CHERRY TREE SCHOOL TACKLING EXTREMISM AND RADICALISATION POLICY

DATE AGREED / REVIEWED: SEPTEMBER 2017, SEPTEMBER 2018, SEPTEMBER 2019, SEPTEMBER 2020, SEPTEMBER 2021

DATE OF NEXT REVIEW: SEPTEMBER 2022

HEADTEACHER SIGNATURE:

MANAGEMENT COMMITTEE CHAIR SIGNATURE:

ALL STAFF MUST HAVE ACCESS TO THIS POLICY, AND SIGN TO CONFIRM THAT THEY HAVE READ, UNDERSTOOD AND WILL ADHERE TO ITS CONTENTS.

Cherry Tree Tackling Extremism and Radicalisation Policy

Cherry Tree is fully committed to safeguarding and promoting the welfare of all its pupils. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to 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.

Links to other policies

This Policy links to the following School policies;

- Safeguarding and Child Protection

- Equality Policy

- Anti-bullying Policy

- Behaviour Management Policy

- E-Safety Policy

The following national guidelines should also be read when working with this policy;

- PREVENT Strategy 2011

- Keeping Children Safe in Education guidance 2021

- Working Together to Safeguard Children 2018

Key roles and responsibilities

Aims and Principles

The Tackling Extremism and Radicalisation 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.

At our 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 pupils 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 pupils safe and prepare them for life in modern multi-cultural Britain and globally.

The objectives are that:
- All management committee members, teachers, learning mentors and non-

teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school.

- All management committee members, teachers, learning mentors 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 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.

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. Radicalisation is used to describe how a person may end up promoting and acting on extreme, violent beliefs.

'Extremism' is defined in the Prevent Strategy (2011) 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. Extremism is usually used to describe promoting or acting on extreme beliefs that are linked with violence.

It is not illegal to have strong or extreme views, or to express them in public. These things only become illegal when someone is using violence to express their views or encouraging other people to do so. The Prevent Duty has been designed to help prevent violent extremism and radicalisation. In the UK we all have the right to express our opinions through non-violent protest and campaign action. It is important to understand the difference between having a strong belief or opinion and thinking that violence is an acceptable way to express yourself.

Some of the reasons that people are drawn to violent extremism are:

- Feeling alienated and alone
- A desire to be part of a larger cause that will change the world
- Wanting a sense of identity and individuality
- Mental Health issues including depression
- A desire for action and adventure

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 to derogatory names for another group.

- Increase in prejudice-related incidents committed by that person – these may include;

- Physical or verbal assault

- Provocative behaviour

- Damage to property

- Derogatory name calling

- Possession of prejudice-related materials

- Prejudice related ridicule or name calling

- Inappropriate forms of address

- Refusal to co-operate

- Attempts to recruit to prejudice-related organisations

- Condoning or supporting violence towards others.

- Disclosures by pupils 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 pupils have not actively sought these out.

- Graffiti symbols, writing or artwork 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.

- Partner schools, local authority, and police reports of issues affecting pupils in other schools or settings.

- 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.

- Pupils voicing opinions from extremist ideologies and narratives.

Our school will closely follow any locally agreed Kent County safeguarding processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Procedures for Referrals

- Although serious incidents involving radicalisation have not occurred at Cherry Tree to date, 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.

- It is not the responsibility of staff to investigate violent extremism and radicalisation. By reporting concerns to the correct person, they will be helping to protect vulnerable people from being drawn into terrorism. (See Appendix 1 – Dealing with referrals)

- 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.

- Members of the Senior Leadership Team (SLT) and Management Committee Members will deal swiftly with any referrals made by staff or with concerns reported by staff. They will also have PREVENT Training.

- The Headteacher and SLT will discuss the most appropriate course of action on a case-by- case basis and will decide when a referral to external agencies is needed (see Appendix 1 – Dealing with referrals)

- As with any child protection referral, staff must be made aware that if they do not agree

with a decision not to refer, they can make the referral themselves and will be given the contact details to do this.

Management Committee Members and Staff

- The Headteacher and Operations Manager, are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that they are not available, all staff know the channels by which to make referrals in accordance with Cherry Tree policy and the school's safeguarding policy.

- Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.

The Role Of The Curriculum

- The UK government considers promoting British values to be a positive way to tackle these issues both at work and in the wider society. The fundamental British values set out in the Prevent Strategy are:

Value	What it means …	How it can be promoted …
Democracy	A government chosen by the people or by their chosen representatives. The practice of political and social equality.	▪ Knowing and understanding what it means. ▪ Promoting elections, freedom of political choice, and encouraging people to make use of their rights
The rule of law	That everyone can be held responsible for their actions according to the laws set by the government.	▪ Understanding what this means, and that personal actions have legal consequences.
Individual liberty	The power of choosing, thinking, and acting for yourself. Freedom from control or restriction.	▪ Following guidance on issues such as domestic violence, forced marriage, and other acts that restrict a person's individual
Mutual respect	Having regard for the feelings, wishes, or rights of others.	▪ Encouraging discussion about what matters to
Tolerance of those with different faiths and beliefs	The willingness to tolerate the existence of opinions or behaviour that you may dislike or disagree with.	▪ Engaging with individuals and groups from faiths and cultures that are different to

- Our curriculum is "broad and balanced". It promotes respect, tolerance and diversity. Children are encouraged to share their views and recognise that they are entitled to have their own different beliefs, which should not be used to influence others.

- Our Equality & Diversity PSD provision is embedded across the curriculum. It informs our SMSC and underpins the ethos of the school. It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

- Children are regularly taught about how to stay safe when using the internet and are encouraged to recognise that people are not always who they say they are online. They

are taught to seek adult help if they are upset or concerned about anything they read or see on the internet.

- We encourage the use of external agencies or speakers to enrich the experiences of our pupils; however, we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our pupils. 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 complete opposition to, the school'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 school curriculum, so we need to ensure that this work is of benefit to all pupils.

Our school will therefore 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 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 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 schools to ensure that they are effective.

Recruitment

- The arrangements for recruiting all staff, permanent and volunteers, to our school will follow LA guidance for safer recruitment best practice 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 school'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.

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

- All staff have annual Prevent training and refreshers where needed

Visitors and The Use of School Premises

- When a visitor attends the school, they must be invited and or authorised by either the School Operations Manager and or headteacher. General visitors to the school must be accompanied throughout their visit. Children are NEVER left unsupervised with external visitors. However, sometimes looked after children need to be seen individually by external professionals e.g. social workers. In these circumstances the School Operations Manager or Headteacher MUST be informed and authorise the pupils to be with anyone who is not a Cherry Tree member of staff.

- Sometimes Cherry Tree will commission external services on a regular basis where they need to be with pupils or have access to information e.g. Education Psychologist or School Counsellor. These agents will be subject to an enhanced DBS Safeguarding Check prior to working with any pupils.

- No external groups or organisations will be given permission to use Cherry Tree premises.

This policy will be reviewed at least annually by the Headteacher

and or the Management Committee

Appendix 1

Dealing with referrals

- 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.

Minor Worries

- If you are worried that someone may be drawn to violent extremism or is becoming radicalised, but you do not think they are in any danger, you can discuss the situation with the following people.

  Headteacher: Soo Finn
  School Operations Manager: Emma Brown

- Your concerns will be handled sensitively and in confidence, and by discussing minor concerns it is hoped we can prevent a person from being drawn into violent extremism.

More Serious Concerns

- If you believe that someone is being drawn into violent extremism or is becoming radicalised then you may want to report your concerns directly to the authorities.

- People that you can contact include:

  The police non-emergency number – 101
  The UK anti-terrorist hotline – 0800 789 321

- You can also report any online material that you consider to be promoting violent extremism, radicalisation, or terrorism via gov.uk

Emergencies

- If you become aware of a situation that may pose an immediate threat to yourself or other people, please contact the police on 999.

- You may also want to contact the UK anti-terrorist hotline on 0800 789 321

Cherry Tree School

PREVENT REFERRAL FORM			
Name:			
Alternative names:			
Date of birth:		**Gender:**	
Address:			
Nationality:		**Ethnicity:**	
Language:		**Religion:**	
Family or carer details:			

Referring agency details

Referral author and contact details	
Agency:	
Date of referral:	

Referral factors

Faith / ideology issues	*(e.g. concerning comments relating to faith or ideology, association with extremists)*
Social mobility issues	*(e.g. Poverty, lack of social activity, isolation, lack of education or employment, immigration issues)*
Physical or mental issues	*(e.g. disability, learning difficulties, mental health concerns)*

Risk or harm factors	*(e.g. threat posed by family member (i.e. DV issues), victim of hate crime or personal attack)*
Criminal activity or association	*(e.g. involved in criminal activity, associating with known criminals)*

Summary reason for referral

Outline main reasons for referral

Existing agency involvement

Outline any agency involvement already in place (that you are aware of) e.g. Early Help/Preventative Services (CAF), MAPPA, Safeguarding, YOS

Any other relevant information

When completed email to **channel@kent.pnn.police.uk**