

ANTI-RADICALISATION POLICY

The OHC&AT Board of Directors has agreed this Policy – 28th June 2019.

Jay Mercer
Chair of OHCAT Board

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Peter Lauener
Chair of OHC Board

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Anti-Radicalisation Policy

INTRODUCTION

Orchard Hill College and Academy Trust (OHC&AT) is committed to providing outstanding educational opportunities for all our pupils, students and apprentices. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. This policy sets out the beliefs, strategies and procedures that OHC&AT uses to protect vulnerable individuals from being radicalised or exposed to extremism.

AIMS AND OBJECTIVES

This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. It clearly sets out how OHC&AT will deal with such incidents and identifies how the curriculum and ethos of each OHC&AT provision underpins our actions.

The objectives are that:

- All governors, senior leaders, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalisation is and why we need to be vigilant in school or college.
- All governors, senior leaders, teachers, teaching assistants and non-teaching staff will be made aware of the Prevent duty and Channel process through regular training and updates.
- All governors, senior leaders, teachers, teaching assistants and non-teaching staff will understand this policy and will follow the procedure when issues arise.
- All pupils/students, apprentices, parents/carers and families will know that OHC&AT has policies in place to keep pupils, students and apprentices safe from harm and that these policies, procedures and systems are regularly reviewed to ensure they are appropriate and effective.

The main aims of this policy are to ensure that:

- All OHC&AT staff are fully engaged in being vigilant about radicalisation;
- All OHC&AT staff will be prepared to think the unthinkable and overcome professional disbelief that such issues could happen here
- Across the organisation, we work alongside other professional bodies and agencies to ensure that our pupils, students and apprentices are safe from harm.

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 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.
- Their 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 or cause.
- Communications with others that suggests identification with a group, cause or ideology.
- Using insulting 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.

PROCEDURES FOR REFERRALS

It is important for OHC&AT staff to be constantly vigilant and remain fully informed about pupils'/students' local communities and the issues which affect them. 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. (See Appendix 1 – Dealing with Referrals)

Early intervention is vital and staff must be aware of the established processes for front line professionals to refer concerns about individuals and groups.

Staff wishing to report a concern relating to radicalisation should speak with their provision's Designated Safeguarding Lead in the first instance. Please refer to the Child Protection, Adult Protection & Safeguarding Policy for further details.

Principals and Senior Leadership Teams 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 (see Appendix 1 – Dealing with Referrals).

THE ROLE OF THE CURRICULUM

All curricula used in OHC&AT provisions promote respect, tolerance and diversity. Pupils/students 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.

Personal and Social Education (PSE) provision is embedded across the curriculum and underpins the ethos of the school or College. It is recognised that children and young people with low aspirations are more vulnerable to radicalisation and therefore OHC&AT strives to equip pupils and students with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Pupils and students 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.

Each OHC&AT provision uses regular opportunities to emphasise the fundamental British Values of diversity, tolerance, and democracy, e.g. weekly assemblies, Student Councils, as well as Spiritual, Moral, Social and Cultural Values which are embedded across the curriculum.

Student Councils provide pupils and students with a democratically elected platform for sharing views on their provision and effecting real change in the way the school or College is run.

All pupils, students and apprentices have a named member of staff who they can speak with at any time.

STAFF TRAINING

OHC&AT uses INSET opportunities to ensure that 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 an organisation to ensure that pupils, students and apprentices are resilient and able to resist involvement in radical or extreme activities.

POLICY REVIEW DETAILS

<i>Version:</i>	1.2
<i>Reviewer:</i>	Jackie Van-West, John Prior
<i>Approval body:</i>	Family Board
<i>Date this version approved:</i>	28 th June 2019
<i>Due for review:</i>	Summer 2020

RELATED POLICIES AND PROCEDURES

Child Protection, Adult Protection and Safeguarding Policy
Equality and Diversity Policy
E-Safety Policy (Academies/OHC)
Anti-Bullying Policy
Staff Code of Conduct
'Keeping Children Safe in Education' (DfE, September 2018)

APPENDIX 1: Dealing with referrals

OHC&AT acknowledges the potential indicating factors that a child or young person 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 identity, prejudicial behaviour and personal or political grievances.

In the event of prejudicial behaviour:

- All incidents of prejudicial behaviour will be reported directly to the Designated Safeguarding Lead or, in their absence, any other member of the Senior Leadership Team
- All incidents will be fully investigated and recorded in the Running Log as a safeguarding concern. Incidents will be marked in Red to identify them as potential radicalism or extremism.

Parents/carers will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting will be kept in the Safeguarding file. The Designated Safeguarding Lead will follow up any referrals for a period of four weeks after the incident to assess whether there is a change in behaviour and or attitude. A further meeting with parents/carers would be held if there is not a significant positive change in behaviour. If deemed necessary, serious incidents will be discussed and referred to the Local Safeguarding Board and/or MASH. OHC&AT will seek advice from government programmes including Prevent and Channel as well as the Due Diligence and Counter Extremism Division (DDCED) where necessary.

In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school or College will contact the Police.

Additional materials

Prevent duty guidance, GOV.UK – Home Office

<https://www.gov.uk/government/publications/prevent-duty-guidance>

Channel guidance, GOV.UK – Home Office

<https://www.gov.uk/government/publications/channel-guidance>

Keeping Children Safe in Education, GOV.UK – DfE

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Children, Schools and Families (DCSF), a predecessor of the Department for Education.

Schools edition:

<http://webarchive.nationalarchives.gov.uk/20130401151715/http://www.education.gov.uk/publications/eOrderingDownload/00804-2008BKT-EN.pdf>

Colleges edition:

https://www.education.gov.uk/consultations/downloadableDocs/17132_DIUS_Learning_Be_Safe.pdf