

Title	Preventing Extremism and Radicalisation Policy
Issue Date	Sept 2018
Review Date	July 2019
Equality Analysis Date	July 2018
Equality Analysis Review Date	July 2019
Total Number of Pages	6
Originator	Designated Safeguarding Lead
Related Policies	
Distribution	All Staff

Purpose

The Trust is committed to providing a secure environment for students, where they feel safe and are kept safe. All staff at Seashell Trust recognise that safeguarding is everyone's responsibility, irrespective of the role they undertake or whether their role has direct contact or responsibility for students or not.

Preventing Extremism and Radicalisation is one element within the Trusts Safeguarding Policy to safeguard and promote the welfare of all students in line with statutory duties. This policy also draws upon the Government's *Prevent* agenda and associated briefing sheet, *Prevent violent extremism* and Dept for Education (DfE) Guidance *Keeping Learners Safe in Education* (2016)

The Prevent Duty Guidance (under the Counter-Terrorism and Security Act 2015) which places a duty on schools and colleges, to "have due regard to the need to prevent people from being drawn into terrorism". This legal duty came into force on 1st July 2015. The duty covers 4 areas:

- Risk Assessment
- Working in Partnership
- Staff Training
- IT Policies

As an organisation who provides education the Trust will look to equip our children, young people, families and staff with the appropriate knowledge and skills to challenge and debate in an informed way.

The Trust does not tolerate extremist views of any kind whether from internal sources; students, staff or Governors/Directors, or external sources; stakeholder community, external agencies or individuals.

As a Trust who educate and care for the most vulnerable of students, we recognise that extremism and exposure to extremist materials and influences could lead to poor outcomes for students and so should be addressed as a safeguarding concern as set out in this policy.

The Trust recognise that working with children and young people with Special Educational Needs and Disabilities (SEND), the issue of mental capacity, for both children and young adults, is not mentioned in the guidance and for children with profound and complex disabilities, it is difficult to conceptualise how the duty could be made meaningful in our setting. However, the Trust recognises that some young people at the Trust might be vulnerable to radicalisation directly and/or through their families and/or carers. The Trust feels that it has a duty through its staff to advocate and support students who may be at risk of radicalisation and extremism. We recognise that if we fail to challenge extremist views we are failing to protect our students. This policy details how the Trust will tackle extremism and radicalisation.

Equality Analysis

Consideration is given to the protected characteristics of all people groups identified in the Equality Act 2010. The protected characteristics are gender, age, race, disability, sexual orientation, gender reassignment, religion/belief, pregnancy and maternity, and marriage/civil partnership.

The Trust recognises the need for specific measures to ensure equality of opportunity to all of these groups with protected characteristics.

Accessibility

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The duty to make reasonable adjustments, as far as possible, to ensure that all staff and students (and others where the Trust has a duty-of-care) with a disability have equal access to everything they need to do a job or studies as those persons without a disability.

Definitions

Definition of extremism as referred to in this policy:

'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; and/or calls for the death of members of our armed forces, whether in this country or overseas'

Policy

The Trust will provide a broad and balanced education programme for students that will allow our students to understand, learn and celebrate difference and diversity. Through the curriculum students will feel valued and able to share the positive differences and diversity within their local communities.

The Trust will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children and young people may experience elsewhere may make it harder for them to challenge or question these radical influences. In our school, college and charity this will be achieved by good teaching, primarily via PSHE but also by adopting the methods outlined in the Government's guidance *'Teaching approaches that help build resilience to extremism among young people'*

We will ensure that all of our teaching approaches help our children and young people build a positive sense of identity and resilience to extremism. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues of extremism and radicalisation. In doing so we will ensure we:

- Make a connection with young people through individual education programmes and a person centred approach.
- Facilitate a 'safe space' for communication with young people, and
- Equip our children and young people with the appropriate skills, knowledge, understanding and awareness for resilience

Therefore this approach will be embedded within the ethos of our care services, school and college so that children and young people know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will align with our school's/college's approach to the spiritual, moral, social and cultural development of children and young people as defined in Ofsted Common Inspection Framework Handbook. Our goal is to build mutual respect and understanding and we will achieve this by using a curriculum that includes:

- Citizenship programmes
- Communication and discussion, where appropriate for our children and young people
- Work on anti-violence and a restorative approach addressed throughout curriculum
- Focussed educational programmes

We will also work with local partners, families and communities in our efforts to ensure our school, college and charity understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our students' experiences. We will help support children and young people who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that that student is offered support.

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Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in accordance with appropriate student policies and the Staff Code of Conduct and Disciplinary Policy.

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

- Disclosures by students, their families and staff of their exposure to the extremist actions, views or materials of others outside, such as in their homes or community groups, especially where students have not actively sought these out
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting students or staff in other settings
- Students or staff expressing 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 the Trusts Single Equality 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

The Trust will closely follow any locally agreed procedure as set out by the Local Authority and/or Stockport Safeguarding Children's and Adult Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

The Trust will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that the student is offered appropriate support and the information shared with multi agency partners.

Staff Training

All staff will be required to undertake Prevent training and annual safeguarding refresher programmes that will cover elements of radicalisation and extremism safeguarding.

Raising Concerns

Where there are concerns of extremism or radicalisation, students and staff will be encouraged to discuss them with the Single Point of Contact (SPOC) who is the Lead DSO or other DSOs available to support this. The procedure for reporting and referring safeguarding concerns will apply.

Prevent Risk Assessment and Development Plan

As part of the Trusts annual self-assessment, risk and continuous improvement processes a development plan will be implemented detailing areas for improvement or high risk mitigation required. This will be reviewed on a monthly basis by the DSL meeting, the ELT and Trust Safeguarding Board.

Referrals to Channel

Channel was first piloted in 2007 and rolled out across England and Wales in April 2012.

Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the Local Police Counter-Terrorism Unit through their "prevent" team and it aims to:

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- establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- provide early intervention to protect and divert people away from the risks they face and reduce vulnerability

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by:

- a. identifying individuals at risk;
- b. assessing the nature and extent of that risk; and
- c. developing the most appropriate support plan for the individuals concerned.

Channel may be appropriate for anyone who is vulnerable to being drawn into any form of terrorism. Channel is about ensuring that vulnerable children and adults of any faith, ethnicity or background receive support before their vulnerabilities are exploited by those that would want them to embrace terrorism, and before they become involved in criminal terrorist related activity.

Any referral made to Channel will be via a DSOs on behalf of the Trust, referrals that progress through to the Channel process will be subject to a thorough assessment of vulnerabilities by the Channel panel.

Responsibilities

Board of Directors / Governing Body – responsibility for advising and overseeing the Strategic vision on Safeguarding and ensuring the operational implementation of safeguarding policy and procedures of the Trust including Extremism and Radicalisation. Take part in relevant training sessions on Extremism and Radicalisation

Chief Executive / Principal – has overall responsibility for safeguarding children and young people in Seashell Trust care and through ELT and Safeguarding Board ensuring the implementation of the Safeguarding and Preventing Extremism and Radicalisation Policy.

Designated Safeguarding Lead - ensures that all concerns, investigations and safeguarding/ Extremism and Radicalisation complaints are logged, investigated, reported and tracked, lead weekly DSL meetings, investigate internal concerns, attend and support external investigations, liaison with multi agency professionals and lead safeguarding within Seashell Trust. Ensure an annual Safeguarding/Extremism and Radicalisation training is in place for all staff and volunteers.

Trained Deputy Designated Safeguarding Leads – work with the DSL, attend weekly DSL meetings, investigate internal concerns, attend and support external investigations, liaison with multi agency professionals, families and staff. Education and Care DSLs to review and implement appropriate initiatives around the 24 hour curriculum that supports teaching and learning on Extremism and Radicalisation for our children and young people.

Senior L&D Partner - will ensure that provision for all staff on Extremism and Radicalisation training is available as per the Annual Safeguarding Training Plan

Safeguarding Officer – will ensure weekly DSL meetings are co-ordinated and minutes taken and posted on the SP Safeguarding page, upon receipt of a referral will set up a case file with a unique identification code and number. All information including internal and external communications and correspondence will be recorded in this case file which will be maintained in a secure area. Guidelines will be included at the front of each case file to

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ensure confidentiality and good practice. Manage access to the case file by relevant managers with a need to read the case notes through prior authorisation by the DSL. Co-ordinate internal investigations and liaise with relevant agencies in relation to any external investigations.

Volunteer Co-ordinators to - to ensure that all volunteers engaged in unpaid work for the Trust, once confirmed by the HR department confirms that the individual has satisfactorily completed the DBS disclosure process the Volunteer Co-ordinator should ensure the Volunteer has completed the necessary induction process which includes Safeguarding training.

All Staff – Have a duty to report any safeguarding/ Extremism and Radicalisation concerns and attend Safeguarding Induction and then annual refresher training on safeguarding/ Extremism and Radicalisation.

Single Point of Contact (SPOC) responsible for:

- Ensuring that staff are aware who is the SPOC in relation to protecting students from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of SST in relation to protecting students from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the PHSE curriculum and assembly policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness about the safeguarding processes relating to protecting students from radicalisation and involvement in terrorism;
- Acting as the first point of contact for case discussions relating to students who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information from, in relation to referrals of vulnerable students into the Channel process;
- attending Channel meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel Co-ordinator; and
- Sharing any relevant additional information in a timely manner

Governance

Safeguarding Board to review annually

Relevant Documents

Other Trust Policies and Procedures for reference:

- Code of Conduct
- IT Acceptable Users Policy
- Confidentiality
- Whistle Blowing (Do the Right Thing)
- Safer Recruitment and Selection
- Autism Policy
- Discrimination and Harassment Policy
- Data Protection Act
- MCA Policy
- Positive Behaviour Management Policy
- DBS Policy and Procedure

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- Disqualification by Association
- External Speakers Policy

Prevent – Risk Assessment Document