Fair Ways Education-GLADE School Anti-Radicalisation Policy

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Fair Ways Vision, Mission and Values

Our vision
To build a community that changes lives, makes a difference to society and leaves a legacy greater than us and our contributions.

Our mission
To grow a compassionate, resilient, and trauma-informed community, that embraces learning, so that we improve the lives and outcomes of individuals.

Our values
Our values form the heart of the work we do, defined by Fair Ways people, for Fair Ways people. These are the values by which we operate, by which we are governed, and to which we are held accountable.

We therefore expect every individual within the organisation to *play their part*:

PROFESSIONAL	**A**CCEPTING	**R**EFLECTIVE	**T**RANSPARENT
· We do what we say we will. · We approach challenges with optimism and enthusiasm. · We don't judge, we notice. · We put the needs of the service before our own personal gains.	· We don't give up on people. · We value all individuals and are willing to challenge them. · We embrace each other's differences as much as our similarities. · We accept responsibility for our actions.	· We give feedback, we invite feedback, we listen to feedback. · We look inward before we look outward. · We learn as much from our mistakes as from our successes. · We listen to each other, learn from each other and grow together.	· We are always willing to explain why. · We have the courage to be open and honest. · We earn trust through our transparency. · We live by our values even when no-one is watching.

1 Introduction

1.1 Fair Ways Schools- GLADE is fully committed to safeguarding and promoting the welfare of all its young people. As an education provider we recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability. 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.

1.2 The Fair Ways Anti-Radicalisation Policy statement links to the following policies:

- Safeguarding policy [DOC REF SC10]
- Child Protection policy [DOC REF SC25]
- Anti-Bullying policy [DOC REF SC05]
- Behaviour Management policy [DOC REFSC08]
- SMSC policy [DOC REF SC02]

1.3 This Anti-Radicalisation Policy will be reviewed at least every two years and sooner following any relevant change to legislation, statutory guidance, local safeguarding arrangements or identified risk. The linked Child Protection and Safeguarding Policies will be reviewed at least annually.

2 Aims and Principles

2.1 The main aims of the policy statement are to ensure that staff are fully engaged in being vigilant about radicalisation; and ensure that we work alongside other professional bodies and agencies to ensure our young people are safe from harm.

2.2 The principal objectives are that:

- All Directors, Executive head, head teachers, Head of School, Deputies, Teachers, Therapeutic Learning Practitioners, Learning Support Workers and Non-teaching staff will have an understanding of what radicalisation and extremism are and why we need to be vigilant in school.
- All Directors, Head of School, Deputies, Teachers, Therapeutic Learning Practitioners, Learning Support Workers and Non-teaching staff will know what the school policy is on anti-radicalisation and extremism and will follow the policy when issues arise.

- All parents / carers and young people will know that the school has policies in place to keep young people safe from harm and that the school regularly reviews its systems to ensure they are appropriate and effective.

3 Definitions and Indicators

3.1 Radicalisation is the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. The school recognises that susceptibility to radicalisation may arise in different ways and that there is no single profile or checklist that identifies a child at risk.

3.2 All young people may be susceptible to extremist ideology and radicalisation. Staff must remain alert to changes in behaviour, attendance, relationships, online activity or expressed views, while avoiding assumptions based on a child's background, faith or identity. Concerns must be considered in context and acted on proportionately. In line with Keeping Children Safe in Education 2026, staff must report concerns without delay to the Designated Safeguarding Lead (DSL) or deputy. The DSL will consider the appropriate safeguarding response, including early help, children's social care, police or a referral to Prevent/Channel.

3.3 For the purposes of this policy, extremist ideology means a set of ideas that can legitimise, encourage or support terrorism. Staff should focus on safeguarding indicators and the risk of a person being drawn into terrorism, rather than relying on stereotypes or treating lawful political, religious or philosophical expression as evidence of extremism.

The signs of possible radicalisation include:

- notable changes in behaviour / mood
- beginning to express extreme political or radical views
- appearing increasingly sympathetic to terrorist views
- change of appearance
- friends may change and may spend excessive time on their own or on the Internet

4 Procedures for Referrals

4.1 Although serious incidents involving radicalisation have not occurred at Fair Ways Schools - GLADE 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 and guidance from Hampshire's Local Children's Safeguarding Partnership (HSCP). Staff are reminded to suspend any professional disbelief that the instances of radicalisation 'could not happen here' and to refer concerns through the appropriate channels. In the first instance any concerns should be reported to the school's Designated Safeguarding Lead (DSL).

4.2 Where there is a genuine concern that a young person may be susceptible to radicalisation, the DSL will follow local safeguarding and Prevent referral arrangements. Prevent is a safeguarding programme. Channel is a voluntary, confidential, multi-agency programme that can provide early support to people susceptible to being drawn into terrorism. Consent should be sought before Channel support is provided, except where another lawful basis permits information to be shared. A Prevent or Channel referral does not replace an immediate referral to children's social care or the police where a child is at risk of significant harm or there is an immediate threat.

If a child is in immediate danger, or there is an immediate threat to life, call 999.
Safeguarding concerns should otherwise be referred without delay to the relevant local authority Children's Services/MASH using the contact details above. Staff must also follow the school's safeguarding and child protection procedures and report concerns to the Designated Safeguarding Lead (DSL) or a Deputy DSL.

4.3 Concerns may also be discussed with the relevant local safeguarding team in accordance with the school's safeguarding and child protection procedures:

Hampshire Children's Services: 0300 555 1384
Out of hours: **0300 555 1373**. [hants.gov.uk], [hantsfire.gov.uk]

Southampton Children's Resource Service / MASH:
Professionals: 023 8083 2300 during office hours.
Members of the public: 023 8083 3004 during office hours.
Out of hours: **023 8023 3344**.

Portsmouth Multi-Agency Safeguarding Hub (MASH): 023 9268 8793 during office hours.
Out of hours: **0300 555 1373**.

Isle of Wight Children's Services: 01983 823435 for concerns about a child or young person; the Isle of Wight Council states this number operates **24 hours a day**.

Police Anti-Terrorist Hotline: 0800 789 321. For an immediate threat, call **999**. [gov.uk], [gov.uk]

Crimestoppers: 0800 555 111.

Police: 101 for non-emergencies or **999** in an emergency or where someone is in immediate danger. [gov.uk], [gov.uk]

5 The Role of the Curriculum

5.1 Our curriculum promotes respect, tolerance and diversity. Young People 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.

5.2 Our RSHE and SMSC (Spiritual, Moral, Social and Cultural) provision is embedded across the curriculum and underpins the ethos of the school.

5.3 It is recognised that young people with low aspirations are more vulnerable to radicalisation and therefore we strive to equip our young people with confidence, self-belief, respect and tolerance as well as setting high standards to achieve for themselves.

5.4 Young people are regularly taught about how to stay safe when using the Internet and are encouraged to understand that people are not always who they say they are on-line. Young peoples are taught to seek adult help if they are upset or concerned about anything they see on the internet.

6 Staff Training

6.1 Fair Ways School -GLADE complies with the Prevent duty under section 26 of the Counter-Terrorism and Security Act 2015 and has regard to the Prevent duty guidance for England and Wales (2023). Leaders ensure that Prevent risks are assessed in the local context, appropriate policies and partnership arrangements are

maintained, and staff have the knowledge and confidence to identify and respond to concerns. Training covers relevant terrorist ideologies, online radicalisation, safeguarding indicators, proportionate referral and information sharing.

6.2 All staff who work with young people must complete appropriate Prevent and safeguarding training at induction and receive regular updates and refreshers, at least annually where required by the school's safeguarding arrangements. Staff must read Keeping Children Safe in Education 2026, Part one, in full and follow the school's safeguarding and child protection procedures.

7 Associated Documentation & Legislation

This policy should be read alongside the following current statutory guidance, legislation and organisational policies:

- Keeping Children Safe in Education 2026 (Department for Education, in force from 1 September 2026);
- Working Together to Safeguard Children 2026 and its statutory framework;
- Prevent duty guidance: England and Wales (2023), issued under section 29 of the Counter-Terrorism and Security Act 2015 and in force from 31 December 2023;
- Counter-Terrorism and Security Act 2015, sections 26 and 29, and the Counter-Terrorism and Security Act 2015 (Risk of Being Drawn into Terrorism) (Revised Guidance) Regulations 2023;
- Children's Wellbeing and Schools Act 2026, where applicable as relevant provisions are commenced;
- Children Act 1989; Children Act 2004;
- Education Act 2002;
- Data Protection Act 2018
- UK GDPR (2018);
- Safeguarding Policy [DOC REF SC10];
- Child Protection Policy [DOC REF SC25];
- Anti-Bullying Policy [DOC REF SC05];
- Behaviour Management Policy [DOC REF SC08];
- SMSC Policy [DOC REF SC02]