



Brentford School for Girls

**ANTI-EXTREMISM AND
ANTI -RADICALISATION
POLICY**

September 2015

1. Introduction

Brentford School for Girls is committed to providing a secure environment for students, where children feel safe and are kept safe. All adults at Brentford School for Girls 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.

In adhering to this policy, and the procedures therein, staff and visitors will contribute to Brentford School for Girls's delivery of the outcomes to all children, as set out in s10 (2) of the Children Act 2004*. This Anti- Extremism and Anti- Radicalisation 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 (s157 of the Education Act 2002).

Our school's Anti- Extremism and Anti-Radicalisation Safeguarding Policy also draws upon the guidance contained in DfE Guidance "Keeping Children Safe in Education, 2015"; and specifically DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's Report of July 2014.

** 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.*

Links to other policies

The Preventing Extremism and Radicalisation Policy links to the following Brentford School for Girls policies;

Safer recruitment policy
Anti – bullying policy
Behaviour policy
Attendance policy
Reasonable Force policy
Whistleblowing policy
Looked after Child policy
Exclusion policy
Trips and visits policy
Allegations against Staff
Drug and Substance Abuse
Support of Children in School with Medical Needs
Sex Relationships – PSHCE
Safer working practices policy
School security policy
Health and Safety policy
E-safety policy
Safeguarding policy

2. School Ethos and Practice

When operating this policy Brentford School for Girls 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'.

There is no place for extremist views of any kind in our school, whether from internal sources — students, staff or governors, or external sources - school community, external agencies or individuals. Our students 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.

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 students.

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.

Therefore, at Brentford School for Girls we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

Furthermore, at Brentford School for Girls 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 students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Behaviour Policy for students and the Code of Conduct for staff.

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

- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of school, such as in their homes or community groups, especially where students have not actively sought these out;
- Graffiti symbols, writing or art work promoting extremist messages or images;
- Students accessing extremist material online, including through social networking sites;
- Parental reports of changes in behaviour, friendship or actions and requests for assistance;
- Partner schools, local authority services, police reports of issues affecting students in other schools or settings;
- Students voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- 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 or culture;
- Attempts to impose extremist views or practices on others;
- Anti-western or Anti-British views.

Our school will closely follow any locally agreed procedure as set out by the Local Authority for safeguarding individuals vulnerable to extremism and radicalisation. Hounslow is a Prevent borough.

At Brentford School for Girls, we have determined "British Values" to be:

- an understanding of how citizens can influence decision-making through the democratic process
- an understanding that the freedom to hold other faiths and beliefs is protected in law
- an acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- an understanding of the importance of identifying and combatting discrimination

As a school we aim to develop and nurture these by:

- Planning a vibrant, engaging Tutor Time and Assembly programme with core ethical values and beliefs at its heart
- A well-structured PSHCEE programme which addresses issues such as: Democracy, Freedom, the rule of law, Human Rights and responsibilities
- A strong and balanced Religious Studies and Ethics programme
- An effective and well-managed School Council enabling students to actively participate in the democratic process
- A broad and balanced curriculum which addresses many of these core values across a range of subject areas
- Having a clearly communicated and consistently applied Behaviour Policy so that students understand what is expected of them and the consequences of both meeting and failing to meet these expectations
- A Code of Conduct which is regularly referred to and communicated with students, reiterating that we are a school community built on mutual respect and understanding
- Adopting restorative approaches, where possible, to resolve any difficulties between members of our school community
- Having a rigorous commitment to student safety (for example: trips and visits policy and procedures, Safeguarding procedures and Health and Safety procedures)

3. Teaching Approaches

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.

We will ensure that all of our teaching approaches help our students build resilience to extremism and give students 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.

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

radicalisation. In doing so we will apply the 'key ingredients' for success as set out in the Table in Appendix 1

This identifies three broad categories of:

- Making a connection with young people through good teaching and a student centered approach;
- Facilitating a 'safe space' for dialogue, and
- Equipping our students with the appropriate skills, knowledge, understanding and awareness for resilience.

Therefore this approach will be embedded within the ethos of our school so that students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our school's approach to the Spiritual, Moral, Social and Cultural development of students as defined in OfSTED's School Inspection Handbook and will include the sound use of assemblies to help further promote this rounded development of our students.

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 students' experiences and horizons.

We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that that student 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.

At Brentford School for Girls we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage students 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 students safe and prepare them for life in modern multi-cultural Britain and globally.

4. Use of External Agencies and Speakers

At Brentford School for Girls we encourage the use of external agencies or speakers to enrich the experiences of our students, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our students.

These external agencies will be vetted 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 students.

Our school 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 school 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 schools to ensure that they are effective.

We recognise, however, that the ethos of our school is to encourage students 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.

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

5. Protection of IT Software – Impero Education

In order to ensure that all computer software is managed and monitored effectively, the school operates Impero Education software. The software allow teachers to monitor on-screen activity remotely in real-time, enabling behavioural issues or potential risks to be dealt with proactively. A complete log of all activities, including any violation to data captures, allows the school to monitor, trace and follow-up any potential incidents effectively. The software has keyword detection, where it identifies words and phrases, that maybe typed anywhere on the network that could indicate whether there is a potential student or staff member who poses a risk.

6. Whistle Blowing

Where there are concerns of extremism or radicalisation Students, Staff and Governors will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence.

They must inform the Headteacher straight away (or if it relates to the Headteacher inform the Chair of Governors).

7. Safeguarding

Please refer to our Safeguarding Policy for the full procedural framework on our Safeguarding and Child Protection duties.

Staff at Brentford School for Girls will be alert to the fact that Extremism and Radicalisation is broadly a safeguarding issue and 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).

Therefore, all adults working in Brentford School for Girls (including visiting staff, volunteers' contractors, and students on placement) are required to report instances where they believe a child may be at risk to the Designated Safeguarding Lead or Headteacher.

In Brentford School for Girls our Safeguarding reporting arrangements are set out fully in our Safeguarding Policy.

The Designated Safeguarding Lead is: Miss Katie Coleman

The Deputy Designated Safeguarding Lead is: Ms Angela Stone

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' which is detailed in the Safeguarding Policy.

8. Procedures

Brentford follows the procedures implemented by Hounslow Prevent, which are as follows

If anyone has concerns that a child, young person or an adult may be vulnerable to violent extremism and or violent radicalisation they should in the first instance seek advice from the person within your organisation that has responsibility for **safeguarding (A Stone / K Coleman)** who will follow the procedures in relation to notification of safeguarding issues.

If anyone feels there is an immediate danger to the life of the individual or others then they should call 999.

Following initial discussions with the Safeguarding lead, where there are serious concerns in relation to anyone's vulnerability to violent extremism and radicalisation these must be **emailed** initially (please put '**Channel Referral**' in the subject line) to:

The Prevent Engagement Officer **Angela Rusby PC 1656so** | Constable | Hounslow Prevent Engagement Officer. Angela can be contacted on her **Mobile** 07769 934659 | **Email:** angela.rusby@met.pnn.police.uk | **Address** Hounslow Police Station, 3-5 Montague Road, Hounslow, Middlesex TW3 1LB



The Counter Terrorism Information Officer **Gary McGinn** | Constable | Gary can be contacted on his **Mobile** 07879 493035 | **Email:** Gary.McGinn@met.pnn.police.uk | **Address** Hounslow Police Station, 3-5 Montague Road, Hounslow TW3 1LB



For the Local Authority Mrs **Joan Conlon** is the **Prevent Lead** | Joan can be contacted by | **Email** at joan.conlon-GCSX@hounslow.gcsx.gov.uk | **Mobile** 07817 079190

9. Staff Training

Basic awareness training on preventing extremism and radicalization is given to all teaching staff as part of the safeguarding training they receive on joining the school. This is then updated annually at the start of the academic year.

10. Role of Governing Body

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

The Governing Body of our school will support the ethos and values of our school and will support the school in tackling extremism and radicalisation.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2015' the governing body will challenge the school's senior management team on the delivery of this policy and monitor its effectiveness.

11. Review

Governors will review this policy annually.

Appendix 1: 'Key Ingredients' for successful teaching in the context of 'push' and 'pull' factors

<p>PUSH FACTORS – 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 core religious beliefs – 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>Exclusion – lack of belonging to peer or community networks, associations etc</p>	<p>KEY INGREDIENTS</p> <p>Teacher confidence 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>Teacher attitudes and behaviours</p> <ul style="list-style-type: none"> - Willingness to admit you don't know - Acknowledging controversial issues exist - Awareness that I have a role to play - Willingness to turn to others for help when you don't know about something <p>Specific knowledge:</p> <ul style="list-style-type: none"> - Understanding other cultures and religions as well as alternative values and beliefs (whilst being careful to avoid 'othering') - Knowledge of an alternative values framework <p>Teaching practice/pedagogy:</p> <ul style="list-style-type: none"> - Boosting critical thinking (seeing through propaganda, singular messages etc) - Helping to see multiple perspectives - Using multiple resources/methods - Embedding or sustaining dialogue following specialist interventions 	<p>PULL FACTORS – factors that draw young people into extremist messages</p> <p>Charismatic/confident individuals (recruiters)</p> <p>Network/sense of belonging</p> <p>Broader community views which enable or do not oppose extremism.</p> <p>Persuasive, clear messages. Exploiting knowledge gaps.</p>
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<p>Below the line: factors that are out of scope of this study</p>	<ul style="list-style-type: none"> - Enabling students to tackle difficult issues - Linking school work to the wider community - Drawing evidence from across the curriculum - Developing in young people a sense of multiple identities. Help young people become aware of, and comfortable with, multiple personal identity 	
<p>Disaffection with wider societal issues Disruptive home life</p>	<p>Other factors Support from senior leaders Pupil support processes</p>	<p>Sense of dignity and importance and loyalty Exciting (non-teaching) activities Sense of purpose in life</p>

Person Vulnerable to Radicalisation (VTR) Referral Form
(RESTRICTED WHEN COMPLETE)

Please note – if you are making a referral - If you are concerned someone may be imminently travelling to an area of conflict please dial 999

(Fields Expand for further information)

<p>Person of Concern</p> <p>Full Name: <i>(include other known names/maiden name etc)</i></p> <p>Gender:</p> <p>Date and place of birth:</p> <p>Full Address:</p> <p>Phone number(s):</p>

<p>Parents'/Guardian/ Carers Details: <i>(include other known names/maiden name etc)</i></p> <p>Full Name (Father):</p> <p>Full Name (Mother):</p> <p>Full Name (Foster carer):</p> <p>Date and place of birth:</p> <p>(Father):</p> <p>(Mother):</p> <p>(Foster carer):</p> <p>Full Address:</p> <p>Phone number(s):</p> <p>Children/s/ Siblings' details:</p>

<p>Social Services Team</p> <p>Is the person of concern in the <i>care</i> of the local authority? Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Is the person of concern receiving <i>support</i> from the local authority team/s? Yes <input type="checkbox"/> No <input type="checkbox"/></p>

If Yes please provide details here.

Local Authority with corporate responsibility for referee (if not Hounslow):

Named Social Worker:

Contact phone number:

Reasons for Referral:

Background and Risk Issues *(include any chronology if known):*

Process/ procedures applied to verify concerns *(include whom you have spoken to i.e. parents, foster carers, social worker, staff/supervisor and or local police contact):*

Referrer

Referrer's full name and position:

Contact Details and Address:

Tel no:

Mobile:

*(It is important to provide a **contact number** where you can be reached out of normal office hours)*

Email:

If you are unavailable please provide details of a deputy who may be contacted.

Name and position:

Tel no:

Mobile:

Email:

Please forward the VTR form to: Angela Rusby PC 1656so | Constable | Hounslow Prevent Engagement Officer; **Mobile** 07769 934659 | **Email** angela.rusby@met.pnn.police.uk **Address** Hounslow Police Station, 3-5 Montague Road, Hounslow, Middx TW3 1LB.

Please C.C this form to -

PC Gary McGinn | Hounslow Prevent | **Email** gary.mcginn@met.pnn.police.uk and **Joan Conlon** | Community Inclusion and Participation Manager (Prevent Lead), Mobile 07817 079190 | Email joan.conlon@hounslow.gov.uk | Address: London Borough of Hounslow, Civic Centre, Lampton Road, Hounslow TW3 4DN and Najeeb Ahmed | Prevent Coordinator – 07890 540433 or email najeeb.ahmed@hounslow.gov.uk