupils can expect from each other over the year ahead. All pupils also complete questionnaires, which provide them with the opportunity to share their views and suggest ways in which the Academy could be improved further. Pupils are also encouraged to give their views regularly about a variety of topics through pupil voice interviews conducted by staff and governors.

Our curriculum covers the concept of democracy in our PSHRE and history curriculum.

The Rule of Law

The importance of law is consistently reinforced throughout the Academy day, as well as when dealing with behaviour and through Academy collective worship. Pupils are taught the value and reasons behind laws, that they govern and protect us, the responsibilities that this involves and the consequences when laws are broken. Our Academy code of conduct, which is referred to regularly and is consistently upheld, is a practical example of this.

This is also reinforced through our history and PSHRE curriculum.

Individual Liberty

Pupils are actively encouraged to make decisions and choices, knowing that they are in a safe and supportive environment. As an Academy, we educate and provide boundaries for pupils to take risks and make choices safely. Pupils are encouraged to know, understand, and exercise their rights and personal freedoms and advised how to exercise these safely, for example through our Online Safety and PSHRE lessons. Whether it be through choice of learning challenge, how they record their learning, participation in one of our extra-curricular clubs and opportunities, pupils are given the freedom to make choices and make decisions.

Mutual Respect

Mutual respect is at the heart of our values. Pupils learn that their behaviours have an effect on their own rights and those of others. All members of the Academy community are expected to treat each other with respect. This is regularly reinforced through our biblical quote that underpins our vision but also our strapline, 'Learning, Living and Loving together to be the best we can be.' (see Behaviour Policy and school vision statement). This is reinforced through our PSHRE curriculum.

Tolerance of Those of Different Faiths and Beliefs

William Law is situated in an area, which is culturally diverse; therefore, we place a great emphasis on promoting diversity with the pupils. RE and PSHRE reinforce this. Each year the pupils explore one or two world faiths and/or worldviews alongside their learning about Christianity. By the time they leave us all pupils have learnt about the beliefs and practices of people of the following world faiths; Judaism, Sikhism, Hinduism, Buddhism, Islam and Christianity. Members of different faith groups are encouraged to share their knowledge to enhance learning within the Academy and visits to places of worship are integrated into the curriculum.

Curriculum

The way in which the curriculum prevents pupils from becoming radicalised is by teaching resilience, respectful relationships and diversity through our PSHRE curriculum. In addition to this worship supports the understanding of diversity and reinforces Christian values which teach respect, friendship, disagreeing respectfully and forgiveness. Our online safety lessons, within computing, build the knowledge and understanding of what pupils could do if they discover content that makes them uncomfortable online and educates them to stay safe when using technology.

Approaches

In William Law CE Primary Academy:

- *pupils are encouraged to adopt and live out our Christian Values of honesty, respect, compassion, perseverance, love, forgiveness, courage, peace, responsibility and charity. We believe that these complement the key British Values;*
- *pupils are helped to understand the importance of democracy and freedom of speech, through assemblies and through the elected Head Boy and Head Girl members;*
- *pupils are taught how to keep themselves safe, in School/the Academy and when using the internet;*
- *pupils participate in local community events so that they appreciate and value their neighbours and friends who may not share their faith background;*
- *pupil's wellbeing, confidence and resilience are promoted through our planned curriculum and extra-curricular learning opportunities;*
- *pupils are supported in making good choices from a very young age, so they understand the impact and consequences of their actions on others.*

Internet Safety

Filtering

Make sure this section applies in your school/academy or change it to reflect your situation.

We also filter out social media, such as Facebook. Searches and web addresses are monitored monthly through the NET Aware Monitoring System and the Online-Safety Lead/DSL scrutinises these reports. In addition to this, any causes for concerns that are detected by the monitoring system sends an immediate alert to the safeguarding email inbox. This inbox is monitored by the DSL and the DDSLs. The Headteacher/DSL keeps an up to date log of any significant incidents, actions taken and outcomes. Measures are taken to prevent further access when new sites that are unblocked are found.

Signed (Headteacher)

Signed (Chair of Governors)

Date

List of Policies referred to in this Policy

- Whistleblowing Policy □ Staff Code of Conduct
- Policy and Procedures on Safeguarding/Child Protection
- Behaviour Policy
- Acceptable Use Policy and associated guidance
- Collective Worship Policy
- Equality Information and Objectives
- PSHE Policy □ RSHE Policy
- RE Policy
- SMSC Policy
- Health & Safety