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National and local guidance in relation to the Covid 19 pandemic may over rule aspects of this policy.

Preventing Radicalisation & Extremism Policy

STATUS: Approved

REVIEW DATE: Autumn 2022

"The Academy believes that inclusive practice is central to developing quality teaching and learning. As such we endeavour to provide a supportive framework that responds to pupils' needs and overcomes potential barriers for individuals and groups of pupils and to ensure that pupils of all abilities and needs are fully included in the life of the school. The ethos of this statement underpins all Oldbury Academy's policies."

This policy should be read with the following policies and guidance:

- **Safeguarding & Child Protection Policy**
 - **Anti-Bullying Policy**
 - **Behaviour Policy**
 - **Protecting children from radicalisation: the prevent duty 2015**
 - **Keeping Children Safe in Education DfE 2020**
 - **Working Together to Safeguard Children HM Government 2015 updated 2018**
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POLICY STATEMENT

Oldbury Academy 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. This 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.

LINKS TO OTHER POLICIES

The Oldbury Academy Preventing Extremism and Radicalisation Policy links to the following Oldbury Academy policies;

- Child Protection and Safeguarding
- Anti-bullying Policy
- Behaviour Policy
- E-Safety Policy.

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

- Protecting children from radicalisation: the prevent duty 2015
- Keeping Children Safe in Education DfE 2020
- Working Together to Safeguard Children HM Government 2018

1. AIMS AND PRINCIPLES

1.1 The Oldbury Academy Preventing 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.

1.2 The objectives are that:

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

1.3 The main aims of this policy are to ensure that staff are fully engaged in being vigilant about radicalisation; that they ensure that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

2. DEFINITIONS AND INDICATORS

2.1 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.

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

2.3 There are a number of behaviours which may indicate a child, or young person, 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 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 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 or derogatory names for another group.
- Increase in prejudice-related incidents committed by that person – these 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.

3. PROCEDURES FOR REFERRALS

3.1 Although serious incidents involving radicalisation have not occurred at Oldbury Academy 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 radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels.

3.2 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 practise.

3.3 Designated Senior Leaders for Child Protection and Safeguarding are in place (DCPO's), well trained and will deal swiftly with any referrals made by staff or with concerns reported by staff.

3.4 The Head Teacher and DCPO's 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.

3.5 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 – the number to report a concern about a child is **0121 569 3100**.

4. GOVERNORS, LEADERS AND STAFF

4.1 The Head Teacher and DCPO's are the leaders for referrals relating to extremism and radicalisation –P Davis is the named person. In the unlikely event that DCPOs or the Head Teacher are not available, key pastoral staff know the channels by which to make referrals (members of the OA safeguarding team).

4.2 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.

4.3 The DCPO's will work in conjunction with the Head Teacher, Pastoral Team and external agencies to decide the best course of action to address concerns which arise.

5. THE ROLE OF THE CURRICULUM

5.1 Our curriculum is "broad and balanced" and promotes 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. [OFSTED 2015, HMI 2016]

5.2 Our SMSC provision is embedded across the curriculum. It informs our assemblies and underpins the ethos of the school. We have successfully undertaken assessment for the Inclusion Quality Mark in July 2015, which further evidences the fact that our school promotes respect, tolerance and diversity.

5.3 Our pupils 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. Our pupils are taught to seek adult help if they are upset or concerned about anything they read or see on the internet.

6. STAFF TRAINING

6.1 Through INSET opportunities in school, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to 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 pupils are resilient and able to resist involvement in radical or extreme activities.

7. VISITORS AND THE USE OF SCHOOL PREMISES

7.1 Upon arriving at the school, all visitors including contractors, will receive a card outlining key child protection and safeguarding guidance and be made aware of who the DSL/DCPO's are and how to report any concerns which they may experience.

7.2 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 Preventing Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

8. ADDITIONAL MATERIALS (Available by searching online)

- Protecting children from radicalisation: the prevent duty DfE 2015
- Keeping Children Safe in Education DfE 2021
- Working Together to Safeguard Children HM Gov 2015 updated 2018
- Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism

9. POLICY REVIEW

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