

Anti-Radicalisation Policy

Inspire+ is fully committed to safeguarding and promoting the welfare of all staff and young people we deliver to. As a registered charity we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. At Inspire+ 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.

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.

Aims and Principles

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 learners are safe from harm.

The principle objectives are that:

- All staff members will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school.
- All trustees and staff members will know what the charity policy is on anti-radicalisation and extremism and will follow the policy when issues arise.

Early Warning Signs

When a child or young person is being drawn into or attracted by an extremist ideology, it is likely that this will manifest itself in some way, i.e. there will be certain behaviours or changes in a person that are visible.

Staff members are more likely to spot these behavioural differences because they have regular and continued contact with children.

The following 'early warning signs' have all been identified from Prevent referrals over the last few years:

- Accessing extremist material online, including through networking sites (e.g. Facebook, YouTube)
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Changes in behaviour and/or friendships
- Wearing clothing and/or logos that are indicative of an extremist group
- Voicing opinions drawn from extremist ideology or narrative

- Use of extremist or hate terms to exclude others or incite violence

If concerns have been raised about a child, the staff member will contact our CEO at the time. They will make an assessment based on the information available. In extreme cases the case will be submitted to CHANNEL, a multi-agency support mechanism that can assess more serious concerns and work with the child and their family to reduce any risks of harm.

Procedures for referrals

Although serious incidents involving radicalisation have not occurred at Inspire+ 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 or coach. Staff are reminded to suspend any professional disbelief that instances of radicalisation 'could not happen here' and to refer all concerns immediately to the C.E.O. Vincent Brittain.

Staff Training

Through INSET opportunities, we will ensure that 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.

Policy Review

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

Signed: Vincent Brittain, Chief Executive Officer

Review Date: February 2021
