



# **PIONEER ACADEMIES COMMUNITY TRUST**

## **Policies and Procedures**

### **Anti-Radicalisation Policy**

<b>Review/Approve</b>	<b>By Whom</b>	<b>Date</b>	<b>Review Date</b>
Approved	PACT	28.9.15	Autumn 2017
Approved	PACT	5.12.17	Autumn 2019

## **POLICY STATEMENT**

Pioneer Academies Community Trust is fully committed to safeguarding and promoting the welfare of all its pupils. As a Trust we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. The 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 support.

## **LINKS TO OTHER POLICIES**

PACT Anti-radicalisation policy links to the following Trust policies in each of the academies

- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying policy
- Behaviour policy

## **AIMS AND PRINCIPLES**

PACT Anti-radicalisation policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. It clearly sets out how the Trust/Academies will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

The objectives are that:

- All Directors/local governors, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalisation is and why we need to be vigilant in our academies.
- All Directors/local governors, teachers, teaching assistants and non-teaching staff will know what the policy is on anti-radicalisation and will follow the policy when issues arise.
- All parents and pupils will know that each academy and the trust has policies in place to keep pupils safe from harm and that the trust/academies regularly reviews its systems to ensure they are appropriate and effective.

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 here and ensure that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

## **DEFINITIONS AND INDICATORS**

**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.

**Extremism** is defined as the holding of extreme political or religious views.

There are a number of behaviours which may indicate a child 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
- Their 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 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.

The Head of Academy/Principals are the lead for referrals relating to any radicalisation incidents and should be reported immediately. In the absence of these persons then incidents should be referred to a senior member of staff.

## **THE ROLE OF THE CURRICULUM**

Our academy curriculum promotes respect, tolerance and diversity. Children 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

PHSE provision is embedded across the curriculum, and directs our assemblies and underpins the ethos of the academies within the Trust. It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves.

Children 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 seek adult help if they are upset or concerned about anything they read or see on the internet.

### **STAFF TRAINING**

Through INSET opportunities across the Trust, the Directors will ensure that all 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 a Trust to ensure that our children are resilient and able to resist involvement in radical or extreme activities.

### **POLICY REVIEW**

The Anti-radicalisation policy will be reviewed annually as part of the overall Child Protection and Safeguarding policy review.

## **Appendix 1 –**

### **Dealing with referrals**

We are aware of the potential indicating factors that a child is vulnerable to being radicalised or exposed to extreme views, including 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

In the event of prejudicial behaviour:

- All incidents of prejudicial behaviour will be reported directly to the Head of Academy/Principals or in their absence another member of the Senior Leadership Team
- All incidents will be fully investigated and recorded in the Prejudicial Incidents and Referrals folder.

If an incident is deemed to be serious, then 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 meeting will be kept alongside the initial referral in the Prejudicial Incidents folder. The Head of Academy 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/carers would be held if there is not a significant positive change in behaviour. If deemed necessary, serious incidents will be discussed and referred to external agencies including the police.