

# Prevent Duty- Dealing with Extremism and Radicalisation Policy

## 2025 - 2028

This policy has been reviewed and updated by the Trust Safeguarding Lead. This policy is approved on a triennial basis by the Trust and adopted and implemented by the schools within the Trust.

Reviewed	March 2025
Ratified	April 2028
Next Review	April 2028

In collaboration with



**List of Designated Safeguarding Leads (DSLs) across the schools within The Spire Church of England Learning Trust:**



**St John's Middle School, Bromsgrove**  
**Designated Safeguarding Lead (DSL) : Mrs Kate Gallinagh**  
**School Office tel no : 01527 832376**



**St John's Primary School, Kidderminster**  
**Designated Safeguarding Lead (DSL) : Mrs Suzanne Finlay**  
**School Office tel no : 01562 745558**



**St Matthias Primary School, Malvern**  
**Designated Safeguarding Lead (DSL) : Mrs Ginnie Beale**  
**School Office tel no : 01684 574984**



**Witton Middle School, Droitwich**  
**Designated Safeguarding Lead (DSL) : Mrs Louise McNally**  
**School Office tel no : 01905 773362**



**Catshill Middle School, Bromsgrove**  
**Designated Safeguarding Lead (DSL) : Mrs Beth Doidge**  
**School Office tel no : 01527 872913**



**Catshill First School and Nursery, Bromsgrove**  
**Designated Safeguarding Lead (DSL) : Mrs Beth Doidge**  
**School Office tel no : 01527 872431**

At The Spire Church of England Learning Trust, we believe this policy should be a working document that is fit for purpose, represents the ethos of the schools within the Trust, enables consistency and quality across the school and is related to the following legislation:

- Education Act 1996
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Equality Act 2010
- Children and Families Act 2014
- Education Act 2011
- Counter Terrorism and Security Act 2015
- Special Educational Needs and Disability (Detained Persons) Regulations 2015

The following documentation is also related to this policy:

- Protecting children from radicalisation: the prevent duty (DfE) **Prevent duty guidance: England and Wales (2023)**
- Promoting fundamental British values through SMSC (DfE)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/380595/SMSC\\_Guidance\\_Maintained\\_Schools.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf)
- Taylor et al: Addressing extremism through the classroom (Centre for Teachers and Teaching Research, UCL Institute of Education)  
<https://discovery.ucl.ac.uk/id/eprint/10133809/1/Addressing%20Extremism%20Through%20the%20Classroom%20-%20Final%20Report.pdf>
- Prevent – how well maintained schools implement their duties under the Counter-Terrorism and Security Act 2015 (Estyn 2020)  
<https://www.estyn.gov.wales/system/files/2021-08/Prevent%2520-%2520thematic%2520report%2520en.pdf>
- Dealing with Allegations of Abuse against Teachers and other Staff: Guidance for Local Authorities, Headteachers, School Staff, Governing Bodies and Proprietors of Independent Schools (DfE)
- Equality Act 2010: Advice for Schools (DfE)
- Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE)
- Prevent Strategy (HM Gov)
- Teaching approaches that help build resilience to extremism among people (DfE)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/182675/DFE-RR119.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/182675/DFE-RR119.pdf)
- Working Together to Safeguard Children: A Guide to Inter-agency Working to Safeguard and Promote the Welfare of Children  
[https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working\\_together\\_to\\_safeguard\\_children\\_2023\\_-\\_statutory\\_guidance.pdf](https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf) [Working together to safeguard children 2023 - statutory guidance.pdf \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/686071/Revised_RDA_report_March_2018.pdf)
- Channel Duty Guidance - Protecting vulnerable people being drawn into terrorism (HM Government)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/964567/6.6271\\_HO\\_HMG\\_Channel\\_Duty\\_Guidance\\_v14\\_Web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964567/6.6271_HO_HMG_Channel_Duty_Guidance_v14_Web.pdf)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/686071/Revised\\_RDA\\_report\\_March\\_2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/686071/Revised_RDA_report_March_2018.pdf)

The Spire Learning Trust Directors and Local Governing Bodies of each school within the Trust ensures there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare.' (Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE 2024))

We are committed to safeguarding and promoting the welfare of all children and we take account of the information contained in the DfE documents 'Working Together to Safeguard Children' (December 2023) and 'Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE 2024)' as the safety and protection of children is of paramount importance to everyone in this school.

We believe that all children have the right to be safe in our society. Therefore, we recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children by creating a positive school atmosphere through our teaching and learning, pastoral support and care for both pupils and school staff, training for school staff and with working with parents/carers.

We are aware that under the 'Counter-Terrorism and Security Act 2015' we have the duty to have 'due regard to the need to prevent people from being drawn into terrorism'. This duty is known as the prevent duty and we believe it is essential that school staff are able to identify those who may be vulnerable to radicalisation or being influenced by extremist views, and then to know what to do when they are identified.

We understand that:

- **Extremism** is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs which also includes calling for the deaths of members of the armed forces.
- **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- **Terrorism** is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

(Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE))

We understand that there is no single way of identifying whether a child is likely to be susceptible to extremist ideology. However, there are some behavioural traits that could indicate a child has been exposed to radicalizing influences such as:

### Outward appearance

- Becoming increasingly argumentative.
- Refusing to listen to different points of view.
- Unwilling to engage with students who are different.
- Becoming abusive to students who are different.
- Embracing conspiracy ideas.
- Feeling persecuted.
- Feelings of grievance and injustice of feeling under threat
- Changing friends and appearance.
- Distancing themselves from old friends.
- No longer doing things they used to enjoy and displaying abnormal routines
- Converting to a new religion.
- Being secretive and reluctant to discuss their whereabouts.
- Sympathetic to extremist ideologies and groups.

### Online behaviour

- Changing online identity.
- Having more than one online identity.
- Spending a lot of time online or on the phone.
- Accessing extremist online content.
- Joining or trying to join an extremist organization.
- Becoming secretive about online behaviour

A need for identity, meaning and belonging

- A desire for status, excitement and adventure
- A need to dominate and control others
- A relevant mental health issue

'Them and Us' thinking

- Questioning faith or identity
  - Disclosures of their exposure to the extremist actions, views or materials of others outside of school, such as in their homes or community groups, especially where students have not actively sought these out

In addition, staff may notice or be aware of:

- Family or friends of the pupil being involved in extremism
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Pupils accessing extremist material online, including through social networking sites
- Parent/carer reports of changes in behaviour, friendship or actions and requests for assistance
- Local schools, Local Authority services, and police reports of issues affecting pupils in other schools or settings

We are aware of the Channel and Prevent Multi-Agency Panel (PMAP) which is a voluntary, confidential programme 'which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism' and it uses a 'multi-agency approach to protect vulnerable people by identifying individuals at risk; assessing the nature and extent of that risk; and developing the most appropriate support plan for the individuals concerned.'

The Channel programme uses a multi-agency approach to protect vulnerable people by:

- identifying individuals at risk
- assessing the nature and extent of that risk
- developing the most appropriate support plan for the individuals concerned

Each Local Authority is responsible for having Channel as one of their services to which anyone can make a referral including family members, and a wide range of services. Each referral is screened for suitability undertaken by the Local Authority and if deemed appropriate, further action will occur including communication and consent with the individual to initiate a Panel. The Panel will then decide what, if any, support is needed to protect the individual.

Information on Referrals in Worcestershire: [https://www.worcestershire.gov.uk/sites/default/files/2022-11/Prevention\\_of\\_Extremism\\_and\\_Radicalisation\\_Referral\\_Process\\_2022\\_02\\_21.pdf](https://www.worcestershire.gov.uk/sites/default/files/2022-11/Prevention_of_Extremism_and_Radicalisation_Referral_Process_2022_02_21.pdf)

Referral to Prevent: <https://www.westmercia.police.uk/advice/advice-and-information/t/prevent/prevent/alpha/prevent-referral/>

We understand that it is our duty under the statutory guidance on the prevent duty to have in place a risk assessment, a working partnership with the Local Safeguarding Children Boards (LSCBs), training school staff and IT policies.

We have a duty to actively promote and embed British values such as 'democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs' within this school and to challenge pupils, school staff or parents/carers who express extremist views contrary to these values. We want to ensure pupils are prepared for life in modern Britain by the active promotion of and respect of British values.

We do not shy away from teaching British values as we believe that schools have a major role to play in upholding them in order to develop children's resilience against extremism and acts of terrorism.

We work hard to ensure British values are embedded across the whole curriculum and the school ethos through spiritual, moral, social and cultural lessons, citizenship and PSHE.

We can build pupils' resilience to radicalisation by providing a safe environment for debating controversial issues and helping them to understand how they can influence and participate in decision-making. We already promote the spiritual, moral, social and cultural development of pupils and, within this, fundamental British values. Promoting British values as part of SMSC in schools.

Personal, Social and Health Education (PSHE) is used to provide pupils with time to explore sensitive or controversial issues and equipping them with the knowledge and skills to understand and manage difficult situations. The subject is used to teach pupils to recognise and manage risk, make safer choices, and recognise when pressure from others threatens their personal safety and wellbeing. They can also develop effective ways of resisting pressures, including knowing when, where and how to get help. Schools can encourage pupils to develop positive character traits through PSHE, such as resilience, determination, self-esteem, and confidence.

For early years, the statutory framework for the Early Years Foundation Stage Framework sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world. In addition, various guidelines/resources are available for the promotion of British values in early years: Action for Children, Pacey (Professional Association for Childcare and Early years).

We aim to be judged at least good in all school inspections by ensuring that we have in place arrangements to promote pupils' welfare and curriculum measures in place to prevent radicalisation and extremism.

We will refer any concerns we may have regarding individuals or groups of individuals who have or demonstrate extremist views to the relevant outside agencies as we feel that we have a duty to intervene at the earliest opportunity and to protect those concerned.

We will ensure that counter-radicalisation strategies will not prevent teachers discussing with their pupils controversial ideas and topics as we wish pupils to further develop their own critical thinking skills.

We wish to work closely with the school council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that are connected with this policy.

## **Aims**

- To have in place a safeguarding and child protection policy and related policies that outline clear procedures to ensure that we meet our responsibilities for safeguarding and promoting the welfare of all children.
- To identify, protect and support those who might be vulnerable to being radicalised or influenced by extremist views.
- To be vigilant against all forms of radicalisation and extremism.
- To ensure compliance with all relevant legislation connected to this policy.
- To share good practice across our Trust schools and with the Local Authority in order to improve this policy.

## **Responsibility for the Policy and Procedure**

### **Role of the Trust**

The Trust will approve the Prevent Duty policy, and hold the Local Governing Body and Headteacher/Head of School to account for its implementation including :

- make effective use of relevant research and information to improve this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly.

## Role of the Local Governing Body of each Trust school

The Local Governing Body:

- has appointed a senior member of staff to act as the designated safeguarding lead;
- delegated powers and responsibilities to the Headteacher/Head of School to ensure all school staff and stakeholders are aware of and comply with this policy;
- responsibility for ensuring full compliance with all statutory responsibilities;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated safeguarding governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring all policies are made available to parents/carers;
  
- nominate a link governor to:
  - visit the school regularly;
  - work closely with the Headteacher/Head of School and the Designated Safeguarding Lead;
  - ensure that everyone connected with the school is aware of this policy;
  - attend training related to this policy;
  - report to the governing body;
  
- responsibility for the effective implementation, monitoring and evaluation of this policy.

The Prevent duty guidance states:

There should be a designated person in a leadership position who is responsible for overseeing Prevent delivery, including ensuring that relevant staff have appropriate training and induction. This could be the Headteacher/Head of School or the Designated Safeguarding Lead. How Prevent is delivered within each school will vary.

Leadership in delivering Prevent should be demonstrated by:

- ensuring staff understand the risk of radicalisation that results in support for terrorism or involvement in terrorism by making sure they can access training resources and further guidance
  
- building and promoting the capabilities to deal with radicalisation concerns, such as a formal pathway to escalate concerns and refer through to Prevent
  
- promoting the importance of Prevent and the role staff play in countering terrorism

All schools must comply with the duty under Section 26 of the Counter-Terrorism and Security Act 2015 (CTSA 2015). To ensure consistency and proportionate delivery, each school should maintain appropriate records to show compliance with the Prevent duty. This should include keeping track of any Prevent training being undertaken by staff. Schools should consider their record-keeping arrangements for Prevent referrals to ensure they are proportionate and appropriate, while also being mindful of requirements under data protection legislation (for example, the principle of storage limitation).

## Role of All Staff

- From April 2024, all staff must be aware of their statutory duty to report any safeguarding concern.

## Role of the Headteacher/Head of School

The Headteacher/Head of School:

- work in conjunction with the senior leadership team to ensure all school staff, pupils and parents/carers are aware of and comply with this policy;
- assess the risk of children being drawn into terrorism;
- ensure risk assessments are in place and reviewed regularly
  
- review and if necessary implement the recommendations of the recent report 'Prevent – how well maintained schools implement their duties under the Counter-Terrorism and Security Act 2015' (Estyn) namely schools should:
  - include risks to pupils from radical and extremist ideologies in the school's policies, in particular policies that cover ICT and online safety;
  - record and report all incidents of racist language and racial bullying properly, and offer suitable support and challenge to victims and perpetrators;
  - acknowledge that radicalisation and extremism are real risks to pupils in all schools and ensure staff training, policies and curriculum suitably address these risks;
  - ensure that all pupils have a voice and can share with the school any concerns they have about behaviours or expressions of radical or extremist ideas.
  
- have in place an excellent working partnership with the LSCB;
- ensure all school staff complete the online National College Training 'Safeguarding and Prevent Duty';
- provide training for school staff about the risks to children of online activity from terrorist and extremist groups;
- ensure children are safe from terrorist and extremist material when accessing the school's internet;
- provide an effective personal, social and health education curriculum in order to develop resilience, determination, self-esteem and confidence in all pupils;
- develop citizenship in order for all pupils to play an active part in society;
- ensure school staff are vigilant against radicalisation and extremism;
- ensure that a broad and balanced curriculum is taught;
- ensure that British values are promoted and embedded in the school;
- ensure pupils are taught about staying safe;
- ensure that pupils are not influenced by the views and beliefs of others;
- refer any concerns about individuals or groups of individuals to the appropriate outside agencies;
- ensure parents/carers are aware of:
  - Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges;
  - Working Together to Safeguard Children: A Guide to Inter-agency Working to Safeguard and Promote the Welfare of Children;
  - the Safeguarding and Child Protection policy;
  - safeguarding procedures in place;

- all safeguarding policies;
  - their role in safeguarding and child protection.
- work closely with the link governor and designated safeguarding lead;
  - provide leadership and vision in respect of equality;
  - make effective use of relevant reports, research and general information to improve this policy;
  - provide guidance, support and training to all staff;
  - make effective use of relevant research and information to improve this policy;
  - monitor the effectiveness of this policy by:
    - monitoring learning and teaching through observing lessons;
    - monitoring planning and assessment;
    - speaking with pupils, school staff, parents/carers and governors.

### **Role of the Designated Safeguarding Lead**

The designated safeguarding lead will:

- ensure the implementation of this policy;
- ensure everyone connected with the school is aware of this policy;
- work closely with the Headteacher/Head of School and the nominated governor;
- be trained in child protection policy procedures;
- renew training every two years in order to:
  - understand the assessment process;
  - understand the procedures of a child protection case conference and child protection review conference;
  - understand the specific needs of children in need;
  - understand the specific needs of children with special educational needs and those of young carers;
  - have in place a secure and accurate record system of all concerns and referrals.
- take the lead in dealing with child protection issues and in deciding what steps should be taken;
- raise awareness of the need to protect pupils who might be vulnerable to radicalisation and involvement in terrorism;
- make a referral to the regional channel police practitioner if it is thought that a member of the school community is vulnerable to being drawn into terrorism;
- be aware that on receiving the referral, the regional channel police practitioner will:
  - use a vulnerability assessment framework that will assess whether or not the case is potentially appropriate for channel by considering the following criteria:
    - Engagement with a group, cause or ideology.
    - Intent to cause harm.
    - Capability to cause harm.
  - if the case is not suitable for channel then the case will be referred to other support services.
- raise awareness that female genital mutilation (FGM) affects girls particularly from north African countries and it is illegal to allow girls to undergo this practice either in this country or abroad;

- ensure that all concerns regarding FGM and vulnerability to radicalisation are reported;
- keep a confidential child protection register of all those pupils known to be at risk and only if it is confirmed by social services that the child is at risk;
- ensure all confidential child protection information is stored securely in a central place;
- inform parents/carers that information is kept on their children;
- ensure that no information will be disclosed to a parent/carer if this would put a child at risk of significant harm;
- be trained in working with all agencies;
- familiarise school staff with the policy and procedures;
- investigate and deal with all cases of suspected or actual problems associated with child protection;
- ensure that parents/carers are aware that referrals about suspected abuse or neglect may be made;
- make child protection referrals;
- record all child protection referrals on CPOMs;
- co-ordinate action within the school;
- liaise and seek advice from the Local Authority Designated Officer (LADO) when the need arises;
- liaise with social care and other agencies;
- record the transfer of all child protection files of any pupil leaving to join another school by keeping the following record:

Date of Transfer	Child's Name	D.o.B.	Means of Transfer			Destination	Records received by
			Electronically	Special/Recorded Delivery	Direct Handover		

- provide support for any child at risk;
- not promise confidentiality to any child but always act in the interests of a child;
- act as a source of advice within the school;
- help create a culture within the school of listening to children;
- keep up to date with all new guidance on safeguarding children;
- keep all school staff up to date with any changes to procedures;
- organise appropriate training for school staff and governors;
- ensure all incidents are recorded, reported and kept confidential;
- keep all paperwork up to date;
- report back to the appropriate school staff when necessary;
- ensure that there is a smooth transition of responsibilities and information when a new designated safeguarding lead takes over the role;

## Role of School Staff

School staff will:

- attend Prevent training;
- be aware of the risks to children of online activity from terrorist and extremist groups;
- ensure that children are safe from terrorist and extremist material when accessing the school's internet;
- teach PSHE and citizenship;
- be vigilant against radicalisation and extremism;
- ensure a broad and balanced curriculum is taught;

- be aware of the DfE guidance 'Teaching approaches that help build resilience to extremism among young people';
- ensure British values are promoted and embedded in the school;
- ensure pupils are taught about staying safe;
- ensure that pupils are not influenced by the views and beliefs of others;
- refer any concerns about individuals or groups of individuals to the designated safeguarding lead or to the appropriate outside agencies;
- be asked to report any of the following; pupils:
  - having extremist political or religious views;
  - disclosing that they have been exposed to:
    - extremist views and materials;
    - online extremist material;
    - extremist social networking sites.
  - being approached by known extremists in the local community;
  - voicing extremist views and opinions;
  - voicing anti-British values;
  - voicing anti-Western views;
  - in possession of extremist materials;
  - changing their style of dress or appearance;
  - behaving differently in school and at home;
  - attempting to impose extremist views on others;
  - committing prejudice-related attacks against others.
- comply with all aspects of this policy;
- be aware of all other linked policies;
- maintain high standards of ethics and behaviour within and outside school and not to undermine fundamental British values;
- work hard to maintain a positive ethos;
- work hard to maintain a safe and respected school environment;
- show respect for all members of the school community;
- develop positive working relationships with pupils, school staff, parents and governors;
- promote good behaviour;
- work in partnership with parents/carers keeping them up to date with their child's progress and behaviour at school;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community using CPOMs.

## Role of Pupils

Pupils will:

- being aware of and comply with this policy;
- learn:

- how to recognise and manage risk;
  - how to make safer choices;
  - how to deal with peer pressure when it threatens their personal safety or wellbeing;
  - about Internet safety;
  - about British values;
  - about democracy, government and how laws are made;
  - about diversity and the wide-range of ethnic identities in the UK;
  - about the need for mutual respect and understanding;
  - about political and social issues.
- be introduced to sensitive or controversial topics;
  - be taught to:
    - develop their knowledge, self-esteem and self-confidence;
    - distinguish right from wrong and respect the civil and criminal law of England;
    - accept responsibility for their behaviour;
    - show initiative;
    - demonstrate how they can contribute positively to the lives of those living and working in the locality of the school and society more widely;
    - acquire a respect for public institutions and services;
    - acquire an appreciation of and respect for their and other cultures;
    - respect other people irrespective of their status;
    - use the democratic process to influence decision-making;
    - be made aware of the freedom to hold other faiths and beliefs is protected by law;
    - ensure that people with different faiths or beliefs, or none, should be tolerated, not subjected to prejudicial or discriminatory practices or behaviour;
    - be made aware of the importance of identifying and tackling discrimination.
  - be advised to report any concern they have to a member of the school staff;
  - promote a positive image of the school and themselves;
  - be encouraged to work in partnership with the school by making decisions and exercising choice in relation to their educational programme;
  - listen carefully to all instructions given by the teacher;
  - ask for further help if they do not understand;
  - treat others, their work and equipment with respect;
  - support the school code of conduct and guidance necessary to ensure the smooth running of the school;
  - liaise with the school council;
  - take part in questionnaires and surveys.

## Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- be invited to attend training that provides advice to parents/carers on how to keep children and young people safe against radicalisation and extremism that covers the following:

- Why might a young person be drawn towards extremist ideologies?
- How might this happen?
- Recognising the signs of extremism, which may include:
  - out of character changes in behaviour and peer relationships;
  - secretive behaviour;
  - losing interest in friends and activities;
  - showing sympathy for extremist causes;
  - glorifying violence;
  - possessing illegal or extremist literature;
  - advocating messages similar to illegal organisations such as “Muslims Against Crusades” or other non-proscribed extremist groups such as the English Defence League.
- How can parents/carers support children and young people to stay safe?
  - be encouraged to take an active role in the life of the school;
  - be encouraged to support the school code of conduct and guidance necessary to ensure the smooth running of the school.

## Training

We ensure:

- all school staff:
  - have received the appropriate training on all safeguarding policies and procedures undertaken by a registered training provider;
  - are familiar with the following documentation:
    - Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges;
    - Working Together to Safeguard Children: A Guide to Inter-agency Working to Safeguard and Promote the Welfare of Children;
  - are aware of the following linked policies:
 

<ul style="list-style-type: none"> <li>• All aspects of this policy</li> <li>• Safeguarding and Child Protection</li> <li>• Workshop to Raise Awareness of Prevent (WRAP)</li> <li>• Anti-bullying and Child on Child abuse policy</li> <li>• Positive Behaviour Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• E-Safety</li> <li>• Internet Social Networking Websites</li> <li>• Promoting British Values</li> <li>• Involving Pupils in School Policies</li> <li>• Equal opportunities</li> <li>• Inclusion</li> </ul>
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- the content of all training is correct, delivered well and engages staff as we believe that the more engaging training is, the better the outcomes that we need to measure;
- that we have in place evidence for all staff that:
  - highlights the knowledge gaps in the training;
  - shows how those knowledge gaps were corrected.

- all school staff understand and undertake their role in safeguarding and child protection effectively.

### **Reporting concerns**

If a member of staff has a concern about a pupil, they will follow the school's normal safeguarding procedures, which initially is communication with the Designated Safeguarding Lead (DSL). Individual staff can, if appropriate, go directly to social services and the police (dial 101 non-emergency number), but the likely action would be that the DSL would assess the information and risk and, if deemed appropriate, take appropriate action.

Action may range from continued monitoring, communicating with relevant staff, family and even the pupil, and/or communicating with the police and instigating a referral to Channel. The assessment of the risk will to an extent dictate the actions and consultation between senior staff and DSL will occur.

If a referral is made to the police, the appropriate local procedure will be followed in terms of referral forms and subsequent communications which will then go forward to the Channel Panel.

All of this information will be recorded on the academy's safeguarding recording system, e.g. My Concern/CPOMS.

In addition, the Department for Education has dedicated a telephone helpline (020 7340 7264) to enable staff and governors to raise concerns relating to extremism directly.

Concerns can also be raised by email to [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk).

### **Self-Assessment Tool**

The link below takes the reader to a self-assessment tool which has been designed by DfE (Oct 2022) to assist schools in England to review their Prevent related responsibilities if they wish to use it:

<https://www.gov.uk/government/publications/prevent-duty-self-assessment-tool-for-schools>

## **Safeguarding**

We are committed to safeguarding and promoting the welfare of all children as the safety and protection of children is of paramount importance to everyone in this school. We work hard to create a culture of vigilance and at all times we will ensure what is best in the interests of all children.

We believe that all children have the right to be safe in our society. We recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children by creating a positive school atmosphere through our teaching and learning, pastoral support and care for both pupils and school staff, training for school staff and with working with parents/carers. We teach all our children about safeguarding.

We work hard to ensure that everyone keeps careful watch throughout the school and in everything we do for possible dangers or difficulties. We want all children to feel safe at all times. We want to hear their views of how we can improve all aspects of safeguarding and from the evidence gained we put into place all necessary improvements.

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## **Race Disparity Audit**

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

## **Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher/Head of School and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the governing body for further discussion and endorsement.