



IRONSTONE ACADEMY TRUST

IAT

SAFEGUARDING AGAINST RADICALISATION AND EXTREMISM POLICY

Issued by	Carl Faulkner CEO
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POLICY STATEMENT

Ironstone Academy Trust 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. This document applies equally to all employees of the Trust.

LINKS TO OTHER POLICIES

The Ironstone Academy Trust Tackling Extremism and Radicalisation Policy links to all other School policies, including the staff handbook; where you believe the intention of the Policy is unclear staff should contact the Head teacher in the first instance, for matters of interpretation the decision of the CEO is final.

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

- PREVENT Strategy
- Keeping Children Safe in Education DfE September 2023
- Working Together to Safeguard Children
- Contracts of employment

AIMS AND PRINCIPLES

The Trust 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.

The objectives are that:

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

All Trustees, 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 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.

Extremism is defined as the holding of extreme political or religious views. There are a number of behaviors 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 is becoming increasingly centered on an extremist ideology, group or cause.
- Loss of interest in other friends and activities not associated with 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 suggest 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;
 - physical or verbal assault or provocative behaviour
 - damage to property or 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 into prejudice-related organisations condoning or supporting violence towards others.

PROCEDURES FOR REFERRALS

It is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area and society in which we teach. This forms part of our approach to contextual safeguarding. 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. (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 School 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.

Each school will have multiple members of the Senior Leadership Team (SLT) trained as Nominated Persons for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.

The Head Teacher 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). Guidance may be sought from the Trust Safeguarding Officer.

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 via the safeguarding board website.

GOVERNORS, LEADERS AND STAFF

The Head Teacher and the nominated members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the Head Teacher are not available, all staff know the channels by which to make referrals are available via the safeguarding board website. 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 school handbooks and Trust employment Policies, apply to all staff and as a result staff should act and behave in a manner that is in adherence with these.

The SLT will work in conjunction with the Head Teacher and safeguarding Officer and external agencies to decide the best course of action to address concerns which arise.

THE ROLE OF THE CURRICULUM

Each Trust school is expected to have a well-planned and considered curriculum. It should reflect the Trust values and promote 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.

Within IAT, PSHE provision is embedded across the curriculum. It directs our assemblies and underpins the ethos of the school. It is recognised nationally 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.

Our curriculum is published on each school website.

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.

STAFF TRAINING

Through training opportunities in school and within the Trust and region, we will 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.

All staff will undertake Prevent training.

Annual Safeguarding training will be given to all staff, and to new staff members at induction.

Staff may request further training through the normal channels.

VISITORS AND THE USE OF SCHOOL PREMISES

Any visitor entering school will be subject to Safeguarding Checks, including when required, DBS checks and photo identification.

Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

Upon arriving at the school, all visitors, including contractors, will read the child protection and safeguarding guidance and be made aware of who the nominated people are 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.

POLICY REVIEW

The IAT Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Safeguarding policy review. This policy will be shared with HTs and Governing Body annually.

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. In the event of prejudicial behaviour the following system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the SLT or the Head Teacher.
- All incidents will be fully investigated and recorded in line with the Behaviour Policy and records will be kept in line with procedures for any other safeguarding incident.
- Parents/carers will be contacted, and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder.
- The SLT follow-up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behaviour.
- If deemed necessary, serious incidents will be discussed and referred to the Prevent lead Redcar and Cleveland in Children's Services on 01642 771500.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Cleveland Police Counter Terrorism Unit (CTU) Security and Partnership Office 01642 326326 or the CTU hotline 0845 678 123.