

# St John's Church of England School

*'I can do everything through Christ, who gives me strength'*  
*Philippians 4:13*



## Incitement to Racial Hatred and Anti-Radicalisation Policy

To be Reviewed: Summer 2024  
Ratified:

## **Vision**

**‘.....I can do everything through Christ who gives me strength’**

**Phil 4:13**

At St John’s, we foster an ethos deeply rooted in the Bible, underpinned by **faith** and committed to educational excellence.

In our community we respect that everyone is uniquely made in the image of God. We grow together in **wisdom, compassion, strength** and instil a sense of **hope** for all to flourish.

We make a difference.

## **Core Values**

**Faith** – Is being sure of what we hope for and certain of what we do not see

**Strength** – God presents us with the strength to build and progress in our life and the lives of others.

**Compassion** – We are fair, we care and show understanding towards others.

**Wisdom** – Building confidence, discipline and knowledge to fully develop our talents in all areas of our lives.

**Hope** – Coping wisely with situations that will help guide us into fulfilling our aspirations

## **1. POLICY STATEMENT**

St John's Church of England School is fully committed to safeguarding and promoting the welfare of all its pupils. As a school we recognise that safeguarding against racial hatred and radicalisation is no different to safeguarding against any other vulnerability. The Incitement to Racial Hatred and 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.

## **2. LINKS TO OTHER POLICIES**

St John's Church of England School Incitement to Racial Hatred and Radicalisation policy links to the following policies:

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

## **3. AIMS AND PRINCIPLES**

### **3.1**

This policy is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation, racial hatred and exposure to extreme views. It clearly sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

### **3.2**

The objectives are that:

- All governors, teachers, teaching assistants and non-teaching staff will have an understanding of what racial hatred and radicalisation is and why we need to be vigilant in school.
- All governors, teachers, teaching assistants and non-teaching staff will know what the school policy is on racial hatred and anti-radicalisation and will follow the policy when issues arise.
- All parents and pupils will know that the school has policies in place to keep pupils safe from harm and that the school 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 racial hatred and 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. DEFINITIONS AND INDICATORS**

4.1 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.

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

4.3 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 to derogatory names for another group and inciting racial hatred.

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.

## **5. PROCEDURES FOR REFERRALS**

### **5.1**

Although serious incidents involving radicalisation have not occurred at St John's Church of England Primary School to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the community in which we teach.

Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to refer any concerns through the appropriate channels.

(see appendix 1 – Dealing with referrals)

### **5.2**

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 groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices.

### **5.3**

The Headteacher/Senior Leadership Team (SLT) will deal swiftly with any referrals made by staff or with concerns reported by staff, Governors, Pupils, Parents or Visitors to the school.

### **5.4**

The Head Teacher and SLT will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed (see appendix 1 – Dealing with referrals)

## **6. MANAGER, STAFF AND GOVERNORS**

### **6.1**

The Headteacher and SLT are the lead managers for referrals relating to radicalisation and racial hatred.

### **6.2**

Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation or racial hatred relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation.

### **6.3**

The Headteacher, SLT and external agencies will work in conjunction to decide the best course of action to address concerns.

### **6.4**

In the event of the Headteacher or a member of the SLT inciting racial hatred and/or radicalisation, referrals will then be addressed by the Chair or Vice Chair of the Governing Body.

## **7. THE ROLE OF THE CURRICULUM**

### **7.1**

Our 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.

### **7.2**

Our Personal, Social and Health Education and Citizenship provision is embedded across the curriculum, most notably in Religious Education, and directs our assemblies and underpins the ethos of the school. 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.

### **7.3**

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.

## **8. STAFF TRAINING**

### **8.1**

Through INSET day staff training opportunities in school, we will ensure that our staff are fully aware of the threats, risks and vulnerabilities that are linked to radicalisation and racial hatred; 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 school to ensure

that our children are resilient and able to resist involvement in radical or extreme activities. (See Appendix 2- Staff training)

## **9. USE OF PREMISES**

### **9.1**

If an agreement is made to let the premises to people from outside of the staff, 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 racial hatred and anti-radicalisation policy, the school will contact the police and terminate the contract.

## **10. ADDITIONAL MATERIALS**

### **10.1**

See Appendix 3 for further reading

## **Appendices**

### **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;

Any one of the Designated Child Protection Officers and if there are further concerns , this will be passed on to the LA prevent officer.

- All incidents will be fully investigated and recorded
- Parents are 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 is kept alongside the initial referral in the Prejudicial Incidents folder.
- The SLT follows-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 would be held if there is not a significant positive change in behaviour.

### **Appendix 2**

#### **Staff training**

All Governors, teaching staff, office staff, site staff and lunchtime staff will all receive appropriate training from time to time through Insets and staff meetings. There is no requirement to annually update this training, but Inset and staff training days throughout the year will include reminders and refreshers of the key messages shared, to ensure that the training remains effective and of importance.

## Appendix 3

### Additional materials

Prevent strategy, GOV.UK – Home Office (Adobe pdf file)

[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)

Learning Together to be Safe: a Toolkit to Help Schools Contribute to the Prevention of Violent Extremism was published in 2008 by the Department for Children, Schools and Families (DCSF), a predecessor of the Department for Education.

For any queries and more information please contact:

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