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Huxlow Academy
Ambition • Respect • Pride

Policy Owner	Department	Effective Date	Approval Date	Review Cycle	Revision Due Date
Laura Gauvrit	Inclusion	March 2025	March 2025	Bi-annually	March 2027

PREVENTION OF RADICALISATION & EXTREMISM POLICY

Policy Approver:
Local Governing Body

Version Control

Version Number	Date of Change	Changes Made
1.1	9 January 2022	Update of filtering system used
1.1	9 January 2022	Inclusion of NSCP
1.1	9 January 2022	Update KCSIE date to 2021
1.1	9 January 2022	Update names headteacher and Deputy DSL
2.0	28 April 2023	Update template to TOVE
3.0	January 2025	Updated dates Change AIB to LGB Updated links Change from Securus to Smoothwall Name changes for relevant staff

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1. Policy Name

Preventing Radicalisation and Extremism Policy

2. Policy Aims

Huxlow Academy aims to ensure that:
- Students are protected from extremist views
- School staff know what the Prevent Duty is and how to comply
- Staff are properly trained in recognising and reporting concerns about radicalisation and extremism

OUR VISION

"Thriving through excellence"

OUR GOAL

"Building a learning community of aspirational, responsible citizens"

Definitions

Extremism is defined as the holding of extreme political or religious views. In the 2011 Prevent Strategy, it 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas".

At Huxlow Academy**, we will actively challenge pupils, staff or parents/carers expressing opinions contrary to Fundamental/British Values, including those expressing 'extremist' views**.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

British/Fundamental Values are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

At Huxlow Academy, British/Fundamental Values are reinforced regularly through the promotion of:
- **Democracy**
- **The Rule of Law**
- **Individual Liberty**
- **Mutual Respect**
- **Tolerance of Those of Different Faiths and Beliefs**

3. Legislation and statutory guidance

This policy is based on the Department for Education's statutory guidance, [Keeping Children Safe in Education (2024)](#), and [Working Together to Safeguard Children (2018)](#), and the [Governance Handbook](#). We comply with this guidance and the procedures set out by Northamptonshire Safeguarding Children Partnership.

This policy is also based on the following legislation:

- Section 175 of the [Education Act 2002](#), which places duty on schools and local authorities to safeguard the welfare of pupils
- [The School Staffing (England) Regulations 2009](#), which set out what must be recorded on the single central record and the requirement for at least on person on the school interview panel to be trained in safer recruitment techniques
- Part 3 of the schedule to the [Education (Independent School Standards) Regulations 2014](#), which places duty on academies and independent schools to safeguard and promote the welfare of pupils at the school
- [The Children Act 1989](#), (and [2004 amendment](#)), which provides a framework for the care and protection of children
- Statutory [Revised Prevent Duty guidance: 2023](#), which explains schools' duties under the Counter-Terrorism and Security Act 2018 with respect to protecting people from the risk of radicalisation and extremism

Non-statutory Guidance

- [Promoting fundamental British Values as part of SMSC in schools](#) (DFE November 2014)

4. The Prevent Duty

It is essential that staff can identify children who may be vulnerable to radicalisation and know what to do when they are identified. Protecting children from the risk of radicalisation is part of school staff 'wider safeguarding duties and is similar in nature to protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

Staff at Huxlow Academy will build students' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. The Prevent duty is not intended to stop pupils debating controversial issues. Huxlow Academy is a safe space in which children, young people and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

5. Risk Assessment

Huxlow Academy will assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology in the local area. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

It is important that school staff understand these risks so that they can respond in an appropriate and proportionate way. At the same time staff at Huxlow Academy should be aware of the increased risk of online radicalisation, as terrorist organisations seek to radicalise young people through the use of social media and the internet.

6. Working in Partnership

Huxlow Academy will work in partnership with the local authority, local police and other agencies.

7. Roles and Responsibilities

Role of the Local Governing Board

It is the role of the Local Governing Board to ensure that the school meets its statutory duties with regard to preventing radicalisation.

The Governing body has a nominated person who will liaise with the Headteacher and other staff about issues to do with protecting pupils from radicalisation.

Role of the Headteacher

It is the role of the Headteacher to:

● Ensure that staff have appropriate training related to preventing radicalisation and extremism;
● Ensure that the academy and its staff respond to preventing radicalisation and extremism on a day-to-day basis;
● Ensure that the academy's curriculum addresses the issues involved in radicalisation and extremism;
● Ensure that staff conduct is consistent with preventing radicalisation and extremism.

Role of the Designated Safeguarding Lead

It is the role of the Designated Safeguarding Lead to:

● Access Prevent training and disseminate learning to staff;
● Ensure that staff understand the issues of radicalisation and extremism, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. (All staff should receive training and regular updates (this can be from internal or external trainer or through online training);
● Receive safeguarding concerns about pupils and young people who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation;
● Make referrals to appropriate agencies with regard to concerns about radicalisation and extremism;
● Support staff who may have to refer concerns;
● Liaise with partners, including the local authority and the police;
● Report to the Governing Board on these matters.

Role of staff

It is the role of staff to understand the issues of radicalisation and extremism, be able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns.

Huxlow Academy is fully committed to safeguarding and promoting the welfare of all its pupils. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. All staff are expected to uphold and promote the principles of British/Fundamental Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

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

- Disclosures by pupils 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 pupils have not actively sought these out;
- Graffiti symbols, writing or artwork promoting extremist messages or images;
- Pupils accessing extremist material online, including through social networking sites;
- Parental reports of changes in behaviour, friendship or actions and requests for assistance;
- Other schools/academies, local authority services, and police reports of issues affecting pupils in other schools/academies or settings;
- Pupils 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.

8. Staff Training

Staff are given training to help them understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns. This information also forms part of induction safeguarding training. All staff complete the Channel online training and are updated as necessary by the DSL and in Headteacher briefings, staff meetings, staff notices or by email update.

9. Curriculum

We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. We encourage our students to be inquisitive learners and critical thinkers who are open to new experiences and are tolerant of others. Our curriculum promotes respect and diversity. Students are encouraged to express themselves through discussions, debates, and consultations. The RE, PSHE lessons, Online Safety and SMSC provision is embedded across the curriculum and underpins the ethos of our school. Students learn about all major faiths and visit places of worship wherever possible. They are also taught about how to stay safe when using the internet in all areas of the curriculum.

Whilst our curriculum will enable students to become well-rounded individuals, we recognise the importance of resilience in preventing pupils being drawn into extremist ways of thinking. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

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 pupils may experience elsewhere may make it harder for them to challenge or question these radical influences.

These values support the development of the whole pupil as a reflective learner within a calm, caring, happy and purposeful atmosphere. Teaching the school's core values alongside the British/Fundamental Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just, and civil society.

10. Online Safety

The internet provides young people with access to a wide range of content, some of which is harmful. Extremists use the internet, including social media, to share their messages. The filtering systems used in our school blocks inappropriate content, including extremist content.

We also filter out social media, such as Facebook, YouTube and Instagram. Searches and web addresses are monitored systematically through the Smoothwall filtering and monitoring system and the system alerts the IT manager, DSL and Deputy DSL where there are concerns. An up-to-date log of incidents, actions taken and outcomes is recorded on a spreadsheet and on CPOMSe. Measures are taken to prevent further access when new sites that are unblocked are found.

Where staff, pupils or visitors find unblocked extremist content they must report it to a senior member of staff.
We are aware that pupils and young people have access to unfiltered internet when using their mobile phones. Staff and pupils are made aware of the staff and student acceptable use policy.

The Acceptable Use of ICT Policy (AUP) refers to preventing radicalisation and related extremist content. Pupils and staff are asked to sign the AUP annually to confirm they have understood what is acceptable.

Pupils and staff know how to report internet content that is inappropriate or of concern.

11. Safer Recruitment

We ensure that the staff we appoint to the school are suitable. Our recruitment procedures are rigorous and we follow the statutory guidance published in part 3 of *Keeping Children Safe in Education (2024)*. Vetting and barring checks are undertaken on relevant people, including governors and volunteers. This includes online checks of individuals ahead of being offered a position at Huxlow Academy.

12. Visitors

Visitors to the school are made aware of our Safeguarding & Child Protection Policy and procedures on arrival and are given information about what to do if they are concerned about any aspect of child welfare.

13. Use of External Speakers

At Huxlow Academy, we encourage the use of external agencies or speakers to enrich the experiences of our students. Visitors who are invited to speak to students will share the content of their work with staff inviting them to school. Visitors will be informed of this policy and, where unaccompanied by school staff, relevant vetting checks will be undertaken. We 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 pupils 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 the school to ensure that they are effective.

Speakers will be supervised at all times and will not be allowed to speak to children without a member of staff being present.

14. Whistleblowing

Where there are concerns of extremism or radicalisation, students and staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. (Please refer to the Whistleblowing Policy).

The arrangements for recruiting all staff, permanent and volunteers, to our school will follow safer recruitment best practice in education settings guidelines, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our character and ethos. We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation as a consequence.

Although serious incidents involving radicalisation have not occurred at Huxlow Academy to date, it is important for us to be constantly vigilant and remain fully informed about the issues, which affect the region in which we teach. Staff are reminded to suspend any professional disbelief that instances of radicalisation / extremism "could not happen here" and to refer any concerns to the Designated Safeguarding Lead/ Online Safety Lead, Laura Gauvrit, to the Headteacher, Kim Isaksen, or the Deputy Designated Safeguarding Lead, Zoe Correa.

The NSPCC National Whistleblowing Helpline **0800 028 0285** – this line is available from 8:00 AM to 8:00 PM, Monday to Friday and E-mail: help@nspcc.org.uk.

'No platform for extremists'
The school is vigilant to the possibility that out-of-hours hire of the school premises may be requested by people wishing to run an extremist event. The school does not accept bookings from individuals or organisations that are extremist in their views.

15. Related Policies
- Acceptable Use (ICT) Policy
- Behaviour Policy
- Collective Worship
- Equality Statement
- Lettings' Policy
- Online-Safety Policy
- Personal, Social and Health Education (PSHE) Policy
- RE Policy
- Safeguarding/Child Protection Policy
- Spiritual, Moral, Social, Cultural (SMSC) Policy
- Staff Code of Conduct
- Teaching and Learning Policy
- Whistle-blowing Policy

16. Monitoring and Review

This is not a statutory policy and will be reviewed at an appropriate time not later than two years after ratification by the Governing Board.

Signed ....Chair, Local Governing Board

Date ....15.03.25......................................

Appendix 1: Spotting signs and getting help

There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may need help or protection. Children at risk of radicalisation may display different signs or seek to hide their views. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately.
Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent duty does not require teachers or childcare providers to carry out unnecessary intrusion into family life but as with any other safeguarding risk, they must act when they observe behaviour of concern. Radicalisation can be difficult to spot.
Signs that may indicate a child is being radicalised include:

- isolating themselves from family and friends
- talking as if from a scripted speech
- unwillingness or inability to discuss their views
- a sudden disrespectful attitude towards others
- increased levels of anger
- increased secretiveness, especially around internet use.

Children who are at risk of radicalisation may have low self-esteem or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special, later brainwashing them into cutting themselves off from their friends and family.

However, these signs don't necessarily mean a child is being radicalised – it may be normal teenage behaviour or a sign that something else is wrong. If you notice any change in a child's behaviour and you're worried, you can call the NSPCC helpline on 0808 800 5000

Signs of vulnerability
There are no known definitive indicators that a pupil is vulnerable to radicalisation, but there are number of signs that together increase the risk. Signs of vulnerability include:
- Underachievement;
- Being in possession of extremist literature;
- Poverty;
- Social exclusion;
- Traumatic events;
- Global or national events;
- Religious conversion;
- Change in behaviour;
- Extremist influences;
- Conflict with family over lifestyle;
- Confused identify;

- Victim or witness to race or hate crimes;
- Rejection by peers, family, social groups or faith.

Recognising Extremism

Early indicators of radicalisation or extremism may include:
- Showing sympathy for extremist causes;
- Glorifying violence, especially to other faiths or cultures;
- Making remarks or comments about being at extremist events or rallies outside the academy;
- Evidence of possessing illegal or extremist literature;
- Advocating messages similar to illegal organisations or other extremist groups;
- Out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent);
- Secretive behaviour;
- Online searches or sharing extremist messages or social profiles;
- Intolerance of difference, including faith, culture, gender, race or sexuality;
- Graffiti, art work or writing that displays extremist themes;
- Attempts to impose extremist views or practices on others;
- Verbalising anti-Western or anti-British views;
- Advocating violence towards others.

Appendix 2: What to do if you have a concern

Referral Process

Staff and visitors to the school must refer all concerns about students and young people who show signs of vulnerability or radicalisation, which must be passed to the Designated Safeguarding Lead using the usual methods for reporting other safeguarding concerns.

When there are significant concerns about a student, the Designated Safeguarding Lead will liaise with the Headteacher and then make a referral to the appropriate body. The Online Safety Lead for Huxlow Academy is Laura Gauvrit.

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