



Cambridge International Academy Ltd

Preventing Extremism and Radicalisation Policy

Introduction

1. This 'Preventing Extremism and Radicalisation Policy' is one element within our overall arrangements to safeguard and promote the welfare of all our students and staff.
2. Cambridge International Academy (hereinafter 'the Academy') is committed to providing a secure environment for students where they feel safe and are kept safe. All adults working for and with the Academy recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for pupils or not.
3. Extremism is defined in the 2011 Prevent strategy as 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 the Academy's definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
4. Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
5. British Values are democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

The Academy's Safeguarding Responsibilities

6. At the Academy we are clear that any exploitation of children to involve them in terrorism, or in activity in support of terrorism, or radicalisation of children, should be viewed as a safeguarding concern. Protecting children from the risk of radicalisation is part of the Academy's safeguarding duty. For this reason, this policy should be read in conjunction with the Academy's 'Student Welfare & Safeguarding Policy'.
7. The Academy uses the following accepted Governmental definition of extremism which 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; and/or calls for the death of members of our armed forces, whether in this country or overseas'.
8. There is no place for extremist views of any kind in the Academy, whether from internal sources such as pupils and staff, or external agencies and individuals. Our students see our Academy as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.
9. We recognise that extremism and exposure to extremist materials and influences can



lead to poor outcomes for students and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our students.

10. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. These are all core principles which define the Academy's educational mission.

11. Therefore, the Academy provides academic, balanced learning opportunities delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity, and also thrive, feel valued and are not marginalised.

12. Academy staff are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

13. Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged. Where appropriate, such behaviour will be dealt with in line with the Academy's Code of Conduct, as agreed to in the Academy's Terms and Conditions (Section 1 – Personal Behaviour), which students agree to upon enrolment. The high standards of behaviour required of staff are set out in their contractual agreements.

14. Where there are concerns of extremism or radicalisation, pupils and staff are obliged to make use of our internal 'Student Welfare & Safeguarding Alert Form' (which is included in our 'Student Welfare and Safeguarding Policy', as well as Student and Staff Handbooks) to raise any issue in confidence with the Designated Safeguarding Lead or other appropriate safeguarding authority / officer.

Role of the Designated Safeguarding Lead

15. The Designated Safeguarding Lead is the focus person and local 'expert' for Academy staff, and others, who may have concerns about an individual child's safety or well-being and is the first point of contact for external agencies.

16. The Designated Safeguarding Lead will attend training courses as necessary. This will include training on extremism and radicalisation and its safeguarding implications.

Recruitment

17. The arrangements for recruiting all staff, temporary, part-time and full-time, to the



Academy will follow 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.

18. We will apply safer recruitment best practice principles and sound employment practices in general, and in doing so will deny opportunities for inappropriate recruitment or advancement.

19. By adhering to safer recruitment best practice techniques, and by ensuring that there is an ongoing culture of vigilance within the Academy and staff team, we will minimise the opportunities for extremist views to prevail.

Policy Adoption, Monitoring and Review

20. This policy was considered and adopted by the Academy's Board of Directors in line with their overall duty to safeguard and promote the welfare of students. Parents will be issued with a hard copy of this policy on request. This policy will also be made available to parents via the Academy's website, along with all other current Academy 'Policies and Procedures'.

21. The Board of Directors will review this policy every two years and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

22. The Designated Safeguarding Lead will actively evaluate the effectiveness of this policy by monitoring understanding and application of the procedures within this policy as part of their role and overall duty to safeguard students.

23. This Policy has been formally adopted by the Board of Directors of the Academy:

June 10th, 2023.