

Brook Primary School

Prevent Policy 2019

(Anti Radicalisation and Extremism)

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

This policy links to the following school policies:

- Child Protection and Safeguarding
- Equality
- Behaviour and Anti-Bullying
- E-Safety
- Emergency Plan (including lock down and evacuation procedures)

And the following action plans:

- Prevent risk assessment (see Appendix 3)
- Child Protection and Safeguarding

Aims:

The main aim of this policy is to provide a framework for dealing with issues relating in vulnerability, radicalisation and exposure to extreme views. It will ensure staff are fully engaged on being vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen at Brook and to ensure we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm. It also sets out how Brook will deal with such incidents and identifies how the curriculum and ethos underpins our actions

The principal objectives are:

- All staff and Governors will have a clear understanding of what radicalisation and extremism are and why we need to be vigilant in school
- All staff and Governors will know what the school policy is on tackling extremism and radicalisation and extremism and will swiftly follow the policy 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 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

Brook ensures that partisan political views are not promoted in the teaching of any subject in the school and where political issues are brought to the attention of the pupils, reasonably practicable steps have been taken to offer a balanced presentation of opposing views to pupils. At our school we are committed to contributing to community cohesion and reducing the likelihood that our children may become radicalised. To support this process the staff in our school report any concerns they have about our children in this respect to the Headteacher and/or Designated Safeguarding Lead. The Headteacher / Designated Safeguarding Lead (DSL) will then make a referral into the Children's Services Contact Centre for further advice and support (see Appendix 1). We also use the PREVENT strategy if necessary.

Since 2011, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation

Governors, Headteacher and the Designated Safeguard Lead will assess the level of risk within the school and put actions into place to reduce that risk. Risk assessment may include, the use of school premises by external agencies, anti-bullying policy and other issues specific to the school's profile, community and philosophy (see Risk Assessment Appendix 3).

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 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 a 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 extremist cause
- Attempt 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 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

Procedures for referrals:

Although serious incidents involving radicalisation have not occurred at Brook to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area 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 (see Appendix 2) via the Headteacher and Designated Safeguard Leads.

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 and the confidence to intervene; ensuring we have strong safeguarding practices based on the most up-to-date guidance and best practice.

The Headteacher and Designated Safeguarding Lead will deal swiftly with any referrals made or concerns reported by staff.

The Headteacher and Designated Safeguarding Lead 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.

As with any child protection referral, staff can make a referral themselves if they disagree with a decision not to refer.

Governors, Leaders and Staff:

The Governing Body will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties. The Governing Body will support the ethos and values of our school and will support the school in tackling extremism and radicalisation. In line with the provision set out in the DfE guidance 'Keeping Children Safe In Education' the Governing Body will challenge the schools senior leadership on the delivery of this policy and monitor its effectiveness.

The Headteacher and Designated Safeguard Leads are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that the Head and Designated Safeguard Lead are not available, all staff are aware of the channels by which to make referrals.

Staff are 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 Headteacher and Designated Safeguard Lead will work with external agencies to decide the best course of action to address concerns which arise.

The Role of the Curriculum:

Our curriculum promotes respect, tolerance and diversity. We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them fully for life in modern Britain, 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. Through PHSE (Personal, Health and Social Education), Citizenship and SMSC (Spiritual, Moral, Social and Cultural) provision is embedded across the curriculum and underpins the school's ethos. Teaching the schools core values alongside the fundamental British Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society. Children are regularly taught 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 concerned or upset about anything they read or see on the internet.

Staff Training:

Through INSET opportunities, Brook will ensure 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.

Recruitment:

The arrangements for recruiting staff, permanent and volunteers at Brook will follow 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 vetting checks.

Visitors and the Use of School Premises:

Any visitors invited into school, must be in agreement with the Headteacher. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

Upon arriving at school, all visitors including contractors, will sign in and read the child protection and safeguarding leaflet and be made aware of the Designated Safeguard Lead and how they report any concerns which they may experience.

If any agreement is made to allow the school premises to be used, appropriate checks will be made before agreement is made. In the event of any behaviour not-in-keeping with this policy, the school will contact the police and terminate the agreement.

Policy Review:

This policy will be reviewed annually as part of the overall Child Protection and Safeguarding Policy review.

Appendix 1:

We are aware of the potential 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 to the Headteacher, DSL or SLT
- All incidents will be fully investigated and recorded in line with the Behaviour Policy and records will be stored in line with procedures for other safeguarding incidents
- Parents 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 record of this meeting will be kept alongside the initial referral and stored in line with procedures for other safeguarding incidents
- The Headteacher, DSL, SLT will follow up any referrals and assess any change in behaviours or attitudes. A further meeting with parents would be held if needed
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will contact West Midlands County Terrorism Security Advice on 0121 251 0241 and/or the Anti-Terrorism hotline on 0800 789 321

The Prevent Strategy:

The Prevent Strategy forms one of four strands of the UK Government's counter-terrorism strategy, known as CONTEST. The UK faces a continuing threat from both international and domestic terrorism. The Prevent Strategy aims to disrupt extremist organisations from operating within our communities.

Violent extremism can emerge from any community and can be inspired by a wide range of causes. Whilst Al-Qaeda inspired Islamist extremism still undoubtedly poses a threat to the UK, Prevent also seeks to combat extremism motivated by the extreme right wing, as well motivated by single issues such as animal rights. Accordingly, Prevent does not stigmatise any community.

Each of these groups has an instrumental role to play in monitoring the resilience of our local communities to the threat posed by extremism, as do members of the public.

Potential extremist activity can take many forms. The following list provides some possible examples. This list is not exhaustive and is intended for illustrative purposes only.

- Distributing leaflets or displaying posters that carry a violent extremist message.
- Accessing violent extremist forums or websites in internet cafes.
- Extremist groups meeting at community centres.
- Viewing terrorist/violent extremist promotional videos.

Incidents such as these can be reported to Local Police Special Branch by calling 101.

Extremist activity can also be reported via the Anti-Terrorist Hotline on 0800 789 321. The line is confidential, anonymous and intended for the reporting of non-life threatening activity.

To report potentially immediate threats, such as a suspicious vehicle or package, always call 999.

Channel Panel:

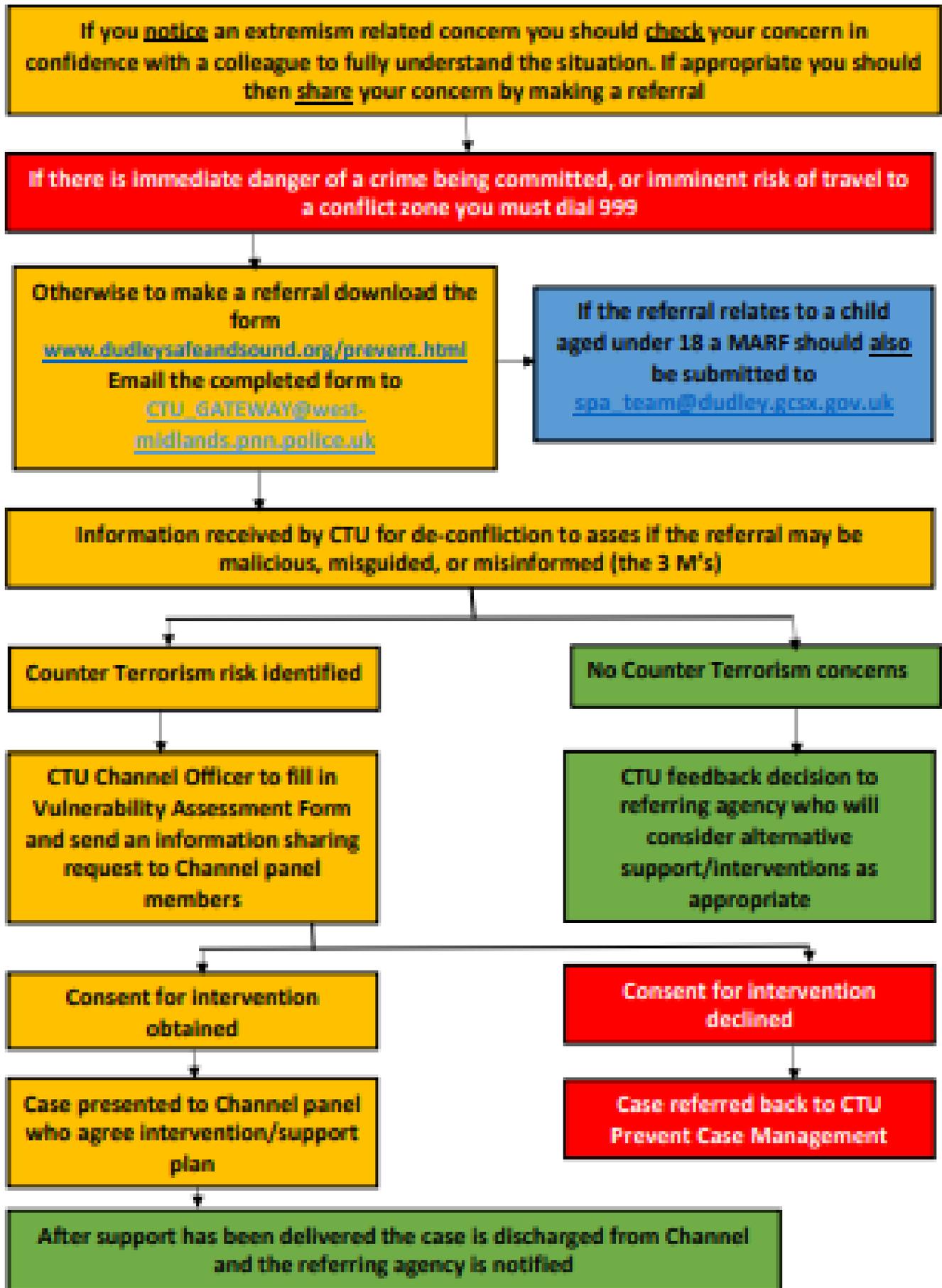
The Channel process is essentially a safeguarding programme aimed at supporting individuals identified as vulnerable to being drawn into violent extremism or terrorist related activity. As with other safeguarding practices Channel is reliant on a multi-agency response and multi-disciplinary work to minimise and manage the risk to an individual. Channel is voluntary and so the individual must provide consent. It draws on existing collaboration between local authorities, the police, statutory partners and the local community and has three objectives:

- Identify individuals at risk of being drawn into radical extremism

- Assess the nature and extent of the risk
- Develop the most appropriate support for the individuals concerned.

The Counter Terrorism and Security Act (2015) provides a statutory framework for a joint local authority/ police panel to assess the extent to which identified individuals are vulnerable to being drawn into terrorism and to put in place a support plan. This effectively places Channel on a statutory footing. The Act sets out that these panels are to be chaired by the responsible local authority, which across Dudley is the West Midlands Counter Terrorism Unit (CTU).

Appendix 2: Dudley Referral Process



Appendix 3:

Radicalisation Risk Assessment

Assessment conducted by: S Nicklin	Job Title: DHT/DSL	
Date of Assessment: Dec 2019	Review Interval: annually	Date of Next Review: Sept 2020

Related Documents
E-safety Policy, IT Acceptable Use Agreement, Behaviour Policy, Anti-bullying Policy, SEND Policy, Whistleblowing Policy, Child Protection and Safeguarding Policy,

Risk Rating		Likelihood Of Occurrence		
		Probable	Possible	Remote
Likely Impact	Major Is likely to contribute to radicalisation	High (H)	H	Medium (M)
	Severe Has potential to contribute to radicalisation	H	M	Low (L)
	Minor Is unlikely to contribute to radicalisation	M	L	L

Potential Risks	Risk Rating Prior To Action	Recommended Controls	In Place? Yess/No	By Whom?	Deadline	Risk Rating Following Action
PUPILS						
Pupils groomed by radical extremists online	L	<ul style="list-style-type: none"> Internet usage and searches are monitored to identify pupils searching for extremist terms Pupils found searching extremist terms will be recorded as at risk of radicalisation and subject to the sanctions outlined in the E-safety Policy Access to websites containing extremist material is blocked Pupils are educated on the acceptable use of the IT facilities, and must sign the acceptable use agreement The school's network is protected by an appropriate firewall 	Yes – Rm Managed system with Firewall ongoing	RM Monitoring	Ongoing	Low
Pupils unable to recognise extremism and unaware of how to seek help	M	<ul style="list-style-type: none"> Brook Primary will continue to educate our pupils on religious and political matters as part of a broad and balanced curriculum The curriculum is reviewed annually, to ensure it offers the broadest possible education, including how to recognise extremism, the dangers of it, and how to get help Pupils are educated about online safety as part of the curriculum Pupils are educated about acceptable behaviour and the procedures for reporting bullying and misbehaviour, as per our Behaviour Policy and Anti-Bullying Policy Posters displaying helpline numbers and contact details for the designated Prevent lead are displayed around the school. 	Yes Staff / children trained to recognise Yes Yes – needs to remain a focus Yes	SN to monitor	Ongoing	Low

Pupils afraid to come forward or not listened to	L	<ul style="list-style-type: none"> • Brook Primary has various ways in which pupils can voice their concerns – Learning Mentor sessions, one to one pastoral sessions, Worry/ Problem Boxes, School Council, Circle Time • Posters displaying helpline numbers and contact details for the designated Prevent lead are displayed around the school • Teachers build rapport and trust with all their pupils as much as possible • Opportunities in lesson times for discussion – including RRS/PSHE/RE/Circle time activities • Questionnaires undertaken for pupil voice 	Yes	All Staff	ongoing	Low
Pupils disengage from education and actively seek extremist groups	L	<ul style="list-style-type: none"> • The school curriculum offers a broad and balanced education, including RE and Rights Respecting ethos • Teachers make their lessons interesting and engaging for all their pupils • The curriculum is reviewed annually to ensure it offers the broadest possible education, including extremism, the dangers of it, and how to get help • Improved careers guidance and work-related learning is threaded through the curriculum, and is available to pupils, in addition to the curriculum, to encourage aspiration and community cohesion • Pupils found searching extremist terms online will be recorded on the risk of radicalisation incident register and are subject to the sanctions in the E-Safety Policy • Internet usage is monitored regularly to identify pupils searching for extremist terms • All incidents displaying an indicator of vulnerability to radicalisation are recorded and are assessed on a case-by case basis – with advice taken • The behaviour of pupils who have caused concern of being at risk of radicalisation will be closely monitored on a weekly basis, unless further incidents occur, in which case, the time would be extended to be proportionate. 	Yes	All Staff	ongoing	Low
Pupils fail to integrate into school life and actively seek extremist groups	L	<ul style="list-style-type: none"> • The school prohibits both direct and indirect discrimination of any pupils as part of our SEND Policy, Anti-Bullying Policy and Equality Plan • All staff are trained on the SEND Policy, Anti-Bullying Policy and Equality Plan • New pupils, pupils who suffer bullying and pupils deemed vulnerable work with the Learning Mentor and closely monitored. 	Yes	HT/DHT/SLT All Staff	ongoing	Low
PARENTS						
Families feel targeted or do not understand the Prevent duty	M	<ul style="list-style-type: none"> • All safeguarding arrangements, including those in terms of the Prevent duty are published on the school website • The Prevent lead receives training on how to communicate with parents on the issue of radicalisation • The Prevent lead maintains regular and supportive communication with the parents/carers of pupils identified as at risk • The Complaints Policy and procedure is published on the website, ensuring that parents/carers have a procedure to voice any concerns. 	Yes When and where necessary Yes	HT/DHT/DSL	ongoing	Low

Families are unwilling to cooperate with the school and referral service	L	<ul style="list-style-type: none"> • Brook Primary has strong links with Dudley area police and social services and will obtain their help as soon as is necessary • The Complaints Policy and procedure is published on the website to ensure parents are aware of their duties • The Safeguarding Policy and procedures are published on the website to ensure parents are aware of their duties • The school maintains regular communication with parents in order to promote positive relationships. 	Yes	HT/DHT/DSL All Staff	ongoing	Low
STAFF AND VISITORS						
Extremist external agencies	L	<ul style="list-style-type: none"> • The Safeguarding Policy, Volunteer Policy, Speaker Policy and volunteer checks prohibit known extremist groups, or individuals or groups whose values contradict the school's values and ethos, from speaking at the school • Any outside speakers who come to speak in school are vetted first, and the content is agreed upon with the head teacher prior to their performance 	Yes	HT/DHT/DSL	ongoing	Low
Staff members or visitors intentionally voice extremist opinions	L	<ul style="list-style-type: none"> • All staff in regulated activity must have the appropriate DBS checks • All visitors in regulated activity must have the appropriate DBS checks • Any visitors whether in regulated activity or not, will still be researched, vetted and agreed by the head teacher • Brook Primary will screen staff, visitors and volunteers to ensure that they will not deliver messages of extremism or radicalisation • All staff are trained in the Whistleblowing Policy as part of their ongoing training • Any staff member who voices extremist opinions will be subject to disciplinary proceedings proportionate to the incident, and, depending on the severity of the incident, may face dismissal • Any visitors who intentionally voice extremist views will be barred from the school premises, and, if necessary, reported to the appropriate authorities 	Yes HR guidance	All Staff	ongoing	Low
Governors out of date with Prevent requirements	M	<ul style="list-style-type: none"> • Key governors attend annual Prevent training. • The governing body must review and sign off all policies pertaining to the Prevent duty after studying the statutory guidance. 	Prevent Updates Govs Training	All Govs	Ongoing yearly cycle	Low
Vulnerable pupils not identified	M	<ul style="list-style-type: none"> • Brook Primary sets out the policy and procedure to be followed in terms of vulnerable pupils and radicalisation in the Child Protection and Safeguarding Policy • All staff are trained on the Child Protection and Safeguarding Policy, vulnerability to radicalisation indicators and the safeguarding procedures to follow when these indicators are recognised in a pupil • Refresher training on the indicators of vulnerability to radicalisation takes place bi-annually as part of child protection and safeguarding training • All staff are trained in the whistleblowing policy and procedures • Brook Primary has strong links with local police and social services. Names and contact details of 	Yes	HT/DHT/SLT All Staff	ongoing	Low

		<p>the appropriate people are shared with key safeguarding staff</p> <ul style="list-style-type: none">• Incidents suggesting risk of radicalisation are recorded, are assessed on a case-by-case basis and advice sought where deemed necessary• Staff aware of procedures and reporting to Channel• The behaviour of pupils who have caused concern of being at risk of radicalisation will be closely monitored on a weekly basis, unless further incidents occur, in which case, the time would be extended to be proportionate.				
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