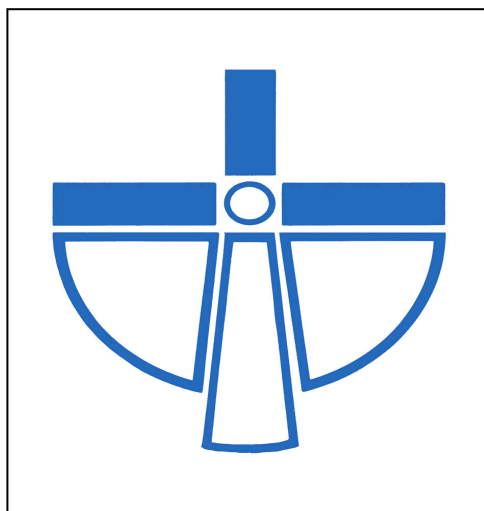


# ST. MICHAEL'S CE SCHOOL



## PREVENTING EXTREMISM AND RADICALISATION SAFEGUARDING POLICY

A POLICY OUTLINING OF THE SCHOOL'S  
UNDERSTANDING OF ITS DUTIES IN THIS AREA  
OF SAFEGUARDING

**ST. MICHAEL'S CE SCHOOL  
PREVENTING EXTREMISM AND RADICALISATION SAFEGUARDING POLICY**

*"St. Michael's Church of England School, established upon Christian foundations, and living out the Christian faith, is committed to providing every child with an excellent education."*

**Our Vision is our medium-term expectation of how we will meet our Mission.**

***Our Vision is to:***

***create a secure and nurturing Christian environment which values and respects every individual and their beliefs;***

***equip children, through an innovative and broad curriculum, with confidence, life skills to reach their full, God-given potential;***

***partner with home, church and the local community to help children make a positive contribution to God's world.***

***All of this is achieved through our Motto: "Working Together for the Good of all."***

### **Introduction**

"At St. Michael's, we have due regard for our duties under the Equality Act 2010.

This 'Preventing Extremism and Radicalization Safeguarding Policy' reflects our duties to: eliminate discrimination, advance equality of opportunity and foster good relations."

### **Southwark Diocesan Board of Education Statement**

***Church of England schools are places where Christian values underpin all we do and where diversity and difference is celebrated. Christ entreats us to love one another and love our neighbour as ourselves and our children and young people learn in an atmosphere of mutual respect and tolerance.***

***Our schools are charged with developing our children and young people to achieve their potential and with promoting a positive vision of society. In all schools this means ensuring high quality Religious Education (RE), equipping children with critical skills and teaching pupils that those who advocate violence and hatred in the name of God are distorting their faith. The RE curriculum in our schools equips children and young people to debate ethical issues in the light of insights from the major faith traditions and belief systems. Our schools promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those of different faiths and beliefs through their RE, collective worship and Spiritual, Moral, Social and Cultural provision. In their different localities our schools provide a sense of belonging to a family and community and to the wider family of church schools in the Diocese of Southwark.***

### **Our Mission and Our Vision**

As a Church School, the Gospel Values underpin Our Mission and Our Vision and all that we do as a school. These values ensure our school is a safe and inclusive community where every individual is respected and valued. Please refer to our website link:

## **1 Introduction**

**1.1** St. Michael's CE School is committed to providing a secure environment for pupils, where children feel safe and are kept safe. All adults at St. Michael's CE School recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children or not.

**1.2** In adhering to this policy, and the procedures therein, staff and visitors will contribute to St. Michael's CE School's delivery of the outcomes to all children, as set out in s10 (2) of the Children Act 2004<sup>1</sup>. This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall school arrangements to Safeguard and Promote the Welfare of all Children in line with our statutory duties set out at s175 of the Education Act 2002.

*The physical, mental health and emotional well-being of children; the protection of children from harm and neglect; the education, training and recreation of children; the contribution made by them to society; and their social and economic well-being.*

**1.3** Our school's Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in the [London Child Protection Procedures](#) and DfE Guidance **Keeping Children Safe In Education**.

## **2 School Ethos and Practice**

**2.1** When operating this policy St. Michael's CE School uses the following accepted Governmental definition of extremism which 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'*.

**2.2** There is no place for extremist views of any kind in our school, whether from internal sources – pupils, staff or governors, or external sources - school community, external agencies or individuals. Our pupils see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.

**2.3** As a school we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our pupils.

**2.4** Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.

**2.5** Therefore, at St. Michael's CE School we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our pupils are enriched, understand

and **learn to respect** difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

**2.6** Furthermore at St. Michael's CE School we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times pupils may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

**2.7** Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils or staff will always be challenged and where appropriate dealt with in line with our Positive Behaviour Policy for pupils and the Code of Conduct for staff. Where misconduct by a teacher is proven, the matter will be referred to the National College for Teaching and Leadership for their consideration as to whether a Prohibition Order is warranted.

**2.8** As part of wider safeguarding responsibilities school staff will be alert to:

- (i) Disclosures by pupils of their exposure to the extremist actions, views or materials of others outside school, such as in their homes or community groups, especially where pupils have not actively sought these out.
- (ii) Graffiti symbols, writing or art work promoting extremist messages or images
- (iii) Pupils accessing extremist material online, including through social networking sites
- (iv) Parental reports of changes in behaviour, friendship or actions and requests for assistance
- (v) Partner schools, local authority services, and police reports of issues affecting pupils in other schools or settings
- (vi) Pupils voicing opinions drawn from extremist ideologies and narratives
- (vii) Use of extremist or 'hate' terms to exclude others or incite violence
- (viii) Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour, culture **or faith**.
- (ix) Attempts to impose extremist views or practices on others
- (x) Anti-Western or Anti-British views

**2.9** Our school will closely follow any locally agreed procedure as set out by the Local Authority (LA) and/or the LA's Safeguarding Children Board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

**2.10** *As a Church of England school, this school will be inspected regularly under the Statutory Inspection of Anglican and Methodist Schools (SIAMS). The principle objective of this inspection is to evaluate the distinctiveness and effectiveness of the school as a church school; it will also verify how well our distinctive Christian character and values ensure the development and achievement of the whole child, or young person, in our care. We recognise and understand that preventing extremism and radicalisation is part of developing the whole child and a responsibility that our school shares. We will therefore ensure that, through our distinctive Christian values, we aim to develop well-balanced pupils with non-extremist views of Christianity, other faiths, or of any other difference.*

*2.11 Through our church school's self-evaluation, we will regularly review how our school prevents extremism and radicalisation and promotes and supports fundamental British values, however we will look at these values from a broader perspective as shared human values and values found at the heart of all faiths. Our accountability through SIAMS will focus specifically on how our school's distinctive Christian character meets this policy to*

*develop respectful and tolerant individuals and the impact of Collective Worship, the effectiveness of RE and the leadership and management in achieving this.*

### **3 Teaching Approaches**

**3.1** We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children may experience elsewhere may make it harder for them to challenge or question these radical influences. In our school this will be achieved by good teaching, primarily via **RE and PSHE**; but also by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

**3.2** We will ensure that all of our teaching approaches help our pupils build resilience to extremism and give pupils a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

**3.3** We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalization. In doing so we will apply the 'key ingredients' for success as set out in the Table at Page 12 of that document, see Appendix A, and we will apply the methodologies set out in that document following the three broad categories of:

- (i) Making a connection with young people through good [teaching] design and a pupil centered approach.
- (ii) Facilitating a 'safe space' for dialogue, and
- (iii) Equipping our pupils with the appropriate skills, knowledge, understanding and awareness for resilience.

**3.4** Therefore this approach will be embedded within the **Christian** ethos of our school so that pupils know and understand what safe and acceptable behaviour is in the context of extremism and radicalization. This will work in conjunction with our school's approach to **RE and** the spiritual, moral, social and cultural development of pupils as defined in OfSTED's School Inspection Handbook and will include the sound use of **collective worship** to help further promote this rounded development of our pupils.

**3.5** Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using a curriculum that includes:

- (i) Citizenship programmes
- (ii) Promotion of the Fundamental British Values, including through worship and class focus
- (iii) Open discussion and debate
- (iv) E-safety
- (v) Work on anti-violence and a restorative approach addressed throughout the curriculum
- (vi) Focused educational programmes

**3.6** We will also work with local partners, families and communities in our efforts to ensure our school understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our pupils' experiences and horizons. We will help support pupils who may be vulnerable to such influences as part of our wider

safeguarding responsibilities and where we believe a pupil is being directly affected by extremist materials, or influences, we will ensure that that pupil is offered mentoring. Additionally, in such instances our school will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

**3.7** At St. Michael's CE School we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. **Christian values are embedded in our school and in our worship and** we will teach and encourage pupils to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in modern multi-cultural Britain and globally.

#### **4 Use of External Agencies and Speakers**

**4.1** At St. Michael's CE School we encourage the use of external agencies or speakers to enrich the experiences of our pupils, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our pupils.

**4.2** Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the school's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the school curriculum so we need to ensure that this work is of benefit to pupils.

**4.3** Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

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

**4.4** We recognise, however, that **within our Christian** ethos we encourage pupils to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

**4.5** Therefore by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our pupils recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability, but also to help pupils develop the critical thinking skills needed to engage in informed debate.



## **5 Whistle Blowing**

### **5.1**

Where there are concerns of extremism or radicalization, pupils and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

The school has a 'Whistle Blowing Policy in place and this is reviewed on an annual basis. We ensure that all members of our community are aware of this policy and it is published on our school website: <http://www.stmichaels.wandsworth.sch.uk/our-school/school-policies/leadership-and-management/>

Underpinning the introduction of a formal Whistleblowing Policy and associated procedures is the view that to disclose genuine malpractice internally is the right course of action. These policies and procedures can also help protect children and vulnerable adults to whom the Board of Governors owes a duty of care.

## **6 Child Protection**

**6.1** Please refer to our Safeguarding and Child Protection Policy for the full procedural framework on our Child Protection duties: <http://www.stmichaels.wandsworth.sch.uk/our-school/safeguarding/safeguarding-policies/>

**6.2** Staff at St. Michael's CE School will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue; there may be some instances where a child, or children, may be at direct risk of harm, or neglect. For example, this could be due to a child displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a child's family that may equally place a child at risk of harm. (These examples are for illustration and are not definitive or exhaustive)

**6.3** Therefore all adults working in St. Michael's CE School (including visiting staff, volunteers, contractors and students on placement) are required to report instances where they believe a child may be at risk of harm or neglect to the Designated Safeguarding Lead/Headteacher.

**6.4** In St. Michael's CE School our Safeguarding and Child Protection reporting arrangements are set out fully in our Safeguarding and Child Protection Policy and are summarised here, as follows;

- St. Michael's school procedures are in line with those agreed by the Wandsworth Safeguarding Children Board, the LA and the Secretary of State. We will therefore ensure that:
- We have a designated member of staff who has received appropriate and regular training and support for this role (The Headteacher and Chair of the Board of Governors).
- We have a member of staff who will act in the absence of the designated teacher (a member of the Senior Leadership Team). Every member of staff, volunteer and governor knows the name of the designated teacher and their role and there are posters on the main notice boards identifying the Designated Officer and the deputies.
- All staff understand signs and indicators of abuse and understand their responsibilities in passing concerns to the designated member of staff.
- All staff know how to respond to a child who discloses abuse (Source: Annual Training Record with the Local Authority / Termly Staff Handbook Document: The 3 R's).

- All parents / carers are made aware of the responsibilities of staff members with regard to Safeguarding and Child Protection procedures, (by including this information in the school prospectus / on the school website tab <http://www.stmichaels.wandsworth.sch.uk/our-school/safeguarding/>)
- We will refer any child believed to have suffered or to be likely to suffer significant harm to the Social Services (MASH) Dept without delay, and will follow up any such referral in writing within 48 hours
- We will ensure the immediate safety of any child felt to be at serious risk by taking appropriate action and by involving other relevant agencies as necessary
- We will develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters, including attendance at CP case conferences wherever possible and providing reports as a matter of course (recommended format attached as appendix 2). We will contribute to multi – agency assessments of children's needs where appropriate.
- Records are kept of all concerns via our electronic system (CPOMS) and any written notes are scanned and uploaded onto the system, separate from the main pupil file.
- All staff members and volunteers have read and understand the school's Safeguarding and Child Protection Policy as well as the staff code of conduct and these issues are included in the induction for each new staff member.
- All staff have received training on Keeping Children Safe in Education 2019 and have a clear understanding of their role and responsibility.
- We will ensure that all staff are aware that it is important to identify any concerns about children at as early a stage as possible so that their needs can be identified and monitored and appropriate support put in place.
- The format to follow is 'Listen/Record/Refer (Inform)'.
- When considering referrals to support agencies the school will act in accordance with WSCB Thresholds for Intervention guidance, which is consistent with the London-wide Continuum of Need thresholds.

## **7 Role of the Designated Safeguarding Lead**

**7.1** The Designated Safeguarding Lead is: The Headteacher: Mrs Ann-Marie Grant

**7.2** The Deputy Designated Safeguarding Lead is: Mr James Bawn and subsequent Leads are the Senior Leadership Team/Assistant Heads / Phase and Inclusion Managers.

**7.3** The Designated Safeguarding Lead works in line with the responsibilities as set out at Annex B of the DfE Guidance 'Keeping Children Safe in Education' (2019).

**7.4** The Designated Safeguarding Lead is the focus person and local 'expert' for school staff, and others, who may have concerns about an individual child's safety or well-being and is the first point of contact for external agencies

**7.5** In line with Recommendation 2 of Peter Clarke's Report; In St. Michael's CE School the role of the Designated Safeguarding Lead will be extended, at the appropriate time, to include the responsibilities of the PREVENT strand of the Government's counter-terrorism strategy.

## **8 Training**

**8.1** At St. Michaels's CE School we hold annual whole school in-service training (at least annually) on Safeguarding and Child Protection for staff and Governors will comply with the prevailing arrangements agreed by the Local Authority and the LA's Safeguarding Children



Board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

**8.2** The Designated Safeguarding Lead will attend LA training courses as necessary and regularly (at least annually) and the appropriate inter-agency training organised by the LA's Safeguarding Children Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

## **9 Recruitment**

**9.1** The arrangements for recruiting all staff, permanent and volunteers, to our school will follow LA's guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks.

**9.2** We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.

**9.3** We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our school's character and ethos. We are aware that such persons seek to limit the opportunities for our pupils, thereby rendering them vulnerable to extremist views and radicalisation as a consequence.

**9.4** Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our school and staff team, we will minimise the opportunities for extremist views to prevail.

## **10 Role of Board of Governors**

**10.1** The Board of Governors of our School will undertake appropriate and regular training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties.

### **10.2**

The Board of Governors of our school will support the **Christian** ethos and values of our school and will support the school in tackling extremism and radicalisation.

**10.3** In line with Recommendation 13 of Peter Clarke's report details of our Board of Governors will be published on our school website to promote transparency.

**10.4** In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education,' (2019) the Board of Governors will challenge the school's senior management team on the delivery of this policy and monitor its effectiveness.

**10.5** The Board of Governors will review, amend and update this policy on an annual basis. This may be amended and adopted outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

## **11 Policy Adoption, Monitoring and Review**



**11.1** This policy was considered and adopted by the Board of Governors in line with their overall duty to safeguard and promote the welfare of children as set out in the DfE guidance 'Keeping Children Safe in Education' (2019).

**11.2** Parents will be issued with a hard copy of this policy on request. This policy will also be made available to parents via the school website: [www.stmichaels.wandsworth.sch.uk](http://www.stmichaels.wandsworth.sch.uk)

**11.3** In St. Michael's CE School the Headteacher will actively evaluate the effectiveness of this policy by monitoring the staff group's understanding and application of the procedures within this policy as their overall duty to safeguard children.

## Appendix A:

### 'Key Ingredients' for successful teaching in the context of 'push' and 'pull' factors.

<p><b>PUSH FACTORS</b> – factors that push an individual/ make an individual vulnerable to extremist messages</p> <p>Lack of excitement; frustration</p> <p>Lack of sense of achievement – seen as significant. 'lack of purpose' // Confidence in the future, life goals.</p> <p>Lack of an outlet for views.</p> <p>Gaps in knowledge or understanding of Islam – both young people and their parents</p> <p>Sense of injustice</p> <p>Actual or perceived humiliating experiences. (Including bullying, racial discrimination as well as perceived humiliating experiences. Perhaps linked closely to sense of injustice)</p> <p><i>Exclusion – lack of belonging to peer or community networks, associations etc.</i></p> <p><b>Below the line: factors that are out of scope of this study</b></p> <p>Disruptive home life.</p> 	<p><b>KEY INGREDIENTS</b></p> <p><b>Teacher confidence</b> in many cases it will be the use of existing teaching skills and methods which may well be the most effective approach. From prison settings, staff who are more confident in their abilities tend to perform much better even though they have not received specialist training</p> <p><b>Teacher attitudes and behaviours</b></p> <ul style="list-style-type: none"> <li>•Willingness to admit you don't know</li> <li>•Acknowledging controversial issues exist</li> <li>•Awareness that I have a role to play</li> <li>•Willingness to turn to others for help when you don't know about something</li> </ul> <p><b>Specific knowledge:</b></p> <ul style="list-style-type: none"> <li>•Understanding other cultures and religions as well as alternative values and beliefs (whilst being careful to avoid 'othering')</li> <li>•Knowledge of an alternative values framework</li> </ul> <p><b>Teaching practice/pedagogy:</b></p> <ul style="list-style-type: none"> <li>•Boosting critical thinking (seeing through propaganda, singular messages etc)</li> <li>•Helping to see multiple perspectives</li> <li>•Using multiple resources/methods</li> <li>•Embedding or sustaining dialogue following specialist interventions.</li> <li>•Enabling students to tackle difficult issues.</li> <li>•Linking school work to the wider community</li> <li>•Drawing evidence from across the curriculum</li> <li>•Developing in young people a sense of multiple identities: help young people become aware of, and comfortable with, multiple personal identity</li> </ul> <p>Other factors</p> <p>Support from senior leaders</p> <p>Pupil support processes</p> 	<p><b>PULL FACTORS</b> - Factors that draw young people into extremist messages</p> <p>Charismatic/confident individuals (recruiters).</p> <p>Networks/sense of belonging</p> <p>Broader community views which enable or do not oppose extremism.</p> <p>Persuasive, clear messages. Exploiting knowledge gaps</p> <p>Sense of dignity and importance and loyalty</p> <p>Exciting (non-teaching) activities.</p> <p>Sense of purpose in life</p>

Source: Teaching approaches that help build resilience to extremism among young people, DfE 2011