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Safeguarding



# Tackling Extremism and Radicalisation Policy

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## **1 Introduction**

- 1.1 This policy has been adopted by the Governing Body of Ormiston Maritime Academy in June 2015 following consultation with governors and all staff.
- 1.2 Ormiston Maritime Academy is fully committed to safeguarding and promoting the welfare of all its students. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. The Tackling Extremism and Radicalisation Policy sets out our beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and promptly providing them with support.

**Equality and Diversity : All policies are intended to ensure that no-one is treated in any way less favourably on the grounds of race, colour, national or ethnic or social origin, race, disability, gender, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, age, religion / belief or political / other personal beliefs.**

## **2 Principles**

- 2.1 Ormiston Maritime Academy's Tackling Extremism and Radicalisation Policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the academy will deal with such incidents and identifies how the curriculum and ethos underpins our actions.
- 2.2 The objectives are that :
  - All governors, teachers, teaching support staff and non-teaching staff will have an understanding of what radicalisation and extremism is and why we need to be vigilant in school.
  - All governors, teachers, teaching support staff and non-teaching staff will know what the academy policy is on tackling extremism and radicalisation and will follow the policy guidelines 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 academy has policies in place to keep students safe from harm and that the academy regularly reviews its systems to ensure they are appropriate and effective.
- 2.3 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 not happen in the academy and ensure that they work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

## **3 Definitions and indicators**

- 3.1 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.

- 3.2 Extremism is defined as the holding of extreme political or religious views.
- 3.3 There are a number of behaviours which may indicate that a young person 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 or 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

#### 4 Procedures for referrals

- 4.1 Although serious incidents involving radicalisation have not occurred at Ormiston Maritime Academy to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, town and society in which we work. 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.
- 4.2 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.
- 4.3 All members of the Senior Leadership Team (SLT) are trained in Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.

- 4.4 The Principal will discuss with SLT the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed. (Please refer to the Safeguarding Policy and Child Protection Policy).

## **5 Governors, leaders and staff**

- 5.1 The Principal and all members of the SLT are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that no SLT members and the Principal are not available, all staff have signed that they have read the Safeguarding Policy and know how to refer students.
- 5.2 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 students whom they consider to be vulnerable to radicalisation or extremist views.
- 5.3 The SLT will work in conjunction with North East Lincolnshire Council's LADO and the Local Safeguarding Children Board to decide the best course of action to address concerns that arise.
- 5.4 Prejudicial behaviour can be a factor in radicalisation and extremism. With this in mind, Ormiston Maritime Academy has procedures for dealing with prejudicial behaviour, as outlined in the Behaviour Policy and Equality and Diversity Policy.

## **6 The role of the curriculum**

- 6.1 Our curriculum is "broad and balanced". It 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 to influence others.
- 6.2 The PSHE provision is embedded across the curriculum. It directs our assemblies and underpins the ethos of the academy. 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.
- 6.3 Students 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 report anything that concerns them on the internet.

## **7 Staff training**

- 7.1 Through training opportunities in the academy, 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 an academy to ensure that our students are resilient and able to resist involvement in radical or extreme activities.

## **8 Visitors and the use of academy premises**

- 8.1 When a visitor comes into the academy, they must first complete a visitor slip which will form part of the badge and lanyard that must be worn by every visitor at all times. All new visitors will be asked to produce a DBS check.
- 8.2 All new visitors will be handed a visitors pack which includes a safeguarding statement which indicates what they should do should they wish to report any concerns which they may experience.
- 8.3 If an agreement is made to allow non-academy 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 academy will contact the police and terminate the contract.

## **9 Additional materials**

- 9.1 The Prevent Strategy – June 2011  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/97976/prevent-strategy-review.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)
- 9.2 Keeping Children Safe in Education – 2014  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/372753/Keeping\\_children\\_safe\\_in\\_education.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/372753/Keeping_children_safe_in_education.pdf)
- 9.3 Working Together to Safeguard Children - 2013  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/281368/Working\\_together\\_to\\_safeguard\\_children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/281368/Working_together_to_safeguard_children.pdf)
- 9.4 Learning Together to be Safe - Toolkit  
<http://resources.cohesioninstitute.org.uk/Publications/Documents/Document/DownloadDocumentsFile.aspx?recordId=189&file=PDFversion>

## **10 Links to other policies**

- 10.1 The Ormiston Maritime Academy Tackling Extremism and Radicalisation Policy links to the following academy policy documents ;
  - Child Protection Policy
  - Safeguarding Policy
  - Equality and Diversity Policy
  - Anti-bullying Policy
  - Behaviour Policy
  - Data Security and E-Safety Policy