



**PensMeadowSchool**

*Living, Growing, Learning*

# Anti Radicalisation

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FEBRUARY 2021

NEXT REVIEW DATE: FEBRUARY 2022

Staff Responsible: DSL: Michal Pawlowicz

## Disclaimer

Pens Meadow School makes every effort to ensure that the information in this document is accurate and up-to-date. If errors are brought to our attention, we will correct them as soon as practicable.

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## Background

This policy is part of our commitment to keeping children safe. Since the 'Education and Inspections Act 2006' schools have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.

Schools have an important part to play in both educating children and young people about extremism and recognising when pupils start to become radicalised. In March 2015, new statutory duties were placed on schools by the Counter Terrorism and Security Act (2015) which means they must work to prevent children being drawn into extremism.

Safeguarding children from all risks of harm is an important part of a school's work and protecting them from extremism is one aspect of that.

## Ethos

At Pens Meadow School we ensure that through our school vision, values, code of conduct, diverse curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The governing body also ensures that this ethos is reflected and implemented effectively in school policy and practice and that there are effective risk assessments in place to safeguard and promote pupils' welfare. We have a duty to prepare our children for life in modern Britain and to keep them safe.

Pupils who attend our school have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

## Statutory Duties

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act (2015)
- Keeping Children Safe in Education (September 2020)
- Prevent Duty Guidance (2015) – updated in April 2019
- Working Together to Safeguard Children (2018) – updated in February 2019

Schools have a duty to safeguard children from radicalization under the Terrorism and Security Act (2015).

## Non-statutory Guidance

- Promoting fundamental British values as part of SMSC in schools: Departmental advice for maintained schools (DfE 2014)
- Improving the spiritual, moral, social and cultural (SMSC) development of pupils: supplementary information (DfE 2014)

## Related Policies

- Acceptable Use Agreement
- Behaviour Policy
- Safeguarding Policy
- Equality Policy
- Staff Code of Conduct
- Teaching and Learning Policies
- Visitors Policy
- Whistle-blowing Policy

## Definitions

*Radicalisation* is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations.

*Extremism* is defined in the Prevent strategy 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

*Propaganda* is information, especially of a biased or misleading nature, used to promote a political cause or point of view.

*Terrorism* is defined as violent threats or actions designed to influence government or intimidate the public with the purpose of advancing a political, religious or ideological cause.

*Bias* is inclination or prejudice for or against one person or group, especially in a way considered to be unfair.

*Refugee* is a person who has been forced to leave their country in order to escape war, persecution, or natural disaster.

*Migrant* is a person who moves from one place to another in order to find work or better living conditions.

*Far-right politics* are right-wing politics to the right of the mainstream centre right on the traditional left-right spectrum. They often involve a focus on tradition as opposed to policies and customs that are regarded as reflective of modernism.

*British Values* – are a set of expected standards by which people resident in the UK must live, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.

*PREVENT* government strategy to target terrorist groups in the UK and abroad. The main focus is to prevent repeats of terrorist acts. There are four strands to the strategy:

- Pursue – to stop terrorist attacks
- Prevent – To stop people becoming terrorists or supporting terrorism
- Protect – to strengthen our protection against a terrorist attack
- Prepare – to mitigate the impact of terrorist attacks

## Aims & Principles

All staff are committed to safeguarding at Pens Meadow School and are fully aware of the dangers of radicalisation for our children and young people. This policy supports our responsibility to protect pupils in association with other local and national agencies.

The key principals are that teachers, non-teaching staff and governors will:

- Have received training on this policy and understand the signs related to radicalisation. In addition, they know the procedures in any disclosures or concerns about a child or young person.
- Understand the importance of promoting British Values as part of the ethos of the school and listen to the child about fears or concerns that they may have in light of any terrorist event.

## Roles and responsibilities

### The Headteacher is responsible for:

- The overall implementation and management of this policy.
- Ensuring every staff member is familiar with the scope of this policy.
- Ensuring pupils are taught about British values through the curriculum.
- Undertaking a risk assessment to determine whether pupils are at risk of being drawn into terrorism.
- Identifying extremist risks in the local area.
- Ensuring any visitors and speakers at the school are appropriately vetted prior to them having access to pupils.

### The DSL, and any deputies, are responsible for:

- Handling any referrals to the Channel programme.
- Following up any referrals made to the Channel programme.
- Delivering staff training on the Prevent duty.
- Working with external agencies to support pupils at risk of being drawn into terrorism.
- Providing guidance to other staff members to help them support pupils at risk of being drawn into terrorism.

### All staff members are responsible for:

- Being alert to the risk factors of extremism and radicalisation.
- Raising any concerns with the DSL (or any deputies, in their absence).
- Notifying the DSL (or any deputies, in their absence) when they make any referrals to the Channel programme.
- Engaging in staff training on the Prevent duty.

## Signs of vulnerability

Pens Meadow School is a tolerant and safe environment for pupils to learn and achieve. In tackling extremism, we will be vigilant in looking for signs of extremist behaviour and all staff will be aware of the procedures in place for reporting concerning behaviour.

Whilst there are no known definitive indicators that a young person is vulnerable to radicalisation, but there are a number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events
- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identity
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

## Recognising Extremism

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside school
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

## Referrals

It is important to highlight that this process is there for genuine concerns about an individual and not someone who has radical ideas about a subject. Many people who begin to show signs that they are being radicalised show other characteristics such as mental health problems, drug or alcohol abuse and other symptoms which make them vulnerable. We must remember that many young people develop opinions and ideas as they become more independent and this does not necessarily mean that they are being radicalised.

In line with our safeguarding procedures, staff are fully aware of reporting extremist behaviour. The following system for referrals is as follows:

- **Any disclosures or concerns of extremist behaviour should be referred to the named Single Point of Contact (SPOC). At Pens Meadow School this is the Designated Safeguarding Lead Michal Pawlowicz.**
- All incidents will be investigated in line with current policies and evidence will be recorded and retained for school records.
- Parents/carers will be contacted and the issue will be discussed with them to investigate whether there are any mitigating home circumstances. A decision will be made at this meeting to look at any further external agency support and whether a referral should be made.
- The DSL will follow up any referrals and the child or young person will be monitored for a period of time to look at whether there has been any change in attitude or behaviour. Parents/carers will be consulted during this period of time.
- **If concerns are still expressed, the DSL will follow the Dudley Prevent Referral Process. This can be found in Appendix 1.**

## Channel

This is a multi-agency approach to support individuals who are being radicalised by others. Once a person has been identified, positive action is taken by representatives from the police, social care and education to engage the person in alternative activities. They are also given a mentor to help them discuss their views and ideas which is especially useful if they have distorted views on religion or politics.

## Safer Recruitment

We ensure that the staff we appoint to the school are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education (2015)*. Vetting and barring checks are undertaken on relevant people, including governors and volunteers.

## Staff Training

Staff will receive safeguarding and child protection training at least every two years in line with the relevant policies. Anti-radicalisation is also incorporated into online safety training and is updated in line with emerging online behaviours. Staff also receive regular updates through briefing and knowledge and understanding sessions.

## Curriculum/British Values

Pens Meadow school is committed to ensuring that all of our pupils have the opportunity to experience and develop the values that underpin our British society. We recognise the multi-cultural, multi-faith and ever-changing nature of both our school population and the communities in which we live. More information can be found within the 'Promoting British Values at Pens Meadow School' document.

## ICT Services

The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used in our school blocks inappropriate content, including extremist content.

The school purchases technical services and connectivity from Dudley RM Education and is committed to safeguarding children and staff when using the school network. The ICT infrastructure has a filtering solution in place to block inappropriate content and if a breach occurred and access to radicalisation material happened, the school would follow its e-safety incident management procedure to blacklist the site.

Where staff, students or visitors find unblocked extremist content they must report it to a senior member of staff.

## Use of External Speakers

Vetting of all external speakers/visitors follows our safeguarding procedures and we would not allow any such speaker that undermined the principles and ethos of the British Values endorsed by the school.

## 'No platform for extremists'

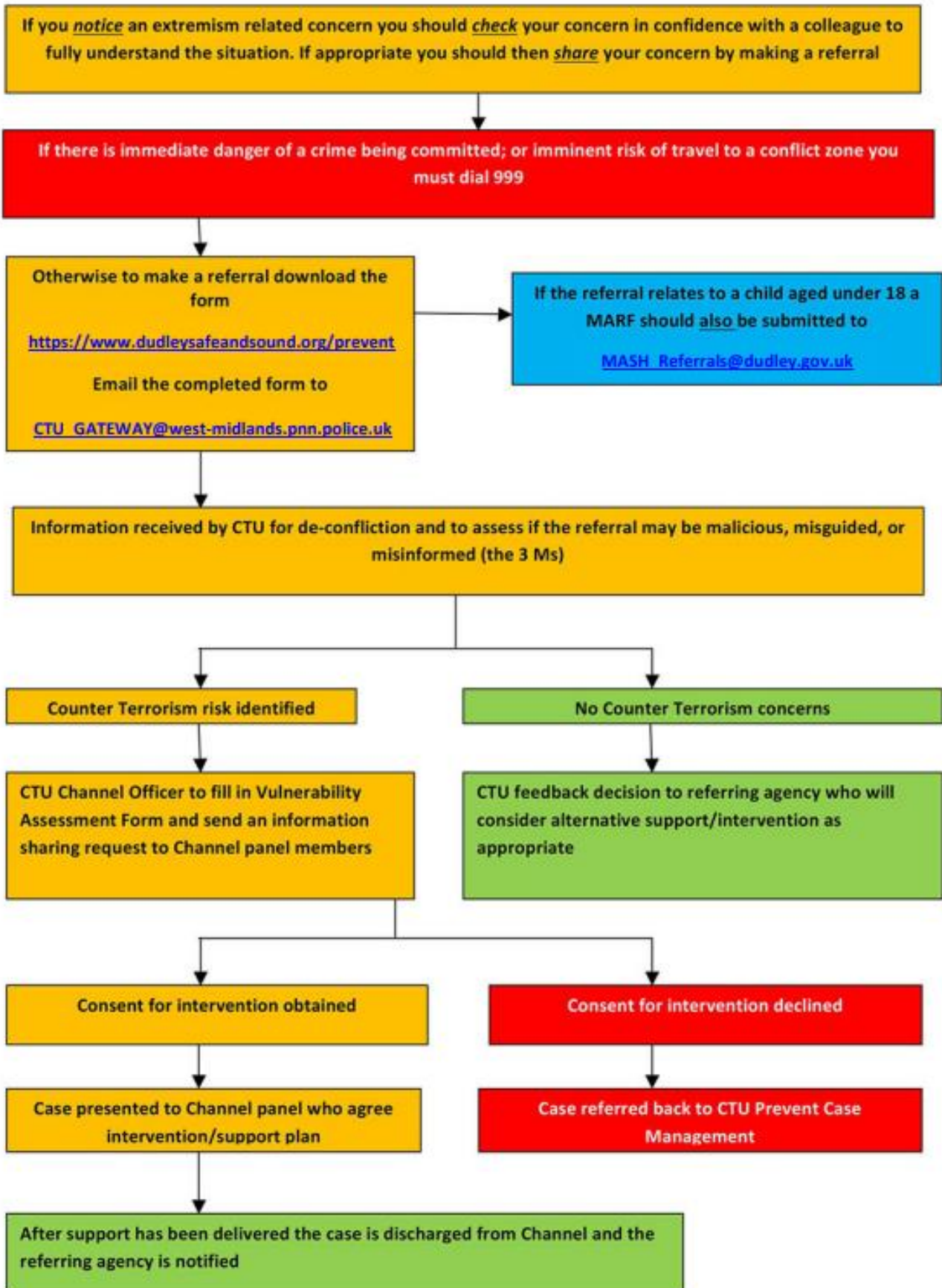
The school is vigilant to the possibility that out-of-hours hire of the school premises may be requested by people wishing to run an extremist event. The school does not accept bookings from individuals or organisations that are extremist in their views.

## **Policy Review**

This policy is linked to the safeguarding policy and will be reviewed regularly

## Appendix 1 – Referral Process

### DUDLEY PREVENT REFERRAL PROCESS





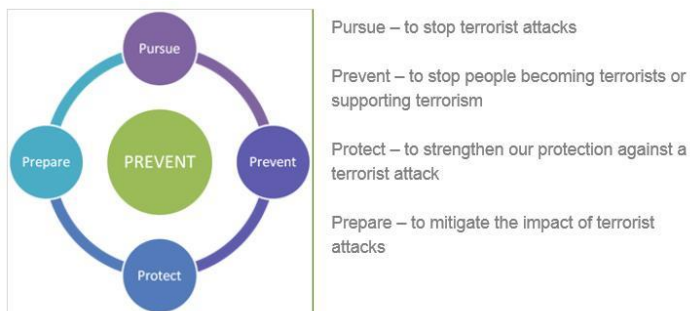
## What is the Prevent duty?

From 1 July 2015, all schools and childcare providers must have due regard to the need to prevent people being drawn into terrorism.

Schools subject to the Prevent duty will be expected to demonstrate activity in the following areas:

- Assessing the risk of children being drawn into terrorism.
- Demonstrate that they are protecting children and young people from being drawn into terrorism by having robust safeguarding policies.
- Ensure that their safeguarding arrangements take into account the policies and procedures of the Local Safeguarding Children Board.
- Make sure that staff have training that gives them the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism
- Expected to ensure children are safe from terrorist and extremist material when accessing the internet

## The 4 P's of Prevent



## What is extremism?

The government has defined extremism in the Prevent strategy 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. This also includes calling for the death of members of the armed forces” (Keeping Children Safe in Education 2020 – updated in January 2021).

## What is CHANNEL?

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 aims of Channel are to support and protect people who may be susceptible to radicalisation and ensure they have the resilience to resist all forms of violent extremism. Channel is not about prosecuting or stigmatising individuals who have been referred.

For work within Dudley please see <http://www.dudleysafeandsound.org/prevent.html>

## What do I do if I have concerns?

All concerns in regards to radicalisation or extremist behaviour should be reported to the Designated Safeguarding Lead, Michal Pawlowicz.

**Designated Safeguarding Lead:**  
Michal Pawlowicz,  
Deputy Headteacher

**Date of Assessment:**  
February 2020

**Reviewed date:**  
February 2021

**Next Review date:**  
February 2022

Extremism Risk Headlines for Pens Meadow School								
RED		Far Right Wing						
AMBER		IE – Islamic Extremism Extreme Far Right						
GREEN		Extreme Left Wing Militant Animal Rights IRE – Indian related extremism NIRT – Northern Ireland related terrorism						
Risk Area	Hazard	Severity (A) 1(low) – 5(high)	Likelihood (B) 1(low) – 5(high)	Risk Rating AxB	Existing Measures	Proposed Actions	Lead	By when
Welfare and safeguarding	1. Staff are not aware of the school's procedure for handling safeguarding concerns and/or do not feel comfortable sharing issues internally.	1	1	1	Staff receive annual safeguarding training and regular updates throughout the year. They are comfortable to share concerns and know the procedure.	Maintain regular Updates and training in the September INSET sessions.	DSL	Ongoing
	2. Contractors and visitors are not aware of the school's procedure for handling safeguarding concerns and/or do not feel comfortable sharing issues internally.	2	2	4	All contractors and visitors are given a Safeguarding Leaflet outlining safeguarding procedures. All contractors and visitors are accompanied at all times when pupils are at school. Supply staff are given	Continue to follow induction procedures.	DSL Admin	Ongoing

Risk Area	Hazard	Severity (A) 1(low) – 5(high)	Likelihood (B) 1(low) – 5(high)	Risk Rating AxB	Existing Measures	Proposed Actions	Lead	By when
					induction pack at the beginning of their first day.			
	3. Pupils are radicalised by internal and/or external factors.	1	1	1	We have a thorough knowledge of all our pupils and work closely with their families. Extensive work is undertaken with pupils on e-safety and there is multiagency approach to safeguarding. Our Family Outreach Team conducts home visits prior to all our pupils starting attending Pens Meadow School. They maintain relationship with the whole family throughout pupils' education at the school.	WRAP training for staff.  Radicalisation as it pertains to our pupils to be delivered through PSHE/ assemblies/key worker approach.	HT DSL FOT CTs	January 2019  Ongoing
	4. The school is not linked in with statutory partners/ or does not feel comfortable sharing extremist related concerns externally.	1	1	1	The school works closely with other special school head teachers and intelligence is shared openly. The deputy headteacher is a member of Safeguarding in Education Reference Group, so knowledge is current. The school works with all statutory partners regarding a range of concerns.	Maintain an open and honest dialogue with all partners. Continue to share information in a timely and sensitive manner.	HT DSL	Ongoing
Provision and Learning	1. Students are exposed by school staff to messaging	1	1	1	The school operates an effective Whistleblowing	Keep policies up to date and available for all staff.	HT DSL	Annual updates

Risk Area	Hazard	Severity (A) 1(low) – 5(high)	Likelihood (B) 1(low) – 5(high)	Risk Rating AxB	Existing Measures	Proposed Actions	Lead	By when
	supportive of terrorism or which contradict 'British Values'.				and safeguarding policy for staff to raise their concerns. Opportunities to promote British Values are embedded in the curriculum and in weekly assemblies.			
	2. Behaviours which harm the ability of different groups and individuals to learn and work together are left unchallenged.	1	1	1	There is a robust Code of Conduct for staff and pupils in place. Pens Meadow has been recognised as Rights Respecting School. There is an identified group of pupils that form Anti-Bullying Ambassadors.	Keep policies up to date and available for all staff.  Continue to support pupils to become active Anti-Bullying Ambassadors	TH DSL	Ongoing
Organisational culture	1. Staff are not aware of/do not subscribe to the values of the school	1	1	1	There is a reliable 'buy in' to the values of the school by all staff.	Continue to develop a transparent and supportive ethos.	HT DSL	Ongoing
	2. Contractors and visitors are not aware of/do not subscribe to the values of the school	2	2	4	All placement students e.g. work experience, have to attend an interview with the V. Hill, TLR. The school values and ethos are shared and students accessed for compliance. Many of our contractors have a long standing relationship with the school, and buy into our ethos. The Site Manager will meet with new contractors and brief them on safeguarding procedures. This is backed	Continue to maintain a systematic approach to induction for placement students.	SM TLR DSL HT	Ongoing

Risk Area	Hazard	Severity (A) 1(low) – 5(high)	Likelihood (B) 1(low) – 5(high)	Risk Rating AxB	Existing Measures	Proposed Actions	Lead	By when
					up with a safeguarding leaflet.			
	3. Staff are unable to raise Extremism related organisational concerns due to the lack of appropriate whistleblowing mechanisms.	1	1	1	The school operates an effective Whistleblowing and safeguarding policy for staff to raise their concerns, backed up by training	Keep policies up to date and available for all staff.	DSL	Ongoing
Management of space	1. Extremists or terror related material is displayed within the school premises.	1	1	1	All display material relates to positive messages about SMSC and British Values.	Continue to maintain this good practice.	DSL	Ongoing
	2. Prayer and contemplation is not equally accessible for all students and/or school premises are used to host events supportive of terrorism, or which popularise hatred or intolerance of those with protected characteristics.	1	1	1	The school is fully inclusive. There are no outside lettings to organisations with known intolerance those with protected characteristics. There is also lettings guidance outlining notice periods for hire. SBM maintains the record of all evening and holidays lettings.	Maintain as good practice.	DSL SBM	Ongoing
ICT and online study	1. Students can access extremist or terrorist materials whilst at school	2	1	2	Firewalls/filters protect the on-line access. Students do not have unsupervised access to the on-line world at school. E-safety is delivered through the academic and wellbeing provision	Continue to monitor the use of internet by students	DSL HT	Weekly checks

Pens Meadow School  
PREVENT Risk Assessment

Risk Area	Hazard	Severity (A) 1(low) – 5(high)	Likelihood (B) 1(low) – 5(high)	Risk Rating AxB	Existing Measures	Proposed Actions	Lead	By when
	2.On-line/social media communications relating to extremist or terrorist material feature the school's branding	0	0	0	The school's branding is linked only to material that promotes equality, diversity & British Values. Facebook and Twitter are closely monitored. The school's web site promotes the school's positive ethos.	Maintain vigilance over the contents of the website.	HT DSL	Weekly checks