

Hevingham and Marsham Primary School Partnership & Hevingham Under 5's Extremism and Radicalisation Policy

Our School Aims.
We expect a high standard of personal behaviour in a secure environment that fosters co-operation, self-confidence, independence, tolerance and positive attitudes to learning. This is achieved through high expectations for both individual children and groups of children, whilst promoting an environment in which every child feels secure, respected and able to make a valued contribution.

Background:

Hevingham and Marsham are proud to provide a values-led curriculum, we are inclusive schools and provide excellent pastoral, nurture and well-being support to all our children fostering community links at every opportunity.

At our schools there is no place for extremist views of any kind. Our children know that our schools are a safe place, and all adults at Hevingham and Marsham have a duty of care to ensure that this happens. Education is a powerful tool against the ignorance, division and fear created by extremism. We will provide children with the knowledge, skills and critical thinking to challenge extremist ideas.

Definitions:

The government definition of extremism in its 'Prevent Strategy' is:

'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas.'

We recognise that exposure to extremism materials and influences can lead to poor outcomes and will be addressed as a safeguarding concern as set out in this document. We acknowledge that if we fail to challenge extremist views we are failing to protect our pupils, and tackling extremism comes under the remit of our Designated Safeguarding/Child Protection Officers.

Extremism is defined in the 2011 Prevent strategy as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

British values are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The Designated Safeguarding/Child Protection Lead is: Lydia Board (Headteacher)
Alternate Designated Lead: Sam Bloomfield (Nurture Lead) or Josie Davenport (Class Teacher)

School Ethos and Practice:

At Hevingham and Marsham, we provide a broad and balanced curriculum in the context of our values and rights respecting agenda, so that our children embrace difference and diversity, and feel valued members of our school community. We have a duty to prepare our pupils for life in modern Britain and to keep them safe. Everyone at Hevingham and Marsham Primary Schools has the right to learn and work in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

We are aware that children can be exposed to extremist influences or prejudiced views from early childhood through a variety of sources and media, and that they may at times reflect or display views which may be discriminatory, prejudiced or extremist, or use offensive language.

Any discrimination, prejudice or extremist views, including offensive language, shown by pupils or staff will be dealt with in line with our Behaviour for Learning Policy and staff Code of Conduct, and will always be addressed.

Linked policies:

Anti-bullying Policy
Behaviour Policy
Safeguarding and Child Protection Policy
Single Equality Scheme
Internet and E-safety Policy
Staff Code of Conduct
Whistleblowing Policy
Attendance Policy

Teaching Approaches:

Our teaching will support our school vision 'Confident and healthy individuals, successful learners, responsible citizens' and ensure that children do not feel alienated or disempowered.

We place high priority on spiritual, moral, social and cultural development, which we achieve through our quality delivery of:

- PSHE
- RE
- Outdoor Learning
- SEAL/PATHS
- Philosophy for Children
- Values-led curriculum
- Themed curriculum
- Public speaking opportunities including debating
- School assemblies

We also adhere to the main methods outlined in the governmental guidance 'Teaching Approaches that help build resilience to extremism among young people.' (DfE 2011):

- We make good connections with our children through good teaching design and a child-centred approach
- We facilitate a safe place for discussion and dialogue (Nurture TA and wellbeing work)
- We equip our children with the skills, knowledge and understanding and awareness to develop resilience.

We promote the values of democracy through our School Council, Votes for Schools, Friendly Faces, Buddies, and ample opportunities to vote on decisions regarding our school.

We value the rule of law and individual liberty, mutual respect and tolerance to those of other faiths, backgrounds and beliefs. We teach all our children to respect each other and tolerate differences.

Roles and Responsibilities:

The 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 support our ethos and values, and will support us in tackling any form of radicalisation or extremism.

Role of the Headteacher -

It is the role of the Headteacher to:

- ensure that the schools and its staff respond to preventing radicalisation
- ensure that the schools curriculum addresses the issues involved in radicalisation
- ensure that staff conduct is consistent with preventing radicalisation

Role of Designated Safeguarding Lead-

It is the role of the Designated Safeguarding Lead to:

- ensure that staff understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns
- receive safeguarding concerns about pupils who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation
- make referrals to appropriate agencies with regard to concerns about radicalisation
- liaise with partners, including the local authority and the police
- report to the Designated Safeguarding Lead on these matters

Role of staff:

It is the role of staff to understand the issues of radicalisation, that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

Staff Training:

Staff will be given training to help them understand the issues of radicalisation, so that they are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of the annual safeguarding training.

Safer Recruitment:

We ensure that the staff we appoint to the school are suitable, our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of Keeping Children Safe in Education 2015. Vetting and barring checks are undertaken on relevant people including volunteers.

Visitors:

Visitors to the college are made aware of our safeguarding and child protection policies on arrival at the college and are given information about what to do if they are concerned about any aspect of child welfare.

We undertake due diligence to ensure that visiting speakers are appropriate. Speakers will be supervised at all times and will not be allowed to speak to pupils without a member of staff being present.

Staff must not invite speakers or visitors into school without first obtaining permission from the Headteacher.

Signs of vulnerability:

There are no known definitive indicators that a young person is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- traumatic events

- global or national events
- religious conversion
- change in behaviour
- extremist influences
- conflict with family over lifestyle
- confused identify
- victim or witness to race or hate crimes
- rejection by peers, family, social groups or faith

Recognising Extremism:

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside college
- evidence of possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent)
- secretive behaviour
- online searches or sharing extremist messages or social profiles
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, art work or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- verbalising anti-Western or anti-British views
- advocating violence towards others

Referral Process:

Staff and visitors to the school must refer all concerns about pupils who show signs of vulnerability or radicalisation to the Designated Safeguarding Lead using the usual methods for reporting other safeguarding concerns. When there are significant concerns about a pupil, the Designated Safeguarding Lead will make a referral to the appropriate body using the appropriate reporting form (Appendix 1) to preventreferrals@norfolk.pnn.police.uk

Appendix 1

Prevent referral form

By sending this form you consent for it to arrive with both your dedicated Local Authority safeguarding team and Prevent policing team for a joint assessment. Wherever possible we aim to give you feedback on your referral, please be aware, however, that this is not always possible due to data protection and other case sensitivities.

Once you have completed this form, please email it to preventreferrals@norfolk.pnn.police.uk

If you have any questions while filling in the form, please call the Prevent team on **01953 423905** or **01953 423896**

Individual's biographical and contact details

Forename(s):	
Surname:	
Date of Birth:	
Approximate age:	
Gender:	
Known address(es), identify which address is the individual's current residence:	
Nationality or citizenship:	
Immigration or asylum status:	
Primary language:	
Contact telephone number(s):	
Email address(es):	
Any other relevant family details such as who lives with the individual:	

Describe concerns

In as much detail as possible, please describe the specific concern(s) relevant to Prevent. For example:

- How or why did the individual come to your organisation's notice in this instance?
- Does it involve a specific event? What happened? Is it a combination of factors? Describe them.
- Has the individual discussed personal travel plans to a warzone or countries with similar concerns? Where? When? How?
- Does the individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact?
- Is there something about the individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information?
- Has the individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly?
- Has the individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider any extremist ideology, group or cause, as well as support for "school-shooters" or public-massacres, or murders of public figures.
- Please describe any other concerns you may have that are not mentioned here in the box below.

Type text here

Complex needs

Is there anything in the individual's life that you think might be affecting their wellbeing or that might be making them vulnerable in any sense? Please describe, for example:

- Victim of crime, abuse or bullying.
- Work, financial or housing problems.
- Citizenship, asylum or immigration issues.
- Personal problems, emotional difficulties, relationship problems, family issues, ongoing court proceedings.
- On probation; any erratic, violent, self-destructive or risky behaviours, or alcohol or drug misuse or dependency.
- Expressed feelings of injustice or grievance involving any racial, religious or political issue, or even conspiracy theories.
- Educational issues, developmental or behavioural difficulties, mental ill health (see Safeguarding Considerations below).
- Please describe any other need or potential vulnerability you think may be present but which is not mentioned here.

Type text here

Other information

Please provide any further information you think may be relevant for example social media details, military service number, other agencies or professionals working with the individual etc.

Type text here

Person who first identified the concerns

Does the identifier wish to remain anonymous?	
Forename:	
Surname:	
Professional role and organisation:	
Relationship to individual:	
Contact telephone number:	
Email address:	

Person making this referral if different from person named above

Forename:	
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Surname:	
Professional role and organisation:	
Relationship to individual:	
Telephone number:	
Email address:	

Referrer's organisational Prevent contact if different from above

Forename:	
Surname:	
Professional role and organisation:	
Relationship to individual:	
Telephone number:	
Email address:	

Relevant dates

Date the concern first came to light:	
When were the concerns first identified?	
Date referral made to Prevent:	
Date this form was completed and sent off:	

Safeguarding considerations

Does the individual have any stated or diagnosed disabilities, disorders or mental health issues? Please describe, stating whether the concern has been diagnosed.

Type text here

Have you discussed this individual with your organisations Safeguarding or Prevent lead? What was the result of the discussion?

Type text here

Have you informed the Individual that you are making this referral? What was the response?

Type text here

Have you taken any direct action with the individual since receiving this information? What was the action and the result?

Type text here

Have you discussed your concerns around the individual with any other agencies? What was the result of the discussion?

Type text here

Individual's employment or education details

Current occupation and employer(s):	
Previous occupation(s) and employer(s):	
Current educational establishment(s):	
Previous educational establishment(s):	

Thank you for taking the time to make this referral. Information you provide is valuable and will always be assessed. If there is no Prevent concern but other

safeguarding issues are present, this information will be sent to the relevant team or agency to provide the correct support for the individual(s) concerned.