

Preventing Radicalisation and Extremism Policy

Where a child is in immediate danger or at risk of harm a referral should be made to children's social care and/or the police immediately. Anybody can make a referral.

Contact names	
Designated Safeguarding Lead (DSL)	Westminster Portland Place: Salah Hajjaj Westminster Conway Street: Amal Hirani Hampstead: Stuart Bain Kensington: Jon Coward
Deputy Designated Safeguarding Lead (DDSL)	Westminster Portland Place: Laken Randhawa Westminster Conway Street: Ana de Castro Hampstead: Jason Horth Kensington: Emma Netherton
Designated Practitioner with responsibility for safeguarding in early childhood	Hampstead: Ute Gebhart Kensington: Paris Innes
Principals	Westminster: Justine Oliver Hampstead: Shirley Harwood Kensington: Siobhan McGrath
Independent Chairs of Safeguarding Committees	Westminster : Lisa Laws Hampstead: Lisa Laws Kensington: Lisa Laws

Third Party contacts	
Local Authority Prevent Lead	Simon McTurk Bi-borough Prevent Officer – Counter Extremism 020 8753 6918 Email: Simon.McTurk@lbhf.gov.uk Mark Chalmers Prevent Programme Manager, Westminster enquiries only Telephone: 020 7641 603 Email: mark.chalmers@westminster.gov.uk
Non-emergency advice for staff and Board members	DfE: 020 7340 7264 counter-extremism@education.gsi.gov.uk .

Local Authority (LA) contact for Westminster	
Westminster follows the safeguarding protocols and procedures of our geographical local authority	
Tri Borough Multi Agency Safeguarding Hub (MASH)	Education Lead for MASH : Esohoe Erhahon 020 7641 5026 eerhahon@westminster.gov.uk
The Westminster Access Team	City of Westminster Children's Services Team: 020 7641 4000 If, at any point, there is a risk of immediate serious harm to a child a referral will be made to children's social care immediately.
Local Authority out of hours contact number	020 7641 6000
The Duty Interim Local Authority Designated Officer (LADO) for child protection	Rupinder Virdee , Tri Borough Safeguarding Practice Lead 07989 155271 rupinder.virdee@rbkc.gov.uk Hilary Shaw , Tri Borough Safeguarding and Child Protection

Preventing Radicalisation and Extremism Policy v2 (March 2017)

Date reviewed: September 2016

Date of next review: September 2017

	(Schools and Education) 07817 365519 hilary.shaw@rbkc.gov.uk
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Local Authority (LA) contact for Hampstead

Hampstead follows the safeguarding protocols and procedures of our geographical local authority

All (Hampstead) LADO referrals must be made directly to the Multi-Agency Safeguarding Hub team (MASH).

If the referrer is in doubt that the threshold is met, please discuss the case with the LADO on Duty by calling Karen Lahat on Tel: **020 7974 4556** who will direct your call to the Duty LADO.

Multi Agency Safeguarding Hub (MASH) for Camden	020 7974 3317 Email : LBCMASHadmin@camden.gov.uk Secure email: LBCMASHadmin@camden.gov.uk.cjasm.net
Local Authority out of hours contact number	020 7974 4444

Local Authority (LA) contact for Kensington

Kensington follows the safeguarding protocols and procedures of our geographical local authority

Tri Borough Multi Agency Safeguarding Hub (MASH)	Education Lead for MASH : Esohoe Erhahon 020 7641 5026 eerhahon@westminster.gov.uk
Kensington and Chelsea Children's Services	020 7361 3013 If, at any point, there is a risk of immediate serious harm to a child a referral will be made to children's social care immediately.
Local authority out of hours contact number	020 7373 3227
The Duty Interim Local Authority Designated Officer (LADO) for child protection	Rupinder Virdee , Tri Borough Safeguarding Practice Lead 07989 155271 rupinder.virdee@rbkc.gov.uk Hilary Shaw , Tri Borough Safeguarding and Child Protection (Schools and Education) 07817 365519 hilary.shaw@rbkc.gov.uk

Police

Local Police Emergency	999
Local Police non-emergency	101

Location of local authority safeguarding and child protection documents in school

Local authority documents, e.g. thresholds, referral forms and related guidance can be found:	In the Principal's office, in Reception, on Firefly and in the Staffroom, DSL office
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National contacts

DfE Prevent Helpline for schools & parents	020 7340 7264 (non-emergency) Email: Counter.extremism@education.gsi.gov.uk
NSPCC 24/7 Helpline	0808 800 5000 Email: help@nspcc.org.uk
NSPCC Text line	88858

KEY FACTS:

- ✦ **Students who attend our school have the right to learn in an open, tolerant and safe environment.**
- ✦ **The School currently assesses the risk of radicalisation to be low. The School carries out annual risk assessments to measure the nature and level of risks associated with radicalisation.**
- ✦ **The School will implement prevention measures such as applying appropriate restrictions to internet sites likely to promote terrorist materials and discussing these dangers with students.**
- ✦ **All concerns relating to radicalisation should be referred to the Designated Safeguarding Lead (DSL) or in their absence to the Deputy DSL.**
- ✦ **The DSL will discuss all concerns relating to the radicalisation of a student with the Principal and the LSCB so that appropriate action can be taken to and appropriate referrals, including to the Channel programme, can be made.**
- ✦ **Where a child is at risk of immediate serious harm a referral will be made to children's social care immediately.**
- ✦ **The DSL will work in partnership with the LSCB over all matters covered in this policy, including those relating to the prevention and identification of risk and to the handling of concerns.**

1 Purpose

- 1.1. This "Preventing Radicalisation Policy" is part of our commitment to keeping children safe. Since the "Education and Inspections Act 2006", schools have a duty to promote community cohesion. Over the last few years, global events have led to a growth of extremist viewpoints, including advocacy of violent extremism.
- 1.2. Schools have an important part to play in both educating children and young people about extremism and recognising when students start to become radicalised. From 1 July 2015, schools became subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 ("CTSA 2015") in exercising their functions "to have due regard to the need to prevent people from being drawn into terrorism."
- 1.3. Safeguarding children from all risks of harm is an important part of a school's work and protecting them from extremism is one aspect of that.
- 1.4. The duty to prevent children and young people being radicalised is set out in the following documents:
 - Counter Terrorism and Security Act (2015)
 - Keeping Children Safe in Education (July 2015)
 - Working Together to Safeguard Children (March 2015)
 - Prevent Duty Guidance: for England and Wales (March 2015)
 - The Prevent duty: Departmental advice for schools and childminders (June 2015)
 - The use of social media for on-line radicalisation (July 2015)

- 1.5. Non-statutory guidance
 - Promoting fundamental British values as part of SMSC in schools: Departmental advice for maintained schools (DfE 2014)
 - Improving the spiritual, moral, social and cultural (SMSC) development of students: supplementary information (DfE 2014)
 - How Social Media is used to encourage travel to Syria and Iraq (Home Office)

2 Ethos

- 2.1. We ensure that through our school vision, values, rules, diverse curriculum and teaching, we promote tolerance and respect for all cultures, faiths and lifestyles. The Executive Principal, on behalf of the School Board and Cognita, ensures that this ethos is reflected and implemented effectively in school policy and practice and that there are effective risk assessments in place to safeguard and promote students' welfare.

3. Risk Assessment

- 3.1. We assess the risk of radicalisation to be low.
- 3.2. We will carry out an annual risk assessment which will identify the risk of students being drawn into terrorism or extremism. This risk assessment will look at the general risks affecting children and young people in the local area and the specific risks which may affect groups or individuals within the school and it will propose measures to mitigate and manage these risks.

4. Responsibilities and Training

- 4.1. The Executive Principal will liaise regularly with the Principals and the DSL on matters relating to the Prevent duty and will monitor the school's compliance with this duty, primarily by way of termly updates from the Designated Safeguarding Lead (DSL) and by conducting an annual review (see Safeguarding policy) into the School's compliance with its Prevent duty. As part of this process the Executive Principal will:
 - 4.1.1. ensure that this policy is understood and effectively implemented by staff throughout the School
 - 4.1.2. ensure that the DSL undergoes appropriate Prevent duty training which is refreshed at least every two years; and
 - 4.1.3. ensure that the School's Prevent policies and procedures and general safeguarding arrangements take into account the policies and procedures of Local Safeguarding Children's Boards (LSCBs).
- 4.2. The DSL will:
 - 4.2.1. be the single point of contact to oversee and coordinate the school's implementation of the Prevent duty;

- 4.2.2. undertake prevent awareness training, such as the on-line general awareness training module on Channel - WRAP (Workshop to Raise Awareness of Prevent);
 - 4.2.3. undertake higher level training in the LSCB's Prevent strategy to be able to assess the risk of children being drawn into terrorism, including being drawn into support for the extremist ideas that are part of terrorist ideology;
 - 4.2.4. provide Prevent duty training to all staff so that they (a) understand the general risks affecting students at the School; (b) are able to identify individual children who might be at risk of radicalisation; and (c) know what to do to support these children;
 - 4.2.5. provide advice and support to other members of staff on protecting students from the risk of radicalisation;
 - 4.2.6. liaise with the Executive Principal and local partners, including the police and the LCSB (Local Children's Safeguarding Board), including to establish what advice and support they can provide and to seek guidance on the general levels of risk within the local area;
 - 4.2.7. have responsibility for ensuring that any visiting speakers whether invited by staff or students are suitable and are appropriately supervised (see below);
 - 4.2.8. receive safeguarding concerns about children and young people who may be vulnerable;
 - 4.2.9. work in partnership with the LSCB on all matters covered by this policy and the School will follow any locally agreed procedures which are set out by the LSCB.
 - 4.2.10. report termly to the Executive Principal on these matters.
- 4.3. All staff will:
- 4.3.1. undergo (regular Prevent duty training such as Channel online awareness training and/or additional training provided by the school in conjunction with the local authority) so that staff have the knowledge and confidence to be able to (a) understand the general risks of radicalisation affecting students at the School; (b) identify individual children who might be at risk of radicalisation (see Paragraph 8 below) and spot signs of extremism (see paragraph 9 below); (c) challenge extremist views; and (d) provide appropriate advice to children who are at risk of radicalisation.
 - 4.3.2. be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.
 - 4.3.3. use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately.

5. Referral Process

- 5.1. All staff and visitors to the School must refer all concerns about children and young people who show signs of vulnerability to radicalisation to the Designated Safeguarding Lead (DSL) or in their absence to the Deputy Designated Safeguarding Lead (DDSL). For further details about safeguarding referrals please see the School's separate policy entitled Safeguarding: Child Protection Procedures.

- 5.2. If the DSL becomes aware of a concern relating to the radicalisation of a student he or she will discuss this with the Principal and the LSCB so that appropriate actions can be taken to safeguard the student and appropriate referrals, including to the Channel programme, can be made.

6. Curriculum

- 6.1. We are committed to ensuring that our students are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our students to be inquisitive learners who are open to new experiences and are tolerant of others.
- 6.2. Our values, especially those of the IB's Learner Profile, support the development of the whole child as a reflective learner within a calm, caring, happy and purposeful atmosphere. Teaching the school's core values alongside the fundamental British Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society;
- 6.3. We aim to provide a safe space in which students can understand the risks associated with terrorism and develop the knowledge, skills and confidence to be able to challenge extremist views.
- 6.4. We will include opportunities in the curriculum for students to build resilience to pressure and to develop the skills they need to recognise and stay safe from abuse and radicalisation. In particular:
 - 6.4.1. PSPE lessons will be used along with class time to teach students to understand and manage risks associated with terrorism and radicalisation, resist pressure, make safer choices and seek help if necessary.
 - 6.4.2. By promoting British values such as tolerance and respect as indicated above;
 - 6.4.3. Through citizenship, the study of religions and other relevant subject syllabus with focus on democracy, diversity, mutual respect and managing debates around contentious issues.

7. Internet Safety

- 7.1. The internet provides children and young people with access to a wide-range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used in our school blocks inappropriate content, including extremist content.
- 7.2. Students will be taught how to stay safe online, both in school and outside school. They will be taught to understand the risks posed by adults or young people who use the internet and social media to groom, abuse or radicalise other people, especially children, young people and vulnerable adults.
- 7.3. Searches and web addresses are monitored and the ICT technicians will alert the DSL and Principal where there are concerns and prevent further access when new sites that are unblocked are found.
- 7.4. Where staff, students or visitors find unblocked extremist content they must report it to the DSL and Director of Information Systems who will in turn discuss it with the Principal.

- 7.5. We are aware that children and young people have access to unfiltered internet when using their mobile phones and staff are alert to the need for vigilance when students are using their phones.

8. Visitors and visiting Speakers

- 8.1. The DSL has responsibility for ensuring that all visitors and visiting speakers, whether invited by staff or students, are suitable and appropriately supervised. Where appropriate the DSL will make enquiries of the agency/person who introduced the individual to the School and/or will conduct an internet search against the individual's name.

9. Signs of Vulnerability

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

- 9.1.1. underachievement
- 9.1.2. being in possession of extremist literature
- 9.1.3. poverty
- 9.1.4. social exclusion
- 9.1.5. traumatic events
- 9.1.6. global or national events
- 9.1.7. religious conversion
- 9.1.8. change in behaviour
- 9.1.9. extremist influences
- 9.1.10. conflict with family over lifestyle
- 9.1.11. confused identity
- 9.1.12. victim or witness to race or hate crimes
- 9.1.13. rejection by peers, family, social groups or faith.

10. Recognising Extremism

- 10.1. A part of our wider safeguarding responsibilities to identify signs of abuse we will be alert to early indicators of radicalisation or extremism which may include:
- 10.2.
- 10.2.1. showing sympathy for extremist causes;
 - 10.2.2. glorifying violence, especially to other faiths or cultures;
 - 10.2.3. making remarks or comments about being at extremist events or rallies outside school;
 - 10.2.4. evidence of possession illegal or extremist literature;
 - 10.2.5. advocating messages similar to illegal organisations or other extremist groups;
 - 10.2.6. out of character changes in dress, behaviour and peer relationships (but 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);

- 10.2.7. secretive behaviour;
- 10.2.8. online searches or sharing extremist messages or social profiles;
- 10.2.9. intolerance of difference, including faith, culture, gender, race or sexuality;
- 10.2.10. graffiti, art work or writing that displays extremist themes;
- 10.2.11. attempts to impose extremist views or practices on others;
- 10.2.12. verbalising anti-Western or anti-British views;
- 10.2.13. advocating violence towards others.

11. Contact details

- 11.1. Contact details of local partners and organisations which offer support and advice about extremism will be displayed prominently in the School.
- 11.2. These will include the local authority Prevent lead, the local Channel panel and the local police force, 101 and the DfE dedicated telephone helpline and mailbox for non-emergency advice for staff: 020 7340 7264 and counter-extremism@education.gsi.gov.uk.

12. Channel

- 12.1. Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages.
- 12.2. Section 36 of the CTSA 2015 places a duty on local authorities to ensure Channel panels are in place. The panel must be chaired by the local authority and include the police for the relevant local authority area. Following a referral the panel will assess the extent to which identified individuals are vulnerable to being drawn into terrorism, and, where considered appropriate and necessary consent is obtained, arrange for support to be provided to those individuals.
- 12.3. Section 38 of the CTSA 2015 requires partners of Channel panels (including proprietors of independent schools) to co-operate with the panel in the carrying out of its functions and with the police in providing information about a referred individual.
- 12.4. Guidance issued under section 36(7) and section 38 (6) of the CTSA 2015 in respect of Channel is available at: <https://www.gov.uk/government/publications/channel-guidance>

13. Monitoring and Review

- 13.1. This Policy will be reviewed by the Executive Principal, the Principals and the DSLs annually, in consultation with the Head of Human Resources at Cognita Head Office.
- 13.2. The effectiveness and implementation of this policy will be monitored by the Assistant Director of Education who will carry out an annual review for this purpose. For further information see the School's separate policy entitled Safeguarding: Child Protection Procedures.

14. Related policies and guidance

- Acceptable Use Policy (AUP)
- Anti-bullying Policy
- Behaviour Policy
- Equality and Diversity Policy
- Lost or Missing Child Policy
- Managing Allegations of Abuse against Staff Policy
- Personal, Social and Physical Education Policy (PSPE)
- Recruitment and Disclosure Policy
- Safeguarding Policy with DfE Keeping Children Safe in Education
- Spiritual Moral Social Cultural Development Policy (SMSCD)
- Staff Code of Conduct Policy
- Whistleblowing Policy

Non-Statutory Guidance

Promoting fundamental British values as part of SMSC in schools: Departmental advice for maintained schools (DfE 2014)

- Improving the spiritual, moral, social and cultural (SMSC) development of students: supplementary information (DfE 2014)