

ST. DAVID'S HIGH SCHOOL

TACKLING EXTREMISM & RADICALISATION POLICY

**Adopted by Governors
September 2021
Reviewed 2023**



This policy should be read with the following policies;

- **Safeguarding and Child Protection Policy**
- **Equality Policy**
- **Anti-Bullying Policy**
- **E-Safety Policy**
- **Anti-Racism Policy**

1. POLICY STATEMENT

St. David's High school is fully committed to safeguarding and promoting the welfare of all its pupils. Every member of staff recognizes that safeguarding against radicalization 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 radicalized or exposed to extremist views, by identifying who they are and promptly providing them with support.

2. LINKS TO OTHER POLICIES

St. David's High School Tackling Extremism and Radicalisation Policy links to the following St. David's High School policies:

- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying Policy
- E-Safety Policy

3. AIMS AND PRINCIPLES

3.1 St. David's High School 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.

3.2 The objectives are that:

- All governors, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalization and extremism are and why we need to be vigilant in school.
- All governors, teachers, teaching assistants and non-teaching staff will know what the school policy is on tackling extremism and radicalization and will follow the policy guidance swiftly when issues arise.
- All pupils will understand the dangers of radicalization and exposure to extremist view; 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.

3.3 The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalization; 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.

4. DEFINITIONS AND INDICATORS

4.1 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.

4.2 Extremism is defined as the holding of extreme political or religious views.

4.3 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 behavior becoming increasingly centered on an 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 behavior
 - Damage to property
 - Derogatory name calling
 - Possession of prejudice-related materials
 - Prejudice related ridicule or name calling
 - Inappropriate forms of address
 - Refusal to cooperate
 - Attempts to recruit to prejudice-related organisations
 - Condoning or supporting violence towards others.

5. PROCEDURES FOR REFERRALS

5.1 Although serious incidents involving radicalization have not occurred at St. David's High School 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 radicalization ‘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)

- 5.2 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.
- 5.3 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)
- 5.4 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 in the staffroom.

6. GOVERNORS, LEADERS AND STAFF

- 6.1 The Headteacher and all members of the SLT are the leaders for referrals relating to extremism and radicalization.
- 6.2 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalization relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalization or extremist views.
- 6.3 The SLT will work in conjunction with the Headteacher, Pastoral Care Team and external agencies to decide the best course of action to address concerns which arise.
- 6.4 Prejudicial behavior can be a factor in radicalization and extremism. With this in mind, St. David’s High School has updated procedure for dealing with prejudicial behavior.

7. THE ROLE OF THE CURRICULUM

- 7.1 Our curriculum promotes respect, tolerance and diversity. Children are encouraged to share their views and recognize that they are entitled to have their own different beliefs which should not be used to influence others.
- 7.2 It is recognized that children with low aspirations are more vulnerable to radicalization and therefore we strive to equip our pupils confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.
- 7.3 Children are regularly taught about how to stay safe when using the internet and are encouraged to recognize 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.

8. STAFF TRAINING

- 8.1 Through INSET opportunities in school, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalization 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.

9. VISITORS AND THE USE OF SCHOOL PREMISES

- 9.1 If any member of staff wishes to invite a visitor in the school, they must first complete a visitor request form (See Appendix 5 – School Visitor Request Form). Only after written agreement from the Headteacher can the visitor enter school and then they will be subject to Safeguarding Checks including DBS checks and phot identification. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.
- 9.2 Upon arriving at the school, all visitors including contractors, will read the child protection and safeguarding guidance and be made aware of who the Child Protection Officer is and how to report any concerns which they may experience.
- 9.3 If any agreement is made to allow non-school groups or organisations to use the premises, appropriate checks will be made before agreeing the contact. Usage will be monitored and in the event of any behavior not in-keeping with the Tackling Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

10. POLICY REVIEW

The St. David's High School Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.

Appendix 1 – Dealing with referrals

We are aware of the potential indicating factors that a child is vulnerable to being radicalized or exposed to extreme views, including peer pressure, influence from other people or the internet, bullying, crime and anti-social behavior, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial behavior and personal or political grievances.

In the event of prejudicial behavior, the following system will be followed;

- All incidents of prejudicial behavior will be reported directly to the SLT or the Headteacher.
- All incidents will be fully investigated and recorded records will be kept in line with procedure 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 behavior and/or attitude. A further meeting with parents would be held if there is not a significant positive change in behavior.
- If deemed necessary, serious incidents will be discussed and referred to Children's Services, Flintshire Local Authority.
- In the event of a referral relating to serious concerns about potential radicalization or extremism, the school will also contact North Wales Police if the student is from Wales or Cheshire Police if the student is from England.

Appendix 2 – Staff Safeguarding Training

Type of Training	Delivered by	Delivered to	When and at what frequency
WRAP (Workshop to Raise Awareness of Prevent)	North Wales Police	All staff, governors, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year
PVE (Preventing Violent Extremism) training for Managers	North Wales Police	All SLT, all leadership team, governors with responsibilities for safeguarding	Repeated for all staff during first half of Autumn half term each academic year
Safer Recruitment Training	Education and Youth Flintshire LA	All SLT and all governors	Refreshed on 3 year basis. Certificates held in school safeguarding folder
Safeguarding and Child Protection Training	IWO Flintshire LA	All staff, governors, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year and ongoing in weekly year group and INSET meeting
Tackling Homophobia in Schools	Stonewall	All staff, governors, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year.
Tackling Domestic Violence	Flintshire LA and DASU	All staff, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year.
Tackling Female Genital Mutilation	DASU	All staff, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year.
Looked After Children Training for support workers	Children's Services	SENCO, support worker for LAC	Refreshed on 2 year basis Certificates held in school safeguarding folder
Self Harming			
Fire Safety Training	Flintshire LA Health and Safety Department	All staff, office staff, site management and dinner supervisors	Repeated for all staff during first half of Autumn half term each academic year.