

College will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

3.2 The objectives are that:

- All governors, teachers and support staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in College.
- All governors, teachers and support staff will know what the College policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All students 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 students will know that the College has policies in place to keep students safe from harm and that the College regularly reviews its systems to ensure they are appropriate and effective.

3.3 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 happen here and ensure that we work alongside other professional bodies and agencies to ensure that our students are safe from harm.

4. DEFINITIONS AND INDICATORS

4.1 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.

4.2 Extremism is defined as the holding of extreme political or religious views.

4.3 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 others 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

5.1 Although serious incidents involving radicalisation have not occurred at Sir John Hunt CS to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, city and society in which we teach. Staff are reminded to suspend any '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)

5.2 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 practise.

5.3 All members of the (SLT) are trained as Designated Senior Leaders for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.

5.4 The Principal and SLT 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)

5.5 As with any child protection referral, staff must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves and will be given the contact details to do this via the notice board in the staffroom.

6. GOVERNORS, LEADERS AND STAFF

6.1 The Principal and all members of the SLT are the leaders for referrals relating to extremism and radicalisation.

6.2 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a student, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.

6.3 The SLT will work in conjunction with the Principal, Pastoral Care Team and external agencies to decide the best course of action to address concerns which arise.

6.4 Prejudicial behaviour can be a factor in radicalisation and extremism. With this in mind, Sir John Hunt CSC has updated procedures for dealing with prejudicial behaviour, as outlined in the Positive Behaviour Policy and Equality Policy.

7. THE ROLE OF THE CURRICULUM

7.1 Our curriculum is "broad and balanced" (Ofsted 2012, 2014). 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.

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

7.3 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

8.1 Through CPD opportunities in College, 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 College to ensure that our children are resilient and able to resist involvement in radical or extreme activities.

9. VISITORS AND THE USE OF COLLEGE PREMISES

9.1 Upon arriving at the College, all visitors including contractors, will read the child protection and safeguarding guidance and be made aware of who the DSLs are and how to report any concerns which they may experience.

9.2 If any agreement is made to allow non-College groups or organisations to use the premises, appropriate checks will be made before 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 College will contact the police and terminate the contract.

10. POLICY REVIEW

10.1 The Sir John Hunt CSC Tackling Extremism and Radicalisation Policy will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.

This policy will be ratified by the Governing Body in July 2015

Signed..... Chair of Governors Date.....

This policy will be reviewed on or before the following date: July 2018

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 identity, prejudicial behaviour and personal or political grievances.

In the event of prejudicial behaviour the following system will be followed;

- All incidents of prejudicial behaviour will be reported directly to the SDCP or SLT or the Principal.
- All incidents will be fully investigated and recorded in line with College Policy and records will be kept in line with procedures for any other safeguarding incident.
- 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 is kept alongside the initial referral in the Safeguarding folder.
- The pastoral staff 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 would be held if there is not a significant positive change in behaviour.
- If deemed necessary, serious incidents will be discussed and referred to Amada Paddison, CAF Co-ordinator in Plymouth 01752 668000 or Simon White Safeguarding Business Manager on Plymouth 01752 668000.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the College will also contact the Police or Counter Terrorism Unit via 101.

Appendix 2 - Staff Safeguarding Training

Type of Training	Delivered by	Delivered to	When and at what frequency
Safer Recruitment Training	Carol Henwood Local Authority	All SLT and all governors	Refreshed on 3 year basis. Certificates held in College Safeguarding Folder
Safeguarding and Child Protection Training	Brian Gould Local Authority	All SLT and designated governors for child protection	Refreshed on 2 year basis. Certificates held in College Safeguarding Folder
Safeguarding and Child Protection Training – Dissemination	SLT	All staff, governors, office staff, site management and dinner supervision	Repeated for all staff during first half of Autumn half term each academic year and ongoing in

			weekly year group and INSET meeting
Tackling Homophobia in Colleges	Plymouth Safeguarding Board	All staff, governors, office staff, site management and dinner supervision	Repeated for all staff during first half of Autumn half term each academic year
Tackling Domestic Violence		All staff, governors, office staff, site management and dinner supervision	Repeated for all staff during first half of Autumn half term each academic year
Tackling Female Genital Mutilation		All staff, governors, office staff, site management and dinner supervision	Repeated for all staff during first half of Autumn half term each academic year
Looked After Children	Looked After	DSL for Looked After Children	Refresher on 2 year basis

Appendix 3 – Additional materials

(Available on shared drive in safeguarding or on College website or by searching online)

- The Prevent Strategy, GOV.UK – Home Office
- Keeping Children Safe in Education DfE 2014
- Working Together to Safeguard Children HM Government 2013