

# The Hafod Federation



## TACKLING EXTREMISM & RADICALISATION POLICY

T Payne

Chair of Governing Body

November 2021

Date of Acceptance

Review Date November 2022

## **1. POLICY STATEMENT**

The Hafod Federation 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. The Tackling Extremism and Radicalisation 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 the support.

## **2. LINKS TO OTHER POLICIES**

Tackling Extremism and Radicalisation Policy links to the following policies:

- Safeguarding & Child Protection Policy
- Anti-Bullying Policy
- Behaviour Policy
- ICT & Online Safety for Pupils Policy
- Lettings Policy

## **3. AIMS AND PRINCIPLES**

The Hafod Federation's 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.

The objectives are that:

- All governors, teachers, teaching assistants and non-teaching 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 non-teaching 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 policies in place to keep pupils safe from harm and that the school regularly reviews its systems to ensure they are appropriate and effective.

The main aims of this policy 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.

#### **4. 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.

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 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 other 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 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.

#### **5. PROCEDURES FOR REFERRALS**

Although serious incidents involving radicalisation have not occurred under the Hafod Federation to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, town and society in which we teach. Staff are reminded to suspend their '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. (See appendix 1 – Dealing with referrals).

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 Head Teacher, Deputy Head Teachers and Child Protection/Safeguarding Governor are trained as designated Senior Leader Team for Child Protection and Safeguarding (SLT) and will deal swiftly with any referrals made by staff or with concerns reported by staff. (see appendix 1 – Dealing with referrals).

## **6. GOVERNORS, LEADERS AND STAFF**

The Head Teacher, Deputy Head Teachers and Child Protection/Safeguarding Governor are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the Head Teacher are available, all staff know the channels by which to make referrals via the safeguarding displays in the school.

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.

The SLT will work in conjunction with external agencies to decide the best course of action to address concerns which arise.

## **7. THE ROLE OF THE CURRICULUM**

Our curriculum is broad and balanced. It 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.

Our PSE provision is embedded across the curriculum. It directs our assemblies and underpins the ethos of the school. It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

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.

## **8. STAFF TRAINING**

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 children are resilient and able to resist involvement in radical or extreme activities.

## **9. VISITORS AND THE USE OF SCHOOL PREMISES**

If any member of staff wishes to invite a visitor in the school, they must first discuss and gain agreement from the Head Teacher. The visitor will be subject to Safeguarding Checks including DBS checks and photo identification. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

Upon arriving at the school, all visitors including contractors, will be made aware of who the Child Protection/Safeguarding Leads are and how to report any concerns which they may experience. This is printed on the visitor lanyards.

If any agreement is made to allow non-school groups or organisations to use the premises, appropriate checks will be made agreeing the contract. Usage will be monitored and in the event of any behaviour not in-keeping with the Tackling Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

## **10. ADDITIONAL MATERIALS**

See Appendix 2 for further reading

## **11. POLICY REVIEW**

The Hafod Federation's Tackling Extremism and Radicalisation Policy will be reviewed annually in line as part of the Safeguarding review

**Appendix 1 – Dealing with referrals**

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

Where there are concerns of extremism or radicalisation parents, pupils and staff will be encouraged to make use of our internal systems to raise any issue in confidence with senior management.

Our lead person for Prevent is the Designated Safeguarding Lead who would normally be the first point of contact should there be any concerns. The Designated Safeguarding lead will follow the school safeguarding procedure to refer any concerns. Additional advice can be obtained from the North Wales Police Prevent team where necessary.

If for any reason making a referral to the Designated safeguarding lead creates a difficulty for the referrer, they can contact the Duty officer on 01352 701000.

### **Useful Contacts:**

#### **North Wales Police Prevent Team:**

##### **Rhingyll/Sergeant 1739 Neal Parkes (PoISa)**

Cydlynnydd Prevent/ Prevent Coordinator  
Gwasanaethau Lleol Heddlu/Local Policing Services  
Pencadlys yr Heddlu/Police Headquarters  
Bae Colwyn/Colwyn Bay  
Ffon/telephone : 01745 588814 est./ex 88814  
BB 07768035316  
Ebost/ email: [neal.parkes@nthwales.pnn.police.uk](mailto:neal.parkes@nthwales.pnn.police.uk)

##### **Cwnstabl/ Constable 149 Rob Darnell**

Swyddog Ymgysylltiad Prevent/ Prevent Engagement Officer  
Pencadlys yr Heddlu/ Police Headquarters  
Bae Colwyn/ Colwyn Bay  
LL29 8AW  
Ffon/Telephone : 01492 805387/ 07896172825  
Ebost/email: [rob.darnell@nthwales.pnn.police.uk](mailto:rob.darnell@nthwales.pnn.police.uk)

### **Appendix 2 – Additional materials**

**The Prevent Duty : advice for schools and Childcare providers**

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)

**Supplementary guidance: inspecting safeguarding in schools and PRUs (Estyn, 2015)**

<http://www.estyn.gov.wales/document/supplementary-guidance-inspecting-safeguarding-schools-and-prus>

**Respect and resilience: Developing community cohesion – a common understanding for schools and their communities (2011)**

[www.gov.wales/docs/dcells/publications/110209respecten.pdf](http://www.gov.wales/docs/dcells/publications/110209respecten.pdf)

**Recommended web filtering standards for school in Wales (2015)**

[www.gov.wales/docs/dcells/publications/150629-recommended-web-filtering-standards-en.pdf](http://www.gov.wales/docs/dcells/publications/150629-recommended-web-filtering-standards-en.pdf)