

1 Ethos

1.1 Overley Hall School is fully committed to safeguarding and promoting the welfare of all its pupils. As a school we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. As a staff team, we work extremely hard and acknowledge our responsibility to ensure the strategies to prevent radicalisation are firmly embedded throughout the curriculum and the ethos of the school. However, we also recognise that such concepts are extremely difficult for our general population of students to fully comprehend. Therefore, it is the staff responsibility to ensure the students are not exposed to radicalisation through training, knowledge and vigilance. We will endeavour to promote British Values and develop students understanding of hidden dangers of the world around them in a differentiated way that meets individual need.

1.2 Overley Hall is a school where core values, underpin every aspect of school life. Our aims for pupils are to develop the following attributes:

- Be kind and considerate to both in school and in the wider world
- Respect themselves and others in the school environment with different beliefs, views, abilities and interests
- Develop their own interests, self-esteem and self-worth
- Understanding, accepting and tolerance towards others from different cultures, religious denominations, languages and ethnic backgrounds.
- Honesty
- Willingness to accept the advice and support to become as independent as possible
- To think independently develop skills to become problem solvers
- Attentiveness to become good listeners;
- Effective communicators and to respect Overley Hall's values through promoting fair play, justice, decision making, democracy, pupil voice through active citizenship.

1.3 These aims and values are revisited each year to ensure their relevance.

1.4 At Overley Hall School all staff are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. In formulating this policy, Overley Hall School has taken account of the guidance from the Department for Education (DfE) 'The Prevent Duty (June 2015) who has called for all public bodies to make explicit their preventative measures to minimise the threat of extremism in their setting and HM Government Prevent Duty Guidance (2015). Other document consulted in the formulation of this document includes 'Working together to safeguard children' and 'Keeping children safe in education' 2018.

2 Definitions and Indicators

2.1 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.

2.2 Extremism is defined as the holding of extreme political or religious views. Overley Hall School has a zero tolerance approach to extremist behaviour for all Overley Hall staff and pupils. We rely on our strong values to steer our work and ensure the pastoral care of our pupils protects them from exposure to negative influences. Furthermore, our positive promotion of our Code of Conduct: Be kind and gentle; be a friend; listen to others: Follow instructions; equips our pupils with the skills to reject violence in all its forms.

3 Aims and Principles

3.1 The main aims of this policy statement 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.

4 The principle objectives are that:

- Pupils are encouraged to adopt and live out our core values. These complement the key “British Values” of tolerance, respect, understanding, compassion and harmonious living
- Pupils are helped to understand the importance of democracy and freedom of speech, through the SEAL (Social, emotional, aspects of learning) assemblies & themed projects and through the elected School Council members
- Pupils are supported to develop their understanding of how to keep themselves safe, in school and when using the internet
- Pupils participate in local community events so that they appreciate and value their neighbours and friends who may be different in many ways
- Pupil’s wellbeing, confidence and resilience are promoted through our planned curriculum and through the continuous waking day curriculum opportunities
- Pupils are supported in making good choices from a very young age, so they understand the impact and consequences of their actions on others
- Leaders, teachers, teaching assistants and non-teaching/care staff demonstrate an understanding of what radicalisation and extremism is and why we need to be vigilant in school. The Office for Security & Counter Terrorism works to counter the threat from terrorism and their work is detailed in the counter terrorism strategy CONTEST. This strategy is based on four areas of work:

- Pursue - To stop terrorist attacks
- Prevent - To stop people becoming terrorists or supporting terrorism
- Protect - To strengthen our protection against a terrorist attack
- Prepare - To mitigate the impact of a terrorist attack

4.1 Our role, as a school, is outlined more specifically in the DCSF document 'Learning together to be safe: A toolkit to help schools contribute to the prevention of violent extremism.' Primarily our work will be concerned with PREVENTION and is outlined more specifically in the DCSF document 'Learning together to be safe: A toolkit to help schools contribute to the prevention of violent extremism.'

5 Prevention Strategy

- Staff Training – Designated Person's will undergo PREVENT awareness training to enable them to provide advice and support to the other members of staff on protecting children from the risk of radicalisation. All other staff will receive training 'Workshop to Raise Awareness of Prevent (WRAP) provided by West Mercia Police. Training will be refreshed annually as part of INSET/training
- Senior Leaders will keep abreast of legislation and guidance and pass on any updates through departmental meetings and develop strong links with the Prevent Coordinators. Warwickshire Police and West Mercia Police have three officers whose primary vulnerable people becoming involved or supporting violent extremism of all kinds. They also assist with community tensions and community cohesion.

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DC Manjit Sidhu E-mail: manjit.sidhu@warwickshire.pnn.police.uk

The Prevent team email is: prevent@warickshireandwestmercia.pnn.police.uk

- IT and E-Safety – The E-Safety Committee which is made up from managers and staff from the full cross section of the provision and includes external specialists from the field of IT, will ensure that children are kept safe from terrorist and extremist material when

accessing the internet in school. They will ensure that suitable filtering is in place. Staff will work to develop, deliver and use resources to support the development of pupil's ability to use the internet and other technologies safely through differentiated approach and detailed planning

- Ensure the content and presentations to be delivered by external visiting guests/speakers has been vetted by senior staff prior to contact with children and staff to ensure there are no extremist views are being promoted.
- Risk Assessment - Overley Hall will prepare risk assessments for groups of children to assess their vulnerability to extremist views linked to terrorist ideology and radicalisation. These will show understanding of how to identify children who may be at risk of radicalisation and what put together an action plan of how to support them.
- As much information will be gathered, sensitively, on the views of parents and through the interview process for appointing new staff to the school
- The following policies will be updated annually or earlier if legislation or guidance changes in conjunction with staff: Child Protection and Safeguarding Policy, E-Safety, Behaviour Support Policy, Counter-Bullying Policy, SEND Policy, Staffing and Recruitment, Induction Policy
- Parent support – Parents will be provided with information via the website to raise their awareness to Prevent and will have access to the school Prevent policy on the website. The school has an open door policy in addition to scheduled time when they can meet the Head of School and Head of Care on the first Monday of the month
- The Head of School and Head of Care will reflect and evaluate the day time & waking day curriculum to ensure programmes help to support core values, British Values, E-Safety, and Prevent strategy; Sessions will be observed and pupil work will be scrutinised to ensure children are being supported in a way which will develop understanding and resilience

6 Reporting Concerning Behaviour

6.1 What to do if you suspect any suspicious behaviour around radicalisation/extremism, or other parties such as English Defence League, Animal Rights, and National Front: Immediately inform Safeguarding Designated Offices and/or Heads of Department or telephone Telford and Wrekin Safeguarding Board (Family Connect) for advice.

6.2 Designated Prevent Leads and Designated Safeguarding Leads:

School – Bev Doran (DPL) Dee Marshall (DPL) Tracy Francis (DSL)

6.3 The Designated officer or Head of Department will carry out a full investigation who may decide there is sufficient evidence to make a referral via email to the police PREVENT Team then complete a Prevent Referral to prevent@warwickshirewestmercia.pnn.police.uk

6.4 If it is felt by the PREVENT Team that the risk isn't evidenced or deemed too low for Channel then Police will continue to monitor and will refer into Telford and Wrekin Connect for further support. If the team feel there is sufficient information to indicate a level of risk, police contact local Prevent Lead to organise and chair 'Channel' Panel meeting. (A Senior Officer from FC will form part of the Channel Panel). The Channel panel meets at regular intervals until the risk has reduced and case is either closed or stepped down and managed locally by relevant T&W services (Appendix 1) for Fenn PREVENT flowchart)

PREVENT – How the process works when reporting a concern relating to radicalisation / Counter Terrorism

