



# ST ETHELBERT'S CATHOLIC PRIMARY SCHOOL AND NURSERY

## The Prevent Duty 2023

**Date of Review: March 2023**  
**Date of Next Review: September 2023**

# THE PREVENT DUTY

## 1. POLICY STATEMENT

St. Ethelbert's Catholic Primary School is fully committed to safeguarding and promoting the welfare of all its pupils. Every member of staff recognises that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. 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. This policy sets out the school's beliefs, strategies and procedures to protect vulnerable individuals from being radicalised or exposed to extremist views, by identifying who they are and promptly providing them with support.

## 2. AIMS AND PRINCIPLES

2.1 St. Ethelbert's Catholic Primary School's PREVENT strategy and policy document is intended to provide a framework for dealing with issues relating to vulnerability, radicalisation and exposure to extreme views. We recognise that we are well placed to be able to identify safeguarding issues and this policy clearly sets out how the school will deal with such incidents and identifies how the curriculum and ethos underpins our actions.

2.2 The objectives are that:

- All academy committee representatives, teachers, teaching assistants and non-teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school.
- All academy committee representatives, teachers, teaching assistants and non-teaching staff will know what the school policy is on tackling extremism and radicalisation and will follow the policy guidance swiftly when issues arise.
- All pupils will understand the dangers of radicalisation and exposure to extremist views; building resilience against these and knowing what to do if they experience them.
- All parents/carers 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.

2.3 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.

### 3. DEFINITIONS AND INDICATORS

- 3.1 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.
- 3.2 Extremism is defined as the holding of extreme political or religious views.
- 3.3 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.
  - 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
  - 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.
  - Being short tempered or irritable with others.
  - Behaviours associated with mental health concerns, such as:
    - Self-harm
    - Depression
    - Withdrawal
    - Absence
    - Tiredness
  - Changing their style of dress or personal appearance to accord with the group.

#### 4. PROCEDURES FOR REFERRALS

- 4.1 Although serious incidents involving radicalisation have not occurred at St. Ethelbert's Catholic Primary School to date, it is important for us to be constantly vigilant and remain fully informed about the issues which affect the local area, town and society in which we teach. Staff are reminded to suspend any 'professional disbelief' that instances of radicalisation 'could not happen here' and to be 'professionally inquisitive' where concerns arise, referring any concerns through the appropriate channels. (See appendix 1 – Dealing with referrals)
- 4.2 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/or groups. We must have the confidence to challenge, the confidence to intervene and ensure that we have strong safeguarding practices based on the most up-to-date guidance and best practise.
- 4.3 The Headteacher, Deputy Headteacher, and Pastoral Lead are trained as Designated Safeguarding Leads for Child Protection and Safeguarding and will deal swiftly with any referrals made by staff or with concerns reported by staff.
- 4.4 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)
- 4.5 As with any child protection referral, staff must be made aware that if they do not agree with a decision not to refer, they can make the referral themselves.
- 4.6 The Designated Child Protection Officer may decide that is appropriate to make a referral to Channel. Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages. Detailed guidance on Channel is available at <https://www.gov.uk/government/publications/channel-guidance>

#### 5. ACADEMY COMMITTEE REPRESENTATIVES, LEADERS AND STAFF

- 5.1 The Academy Committee are responsible for ensuring that this policy is implemented in the school and that staff are fully aware of their responsibilities related to safeguarding children from extremism and/or extremists. They will undertake appropriate training to ensure that they are clear about their role. They will challenge the SLT on the delivery of this policy and monitor its effectiveness.

- 5.2 The Head Teacher, Deputy Head and Pastoral Lead are the leaders for referrals relating to extremism and radicalisation. In the unlikely event that they are not available, contact must be made with any member of the SLT.
- 5.3 Staff will be fully briefed about what to do if they are concerned about the possibility of radicalisation relating to a pupil, or if they need to discuss specific children whom they consider to be vulnerable to radicalisation or extremist views.
- 5.4 The SLT will work in conjunction with the Head Teacher, staff and external agencies to decide the best course of action to address concerns which arise.

## 6. THE CURRICULUM

- 6.1 St. Ethelbert's Catholic Primary School is a culturally and ethnically diverse Catholic school. Our ethos places the Gospel values at the heart of all we do and this is reflected in our mission statement:  
***“Learning, achieving and growing together with Jesus”***
- 6.2 Our curriculum is broad and balanced that aims to prepare them for life in modern Britain. It 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. Our PSHE provision is embedded across the curriculum and underpins the ethos of the school. Teaching the schools' core subjects alongside the fundamental British Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.
- 6.3 It is recognised that children with low aspirations are more vulnerable to radicalisation and therefore these aspects, including our Christian values, direct our assemblies and underpin the ethos of the school. We strive to equip our pupils with confidence, self-belief, respect and tolerance as well as setting high standards and expectations for themselves; we hope this will help them to make the right judgements about their choices and actions.
- 6.4 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.

## **7. RECRUITMENT**

7.1 The arrangements for recruiting all staff, permanent and volunteers, to our school will follow Slough's guidance for safer recruitment best practice in education settings, 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.

7.2 We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our schools 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. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our school and staff team we will minimise the opportunities for extremist views to prevail.

## **8. STAFF TRAINING**

8.1 Through PREVENT training in school, 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 school to ensure that our children are resilient and able to resist involvement in radical or extreme activities.

All staff and governors are required to complete the following training:

- Safeguarding Training – refreshed every year
- Prevent Training – refreshed every year
- Fire Awareness Training – refreshed every year

The following staff are trained to Level 3/4 safeguarding

- Headteacher – Mrs Maynard
- Deputy Headteacher – Mrs Rodrigues
- Pastoral Lead- Bernadette Sheehy
- Assistant Head – Miss Mercer

The following staff have attended WRAP training led by Metropolitan or Thames Valley Police

- Headteacher – Mrs Maynard

## **9. VISITORS AND THE USE OF SCHOOL PREMISES**

9.1 If any member of staff wishes to invite a visitor in the school, they must first make a request to the Headteacher. This should be done using the form in Appendix 3. Only after written agreement from the Headteacher can the visitor enter school

and then they will be subject to Safeguarding Checks including DBS checks or photo identification. Children are NEVER left unsupervised with external visitors, regardless of safeguarding check outcomes.

- 9.2 Upon arriving at the school, all visitors including contractors, will be informed of the child protection and safeguarding guidance and be made aware of who the Designated Leads are and how to report any concerns which they may experience. A leaflet outlining safeguarding procedures, and the names of key staff is given to all new visitors.
- 9.3 If any agreement is made to allow non-school groups or organisations to use the premises, 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 Tackling Extremism and Radicalisation Policy, the school will contact the police and terminate the contract.

## **10. LINKS TO OTHER POLICIES**

The St. Ethelbert's Catholic Primary School Prevent Policy links to the following policies:

- Child Protection and Safeguarding
- Equality Policy
- Anti-bullying Policy
- Behaviour for Learning Policy
- Mental health Charter
- Mental Health and Well-Being Policy
- Computing Code of Conduct and Online Safety Policy
- British Values Statement
- Staff Code of Conduct

The following national guidelines should also be read when working with this policy (Appendix 2);

- PREVENT Strategy HM Government
- Keeping Children Safe in Education DfE 2022
- Working Together to Safeguard Children HM Government 2018

## **11.ADDITIONAL MATERIALS**

11.1 See Appendix 2 for further reading

## **12. EQUAL OPPORTUNITIES**

12.1 This policy applies to all school users regardless of (preferred) gender, colour, race, ability or disability, religion or nationality. All staff will be asked to sign to indicate that they have read and abide by the policy.

### **13. POLICY REVIEW**

The St. Ethelbert's Catholic Primary School PREVENT Strategy and 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 the following system will be followed:**

- ***Referrals should be recorded on the school's blue CP reporting form and reported to the Designated Child Protection Officer/s. using the school procedures for referring safeguarding concerns. The headteacher will be informed and all forms must be signed by the Headteacher.***
- All incidents will be fully investigated and recorded in line with the Behaviour Policy and records will be kept in line with procedures for any other behaviour related incident.
- 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 to Children's Services. A note of this meeting is kept alongside the initial referral in the child's folder.
- At this point the Headteacher or Designated Child Protection Officer dealing with the referral may decide that it is appropriate to make a referral to Channel in order for that individual or family to receive support.
- The Designated Child Protection Officer or Headteacher, as Safeguarding Lead, will then 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 would be held if there is not a significant positive change in behaviour.
- If deemed necessary, serious incidents will be referred to Slough Children's Services through the Duty Team for the attention of the SBC Prevent Lead, Rabena Sharif.
- In the event of a referral relating to serious concerns about potential radicalisation or extremism, the school will also contact Thames Valley Police [preventreferrals@thamesvalley.pnn.police.uk](mailto:preventreferrals@thamesvalley.pnn.police.uk)
- Where the headteacher or Designated Child Protection Officer believes there is immediate risk of harm then the Police would be called and a referral to Children's Services would be made.
- The headteacher of Designated Child Protection Office may also choose to contact the following organisations local police (on non-emergency number 101) to discuss concerns or receive support/advice

*Staff should note that the Department for Education has dedicated a telephone helpline (020 7340 7264) to enable staff and governors to raise concerns relating to extremism*

*directly. Concerns can also be raised by email to [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk). Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.*

## **Appendix 2 - Additional materials (Available online)**

- The Prevent Strategy, GOV.UK – Home Office  
[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)
- Keeping Children Safe in Education DfE 2022  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1101454/Keeping\\_children\\_safe\\_in\\_education\\_2022.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101454/Keeping_children_safe_in_education_2022.pdf)
- Working Together to Safeguard Children HM Gov 2018  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/942454/Working\\_together\\_to\\_safeguard\\_children\\_inter\\_agency\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.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.  
<http://www.communitycohesionncc.org.uk/docs/280.pdf>
- <http://www.familiesmatter.org.uk/>
- <http://www.preventtragedies.co.uk/>

### APPENDIX 3: AUTHORISATION FOR SCHOOL VISITORS

This authorisation form should typically be used for “*planned one-off visits*” to the school from external companies/organisations. This form should be completed and signed by the Headteacher or Deputy Headteacher in order for the visit to be authorised. Once authorisation has been obtained, the person organising the visitor must:

- *Add it to the school diary;*
- *Notify the office manager so that any documentation (e.g. Photo ID check/DBS clearance number) can be checked on arrival;*
- *Pass authorisation form to office manager for filing; and*
- *Inform visitor to report to Reception on arrival and bring photo ID and DBS clearance if they have it.*

Further guidance for staff: This form **does not need** to be completed for the following visitors:

- *Trainee teachers completing a placement at St. Ethelbert’s Catholic Primary school.*
- *Visitors acting in the capacity as advisors/mentors as part of teacher training programmes (e.g. University based mentors, Schools Direct, Teach First). However, any planned visits must be added to school diary.*
- *Employees of Slough Borough Council (including services provided on behalf of Slough Borough Council by Cambridge Education/Mott MacDonald) – e.g. School Improvement Advisors, Educational Psychologists. Advisory Teachers, Members of SEBDOS outreach team.*
- *Regular “visitors” (e.g. Consultants providing services to the school/professionals from SEN or Health services/Specialist Sports or Music teachers).*
- *Regular contractors or contractors visiting the site to carry out maintenance work or provide quotes for maintenance work where they are under the supervision of the Site Manager or the School Business Manager.*
- ***On first visit to the school, these visitors must bring photo ID and DBS clearance if they are visiting classrooms/working with pupils etc.***

## Visitor Form

This form is to be completed in the event of an on-site visitor.

Lead organizer must ensure the adult has a full enhanced DBS and photo ID on the day of the event.

All visitors must be confirmed with the head teacher before booking.

|                                |  |
|--------------------------------|--|
| <b>Name of visitor</b>         |  |
| <b>Date of visit</b>           |  |
| <b>Purpose of visit</b>        |  |
| <b>Lead organizer</b>          |  |
| <b>Headteacher's signature</b> |  |
| <b>Things to be checked</b>    | <ul style="list-style-type: none"><li>• Ensure procedures are explained before the event; visitors must bring photo identification and an up to date DBS certificate with them on the day of the event</li><li>• Plan supervision in the event the named visitor does not bring their DBS information. No visitor without DBS or photo identification will be permitted on-site.</li><li>• Procedures and policies sent and discussed beforehand where necessary<ul style="list-style-type: none"><li>- Fire drill</li><li>- Safeguarding policies</li><li>- Safeguarding procedures</li></ul></li></ul> |