



# **Glen Hills Primary School**

## **Radicalisation, Extremism and Prevent Policy**

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Glen Hills 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.

### **Aims and Principles**

The main aims of this policy statement are to ensure that staff are fully engaged in being vigilant about radicalisation; 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. The principle objectives are that:

- All Staff and Governors will have an 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 anti-radicalisation and extremism and will follow the policy when issues arise.
- 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.
- Glen Hills Primary School will complete the statutory annual Prevent Duty risk assessment (see Appendix – Risk Assessment).

### **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.

### **Procedures for referrals**

Although serious incidents involving radicalisation have not occurred at Glen Hills Primary School to date, it is important for us to be constantly vigilant and remain fully informed about any issues which affect the region in which we teach. Staff are reminded to suspend any professional disbelief that instances of radicalisation 'could not happen here' and to refer any concerns through the appropriate channels (currently via the Designated Safeguarding Lead or Headteacher).

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.

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

The 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.

### **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 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. Our PSHE (Personal, Social and Health Education), Citizenship and SMSC (Spiritual, Moral, Social and Cultural) provision is embedded across the curriculum, and underpins the ethos of the school. 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 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. They are taught to seek adult help if they are upset or concerned about anything they read or see on the Internet.

### **Role of the Governing Body**

The Governing Body of our School 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.

### **Recruitment**

The arrangements for recruiting all staff, permanent and volunteers, to our school will follow our 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 such vetting checks. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our schools character and ethos. We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our school and staff team we will minimise the opportunities for extremist views to prevail.

### **Staff Training**

Through Safeguarding training and 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.

### **Procedures for referrals**

Any colleague with concerns will speak to the Designated Safeguarding Lead. The concern will be logged and a timeline started.



Policy	Extremism, Radicalisation and Prevent Policy
Reviewing Committee	Full Governors
Last Reviewed	September 2023
Ratified by Governing Body	11 <sup>th</sup> September 2023

## Appendix: Radicalisation and Extremism Risk Assessment

School: Glen Hills Primary School

	Yes/No	Evidence
Does the school have a policy?	Y	Yes – see school website.
Does the school work with outside agencies on radicalisation and extremism e.g. Channel?	Y	All SLT schools work with relevant agencies should any radicalisation or extremist concerns arise.
Have staff received appropriate training?	Y	All staff, governors and volunteers receive appropriate safeguarding training at the start of the year. New staff/volunteers also receive training during induction. Prevent training included during training for full staff on 23 <sup>rd</sup> August 2023.
Has the school got a trained Prevent lead?	Y	Yes, the DSL, Mrs Rebecca Wesley (Headteacher).
Do staff know who to discuss concerns with? (DSL)	Y	This is articulated during the Safeguarding Training before the start of term, written in the staff room, displayed in the hall, in relevant policies, included in the staff handbook and in 'Safeguarding in Education Induction' leaflet for new starters, work experience and volunteers.
Is suitable filtering of the internet in place?	Y	Yes
Do children know who to talk to about their concerns?	Y	This is delivered in assemblies, lessons and there is a display board in a prominent place within the school hall with photos of the safeguarding team on.
Are there opportunities for children to learn about radicalisation and extremism?	Y	This is covered in a variety of lessons –safety lessons, PSHE, RSE, SMSC, British Values work and schemes of work throughout the Key Stages.
Have any cases been reported?	Y	Previously, Glen Hills Primary School worked with Prevent (101) in regards to this case.
Are individual pupils risk assessed?	N	This will be consistently monitored as needed.

<p>What factors make the school community potentially vulnerable to being radicalised? (e.g. EDL local base, extreme religious views promoted locally, tensions between local communities, promotion of radical websites by some pupils/parents)</p>	<p>The local area is, although not specifically ethnically diverse, has not demonstrated any factors which would suggest any vulnerability for radicalisation.</p>	
<p>Comment on the school's community, locality and relevant history</p> <p>The local area is, although not specifically ethnically diverse, has not demonstrated any factors which would suggest any vulnerability for radicalisation. Number of roll approximately 490.</p>		
<p>Risk evaluation</p>	<p><b>Low</b></p> <p><b>Medium</b></p> <p><b>High</b></p>	<p>Way Forward – to continue to ensure staff/governors and work experience/volunteers are suitably trained. To ensure DSL and DDSLs continue to monitor the needs of the pupils and address any safeguarding concerns if required.</p>

September 2023

