

PREVENTING EXTREMISM AND RADICALISATION POLICY

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Introduction

The Counter-Terrorism and Security Act, which received Royal Assent on 12 February 2015, places a duty on specified authorities, including academies and colleges, to have due regard to the need to prevent people from being drawn into terrorism (“the Prevent duty”). The Prevent duty reinforces existing duties placed upon educational establishments for keeping children safe by:

- Ensuring a broad and balanced curriculum is in place to promote the spiritual, moral, social and cultural development of students.
- Assessing the risk of students being drawn into extremist views.
- Ensuring safeguarding arrangements by working in partnership with local authorities, police and communities.
- Training staff to provide them with the knowledge and ability to identify students who may be vulnerable to radicalisation.
- Keeping students safe online by using effective filtering and usage policies.

The policy is provided to all staff and should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Equality Policy
- Complaints Policy
- Behaviour for Learning Policy

1. Purpose And Aims

1.1 Ormiston Venture Academy is fully committed to safeguarding and promoting the welfare of all its students. We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today’s society.

1.2 Our academy fully recognises the contribution it can make to promoting the welfare of children and protecting them from harm. This policy sets out our strategies and procedures to protect vulnerable students from being radicalised or exposed to extremist views. The elements of our policy are prevention, protection and support.

1.3 At Ormiston Venture Academy, we will ensure that:

- All staff, volunteers and governors, have an understanding of what radicalisation and extremism is and why we need to be vigilant in academy.
- Through training, staff, volunteers and governors will know what the academy policy is on tackling extremism and radicalisation and how to respond when concerns arise.
- Through our curriculum, we will promote the spiritual, moral, social and cultural development of students.
- Parents/carers and students will know that the academy has policies in place to keep students safe from harm and that the academy regularly reviews these systems to ensure they are appropriate and effective.

1.4 This policy applies to all students, staff, parents, governors, volunteers and visitors.

1.5 A glossary of related terms and indicators of vulnerability to extremism can be found in Appendices 1 and 2 of this policy.

2. Roles And Responsibilities

2.1 It is the responsibility of every member of staff, volunteer and regular visitor to our academy to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the students at this academy.

2.2 The Governing Body of Ormiston Venture Academy is accountable for ensuring the effectiveness of this policy and our compliance with it. The Governing Body will ensure that:

- This policy is reviewed annually alongside our Safeguarding and Child Protection Policy.
- All staff undertake appropriate training that equips them with the skills to identify and respond appropriately to concerns regarding extremism and radicalisation.
- The Principal and Designated Safeguarding Lead will assess the risk of students being drawn into extremist views. The risk assessment may include consideration of the academy's curriculum, the use of academy premises by external agencies and any other local issues relating to the academy community.
- A broad curriculum is in place to deliver the spiritual, moral, social and cultural development of students.
- Appropriate safeguarding arrangements are in place by working in partnership with other agencies and communities as required.
- There are systems in place for keeping students safe from extremist material when accessing the internet in our academy by using effective filtering and usage policies.

2.3 The Designated Safeguarding Lead (DSL) will carry out their role in accordance with the responsibilities outlined in Annex B of *'Keeping Children Safe in Education'*. As part of this responsibility, the DSL will act as the point of contact within our academy for any concerns relating to radicalisation and extremism.

2.4 The DSL at Ormiston Venture Academy will make referrals in accordance with Norfolk Channel procedures to the MASH Team where appropriate and will represent our academy at Channel meetings as required.

2.5 The DSL is responsible for ensuring that all staff members and volunteers are aware of our policy and the procedures they need to follow. They will ensure that all staff have received appropriate training.

3. Training

3.1 Through training, we will ensure that all of our staff are made fully aware of the threats, risks and vulnerabilities that are linked to radicalisation. Staff will be able to identify children

at risk of being drawn into extremism and develop the confidence to challenge extremist ideas. All staff will understand how we can provide support to ensure that our students are resilient and supported to resist involvement in radical or extreme activities.

3.2 Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our academy.

4. The Role Of The Curriculum

4.1 At Ormiston Venture Academy we will provide students with a broad and balanced curriculum and promote the spiritual, moral, social and cultural (SMSC) development of our students, into education regarding British Values. Students will be encouraged to regard people of all faiths, races and cultures with respect and tolerance.

4.2 Through our curriculum we will aim to:

- enable students to develop their self-knowledge, self-esteem and self-confidence;
- enable students to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the academy and to society more widely;
- enable students to acquire a broad general knowledge of and respect for public institutions and services in England;
- further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people; and
- encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

4.3 We will achieve this by using a curriculum that includes:

- All faculties identify and consider ways in which they can contribute to the personal development of each student
- SMSC is highlighted in all Schemes of Learning
- Collective worship provides a regular opportunity to help students in their personal development, incorporated into College Collectives
- The rewards and consequences system in the academy promote moral understanding at all times.
- Development days and events
- Student Voice
- Personalised Learning time used to develop understanding of key themes, such as democratic process

5. Visitors And The Use Of Academy Premises

5.1 At Ormiston Venture Academy we recognise the role that external agencies and speakers can play in enhancing the learning experiences of our students. Where we use external agencies and individuals in this way, we will positively vet them to ensure that their messages are consistent with, and not in opposition to, the academy's values and ethos.

5.2 Our academy will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to students are consistent with the ethos of the academy and do not marginalise any communities, groups or individuals;
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise students through extreme or narrow views of faith, religion or culture or other ideologies;
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication;
- Activities are matched to the needs of students;
- Activities are carefully evaluated by the academy to ensure that they are effective.

5.3 Any guest speakers or external agencies will be provided with a copy of our safeguarding procedures on arrival at the academy and will be appropriately supervised at all times.

5.4 When an agreement is made to allow non-academy groups or organisations to use the academy 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 academy will contact the police and terminate the arrangement.

6. Procedures For Managing Concerns

6.1 Ormiston Venture Academy adheres to the procedures that have been agreed locally through the Norfolk Safeguarding Children Partnership (NSCP) for safeguarding individuals vulnerable to extremism and radicalisation. Please also refer to our Safeguarding and Child Protection Policy for further information about our wider safeguarding responsibilities.

6.2 We recognise that staff at our academy play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. **All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned and this includes vulnerability to radicalisation.**

6.3 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2018).

6.4 The Designated Safeguarding Lead (DSL) should be used as the primary contact for all safeguarding concerns in our academy. Any member of staff or visitor to the academy who receives a disclosure of or suspects that a child is at risk of radicalisation must report it immediately to the DSL or, if unavailable, to the alternate designated person. This should be done using the Academy's Safeguarding concern reporting system CPOMS.

6.5 Following receipt of any information raising concern about vulnerability to radicalisation, the DSL will consider what action to take and will follow the Norfolk Channel procedures by making a referral via the MASH as required. All information and actions taken, including the reasons for any decisions made, will be fully documented.

6.6 All Channel referrals will be made using the referral form that can be found at Appendix 3.

6.7 If an allegation is made or information is received about an adult who works in our setting which indicates that they may be unsuitable to work with children because of concerns relating to extremism and radicalisation, the member of staff receiving the information should inform the Principal or Chair of Governors immediately in line with the procedures outlined in our Child Protection and Safeguarding Policy.

7. Relevant Policies

7.1 To underpin the values and ethos of our academy and our intent to ensure that students at our academy are appropriately safeguarded, the following policies should be read in conjunction with this policy:

- Child Protection and Safeguarding Policy
- Behaviour for Learning
- Complaints Policy

8. Statutory Framework

8.1 This policy has been devised in accordance with the following legislation and local and national guidance:

- Norfolk Channel Procedures
- The Counter-Terrorism and Security Act 2015
- 'Prevent Duty Guidance: for England and Wales', HM Government (2015)
- ['Promoting fundamental British values as part of SMSC in academies: Departmental advice for maintained academies'](#), DfE (2014)
- ['Keeping Children Safe in Education'](#), DfE (2021)
- ['Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children'](#), DfE (2018)

- [‘Information Sharing: Advice for practitioners’, DfE \(2018\)](#)

'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.

'Non-violent extremism' is extremism, as defined above, which is not accompanied by violence.

'Prevention' in the context of the Prevent duty means reducing or eliminating the risk of individuals becoming involved in terrorism. Prevent includes but is not confined to the identification and referral of those at risk of being drawn into terrorism into appropriate interventions. These interventions aim to divert vulnerable people from radicalisation.

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

The current UK definition of **'terrorism'** is given in the Terrorism Act 2000 (TACT 2000). In summary this defines terrorism as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

'Terrorist-related offences' are those (such as murder) which are not offences in terrorist legislation, but which are judged to be committed in relation to terrorism.

'Vulnerability' describes the condition of being capable of being injured; difficult to defend; open to moral or ideological attack. Within Prevent, the word describes factors and characteristics associated with being susceptible to radicalisation.

There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

Students may become susceptible to radicalisation through a range of social, personal and environmental factors. It is vital that academy staff are able to recognise those vulnerabilities. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

Factors which may make students more vulnerable may include:


- **Identity Crisis:** the pupil is distanced from their cultural/religious heritage and experiences discomfort about their place in society.
- **Personal Crisis:** the pupil may be experiencing family tensions; a sense of isolation; low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
- **Personal Circumstances:** migration; local community tensions and events affecting the pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- **Unmet Aspirations:** the pupil may have perceptions of injustice; a feeling of failure; rejection of civic life.
- **Experiences of Criminality:** involvement with criminal groups, imprisonment, poor resettlement or reintegration.
- **Special Educational Need:** students may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

Students who are vulnerable to radicalisation may also be experiencing:

- Substance and alcohol misuse
- Peer pressure
- Influence from older people or via the Internet
- Bullying
- Domestic violence
- Race/hate crime

Behaviours which may indicate a child is at risk of being radicalised or exposed to extremist views could include:

- Being in contact with extremist recruiters and/or spending increasing time in the company of other suspected extremists;
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause;

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- Students accessing extremist material online, including through social networking sites;
 - Possessing or accessing materials or symbols associated with extremist groups;
 - Using extremist narratives and a global ideology to explain personal disadvantage;
 - Students voicing opinions drawn from extremist ideologies and narratives, this may include justifying the use of violence to solve societal issues;
 - Graffiti symbols, writing or art work promoting extremist messages or images;
 - Significant changes to appearance and/or behaviour increasingly centred on an extremist ideology, group or cause;
 - Changing their style of dress or personal appearance to accord with the group;
 - Attempts to recruit others to the group/cause;
 - 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.
 - Parental reports of changes in behaviour, friendship or actions and requests for assistance;
 - Partner academies, local authority services, and police reports of issues affecting students in other academies.

Appendix 3:

REFERRAL PROCESS

By sending this form you consent for it to arrive with both your dedicated Local Authority safeguarding team & 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 & other case sensitivities.

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

If you have any questions whilst filling in the form, please call: **The Prevent Team on 01953 423905 or 01953 423896**

INDIVIDUAL'S BIOGRAPHICAL & CONTACT DETAILS

Forename(s):	First Name(s)
Surname:	Last Name
Date of Birth (DD/MM/YYYY):	D.O.B.
Approx. Age (if DoB unknown):	Please Enter
Gender:	Please Describe
Known Address(es):	Identify which address is the Individual's current residence
Nationality / Citizenship:	Stated nationality / citizenship documentation (if any)
Immigration / Asylum Status:	Immigration status? Refugee status? Asylum claimant? Please describe.
Primary Language:	Does the Individual speak / understand English? What is the Individual's first language?
Contact Number(s):	Telephone Number(s)
Email Address(es):	Email Address(es)
Any Other Family Details:	Family makeup? Who lives with the Individual? Anything relevant.

DESCRIBE CONCERNS	In as much detail as possible, please describe the specific concern(s) relevant to Prevent.
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Please Describe

- FOR EXAMPLE:**
- How / 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.

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 / 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.

OTHER INFORMATION

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

Please Describe

PERSON WHO FIRST IDENTIFIED THE CONCERNS

Do they wish to remain anonymous?	Yes / No
Forename:	Referrers First Name(s)
Surname:	Referrers Last Name
Professional Role & Organisation:	Referrers Role / Organisation
Relationship to Individual:	Referrers Relationship To The Individual
Contact Telephone Number:	Referrers Telephone Number
Email Address:	Referrers Email Address

PERSON MAKING THIS REFERRAL (if different from above)

Forename:	Contact First Name(s)
Surname:	Contact Last Name
Professional Role & Organisation:	Contact Role & Organisation
Relationship to Individual:	Contact Relationship to the Individual

RELEVANT DATES

Date the concern first came to light:	When was the concern first identified?
	What was the email address?
Date referral made to Prevent:	Date this form was completed & sent off?

REFERRER'S ORGANISATIONAL PREVENT CONTACT (if different from above)

Forename:	Referrers First Name(s)
Surname:	Referrers Last Name
Professional Role & Organisation:	Referrers Role / Organisation
Relationship to Individual:	Referrers Relationship To The Individual
Contact Telephone Number:	Referrers Telephone Number
Email Address:	Referrers Email Address

SAFEGUARDING CONSIDERATIONS

Does the Individual have any stated or diagnosed disabilities, disorders or mental health issues?	Yes / No
Please describe, stating whether the concern has been diagnosed.	
Have you discussed this Individual with your organisations Safeguarding / Prevent lead?	Yes / No

What was the result of the discussion?	
Have you informed the Individual that you are making this referral?	Yes / No
What was the response?	
Have you taken any direct action with the Individual since receiving this information?	Yes / No
What was the action & the result?	
Have you discussed your concerns around the Individual with any other agencies?	Yes / No
What was the result of the discussion?	



INDIVIDUAL'S EMPLOYMENT / EDUCATION DETAILS	
Current Occupation & Employer:	Current Occupation(s) & Employer(s)
Previous Occupation(s) & Employer(s):	Previous Occupation(s) & Employer(s)
Current School / College / University:	Current Educational Establishment(s)
Previous School / College / University:	Previous Educational Establishment(s)

THANK YOU
<p>Thank you for taking the time to make this referral. Information you provide is valuable and will always be assessed.</p> <p>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.</p>

Appendix 4: Safeguarding Concern Referral Form

Please fully complete this form and return it via email to the designated officer asap on group_safeguarding

What is safeguarding?

The Government has defined the term 'safeguarding children' as:

'The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.'

Name of young person:			
College:	DOB:	Year group:	
Allegation/Concern: <input type="checkbox"/> Signs of Radicalisation <input type="checkbox"/> Physical Abuse <input type="checkbox"/> Child Sexual Abuse <input type="checkbox"/> Child Sexual Exploitation <input type="checkbox"/> Neglect <input type="checkbox"/> Emotional Abuse <input type="checkbox"/> Self Harm <input type="checkbox"/> Peer on Peer Abuse <input type="checkbox"/> Other (please specify)			
Further information:			
When was this alleged to have happened?	Date	Time	Location
Names of those persons alleged to be involved. <i>Note how they were alleged to be</i>	Names: 1. 2. 3.		How involved:

<i>involved next to their name</i> <i>i.e. perpetrator, bystander</i>	4. 5. 6. 7. 8.		
Description of any visible physical injury: <p style="color: red;">(Do not remove clothing to inspect)</p>			
Observations of child/young person's emotional state: <i>i.e. crying/trembling/withdrawal</i>			
Date, time and name/position of this record being made	Date	Time	Name/Job Title

Next Steps (to be completed by Safeguarding Team)

Recorded on CPOMS	
CADS contacted	Sign: Date:
CPI completed	Sign: Date:
PREVENT referral form completed	Sign: Date:
Referral to LADO by telephone/fax	Sign: Date:
Human Resources informed	Sign: Date:

Outcome:

