



The Eaglewood School
(7-16 Academy)
"Raising Aspiration"

Anti-Radicalisation Policy

POLICIES AND PROCEDURES PROFORMA

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Persons/Committees etc consulted whilst document in draft:	The Arnewood School Academy; The Eaglewood School DfE appointed Education Adviser
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Principal Target Audience:	All Staff, Governors and Learners at The Eaglewood School; Current and Prospective parents; All Commissioning Schools and Local Authorities

Amendments Summary:

Amend. No.	Issued	Page	Subject

Policy Review

This policy will be reviewed **biennially**. Any amendments to the policy for the following September admissions will be published on the schools website by the end of the preceding September. The policy will remain on the website throughout the school year.

Anti-Radicalisation Policy

1.0) Policy Statement

- 1.1) The Eaglewood School is bound by the Gryphon Multi Academy Trust trust wide policy on anti-radicalisation.
- 1.2) The Gryphon Multi Academy Trust, which includes The Eaglewood School is fully committed to safeguarding and promoting the welfare of all of its students, in all of its academies
- 1.3) The Trust's emphasis on the importance of relationship has resulted in structures and procedures that enable every student to be known well. Consequently, this forms the first barrier to any form of radicalisation.
- 1.4) The Trust is not, however, complacent and recognises that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.
- 1.5) This Anti-radicalisation policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with appropriate support.

2.0) Links to other Policies

- 2.1) This Gryphon Multi Academy Trust policy adapted and adopted for use at The Eaglewood School links to the following The Eaglewood School policies:
 - 2.1.1) Attendance Policy;
 - 2.1.2) Child Protection and Safeguarding Policy and Procedures;
 - 2.1.3) Equal Opportunities Policy;
 - 2.1.4) Behaviour Policy.

3.0) Aims and Objectives

- 3.1) This policy provides a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. It clearly sets out how the school will

deal with such incidents and identify how the school's curriculum and ethos underpins our actions.

3.2) The objectives of the Anti-Radicalisation policy are that:

3.2.1) All governors, teachers, support staff and other stakeholders will have an understanding of what radicalisation is and why we need to be vigilant in The Eaglewood School.

3.2.2) All governors, teachers, support staff and other stakeholders will know what the Trust's policy is on anti-radicalisation and will follow the policy when issues arise.

3.2.3) All governors, parents, prospective parents, and governors of students will know that the Trust has policies in place to keep students safe from harm and that the Trust regularly reviews its systems across its academies to ensure they are appropriate and effective.

3.3) The main objectives of this policy are :

3.3.1) to ensure that The Eaglewood Staff is fully aware of the need for vigilance about radicalisation;

3.3.2) that they overcome professional disbelief that such issues will not happen here and ensure that The Eaglewood School works alongside other professional bodies and agencies to ensure that our students are safe from harm.

4.0 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:

4.3.1) Changes in attendance patterns;

4.3.2) Researching electronic media associated with radicalisation;

4.3.3) Spending increasing time in the company of other suspected extremists;

- 4.3.4) Changing their style of dress or personal appearance to accord with the group;
- 4.3.5) Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause;
- 4.3.6) Loss of interest in other friends and activities not associated with the extremist ideology, group or cause;
- 4.3.7) Possession of materials or symbols associated with an extremist cause;
- 4.3.8) Attempts to recruit others to the group/cause;
- 4.3.9) Communications with others that suggests identification with a group, cause or ideology;
- 4.3.10) Using insulting derogatory names for another group.
- 4.3.11) 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 cooperate; attempts to recruit to prejudice-related organisations; condoning or supporting violence towards others.

5.0) Procedures for Referrals

- 5.1) It is important for teachers to be constantly vigilant and remain fully informed about the issues which affect the area in which they teach, and which originate in the area with which our students are presently or historically linked.

Staff are reminded to suspend any ‘professional disbelief’ that instances of radicalisation ‘could not happen here’ and to refer any concerns through the appropriate channels. (See Appendix 1 – Dealing with Referrals)

- 5.2) Early intervention is vital to protect people who are vulnerable. All Staff must be aware of the established processes for front line professionals to refer concerns about individuals and groups.

All Staff are expected to be confident to challenge and to intervene, and contribute to ensuring that The Gryphon Trust and The Eaglewood School in particular have strong safeguarding practices.

- 5.3) At The Eaglewood School, The Principal will deal swiftly with any referrals made by staff or with concerns reported by staff.
- 5.4) The Principal 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).

6.0) The Role of the Curriculum

- 6.1) The Eaglewood School curriculum promotes respect, tolerance and diversity. Students are encouraged to share their views and recognise that they are entitled to have their own different beliefs which should not be used adversely to influence others.
- 6.2) The Eaglewood School Spiritual, Moral and Social Cultural (SMSC) and PSHE provision is largely embedded across the curriculum, informs our assemblies and underpins the ethos of The Eaglewood School.
- 6.3) It is recognised that students 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.

7.0) ICT Systems – E-Safety

- 7.1) The Eaglewood School (as do all schools within The Gryphon Trust) utilises a Firewall and this includes a list of words that may indicate potential interest in becoming radicalised.

These words are reviewed and updated on a regular basis.

- 7.2) Students are regularly taught about how to stay safe when using electronic media 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.

8.0) Staff Training

- 8.1) Through INSET opportunities in school, The Gryphon Trust will ensure that **ALL STAFF**:
 - 8.1.1) are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation;
 - 8.1.2) are aware of the process of radicalisation and how this might be identified early on;

8.1.3) are aware of how we can provide support as a school to ensure that our students are resilient;

8.1.4) are able to resist involvement in radical or extreme activities.

9.0) Policy Review

9.1) The Anti-Radicalisation Master Policy will be reviewed every two years by The Gryphon Multi Academy Trust and the local adaptations to it by The Eaglewood Local Governing Body for subsequent ratification by the MAT Board.

APPENDIX 1 – Dealing with Referrals

1.0) Factors that a child is vulnerable to being radicalised or exposed to extreme views include:

- 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.

2.0) In the event of prejudicial behaviour:

2.1) All incidents of prejudicial behaviour will be reported directly to The Principal or in his/her absence The Assistant Principal.

2.2) All incidents will be fully investigated and recorded as a Child Protection Concern. Appropriate agencies will be utilised as a part of this process, including appropriate Local Authority Officers and the School's Police Liaison Officer. A referral will be made to MASH (Multi-Agency Safeguarding Hub).

A review of further procedures will be conducted in the event of the response being deemed insufficient.

- 2.3) 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 discussion is to be kept alongside the initial referral.

- 2.4) The Principal 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.
- 2.5) In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will contact local Police, in co-ordination with other appropriate agencies.

Additional materials

- Prevent strategy, GOV.UK – Home Office (Adobe pdf file)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategyreview.pdf
- Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Children, Schools and Families (DCSF), a predecessor of the Department for Education