



Policies

Policy - Preventing Extremism and Radicalisation Children Universal Greenfields School

Policy Author	QI Team
Approval Date	July 2024
Last Review	Feb 2026
Next Review	Feb 2027
Version No	8
Policy Level	Group
Staff Groups Affected	All Staff

Monitoring and Review

This policy will be subject to continuous monitoring, refinement and audit by the Head of Service.

The Proprietor/Responsible Individual will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than three years from the date shown above, or earlier if there are changes in guidance, legislation or operational needs. Updates will also incorporate lessons learned from practice and inspections.

Headteacher:	Creslyn Singh	Date:	22 nd October 2025
Proprietor:	Rob McConomy	Date:	22 nd October 2025





2. Terminology

Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

'Establishment' or 'Location'	This is a generic term which means Greenfields School
Individual	Means any child or young person under the age of 18 or young adult between the ages of 18 and 25. At Greenfields School we are registered for 30 attending between the ages of 9-16
Service Head	This is the senior person with overall responsibility for the Greenfields School. At Greenfields School this is the Creslyn Singh who is the Headteacher
Key Worker	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
Parent	means parent or person with Parental Responsibility
Regulatory Authority	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services. At Greenfields School this is ESTYN
Social Worker	This means the worker allocated to the child/family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
Placing Authority	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
Local Authority	This means the local authority for the location. Our local authority is Newport
Staff	All staff working at the Location including employed staff, learners on placement, contractors, agency staff, volunteers and proprietors.



1. Purpose

This policy is applied specifically at Greenfields School and reflects Welsh regulatory expectations to preventing people from becoming terrorists or supporting terrorism, and to preparing our premises and events to mitigate the impact of an attack.

2. Scope

Applies to: all employees, agency staff, contractors, volunteers and visitors in Greenfields and the services it owns including homes, schools, colleges, fostering, residential services, and central functions. It covers children, young people and young adults, including those with ALN, care-experienced and looked-after children. Greenfields implements the Prevent Duty as part of its statutory safeguarding responsibilities under Keeping Learners Safe (2021) and the Independent School Standards (Wales) Regulations 2024.

3. Definitions

- **Extremism:** Vocal or active opposition to the UNCR—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 the armed forces.
- **Terrorism:** An action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes with or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.
- **Radicalization:** The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- **Channel:** A multi-agency safeguarding program under Prevent that focuses on early intervention to support people susceptible to radicalization.

4. Legal and Guidance Context

Wales

- Counter-Terrorism and Security Act 2015; Prevent Duty Guidance: England and Wales (2023).
- Social Services and Well-being (Wales) Act 2014.
- Keeping Learners Safe (Welsh Government Guidance).
- Working together to safeguard people (Code of Safeguarding Practice, 2022).
- Terrorism (Protection of Premises) Act 2025 (Martyn's Law).
- Greenfields teaches critical thinking, respectful debate and digital resilience as part of the curriculum, in line with Keeping Safe Online (WG) guidance.

5. Policy Statement

CareTech is committed to secure, inclusive environments where children, young people and young adults feel protected and respected. Safeguarding is everyone's responsibility. We promote respectful dialogue, critical thinking, and resilience to extremism and terrorism. All concerns about exploitation related to radicalisation or terrorism are treated as safeguarding matters and escalated in line with our policies and local procedures.

6. Ethos and Practice

- We do not tolerate extremist views from individuals, staff, or external visitors.
- Our homes and education settings are safe spaces for respectful discussion and learning.
- Exposure to extremist material is addressed as a safeguarding concern.
- We provide broad and balanced learning that promotes tolerance, diversity, UNCR, and critical thinking.

7. Indicators of Risk and Staff Responsibilities

7.1 Behavioral Indicators

- Notable changes in behavior, friendships, social activities, or withdrawal from usual routines.
- Expressing extremist views; use of hate speech.
- Attempts to impose extremist beliefs or recruit others.

7.2 Environmental Indicators

- Graffiti or imagery promoting extremist content.
- Suspicious packages—do not open; follow emergency procedures and escalate.
- Reports from family, staff, police or local authorities about exposure to extremist influences.



Digital Indicators

- Accessing extremist websites or content; notable changes in online activity; use of anonymizing tools.
- Individuals sharing videos/audio with extremist content.
- Disclosure of exposure to extremist material online or via social media.

The school also promotes children's rights in line with Part 1 of the UNCRC, as required by ISS(W)R 2024

8. Raising and Escalating Concerns

Staff must report concerns to the Designated Safeguarding Person (DSP – Rhys Redman) or Proprietor within 1 hour. Concerns can also be raised via whistleblowing or directly to the Head of Service (Creslyn Singh). The DSP logs the concern, assesses immediate risk, and initiates referral pathways (children's social care, police, Channel) as appropriate.

9. Roles and Responsibilities

9.1 Designated Safeguarding Person (DSP)

Responsibilities include: risk assessment; decision-making on referrals; liaison with police/Prevent leads; maintaining records; ensuring staff training and compliance; coordinating with Local Authority and multi-agency panels (Wales).

9.2 Proprietor (Education)

Undertake safeguarding training; ensure governance, resources and oversight; publish contact details for transparency; champion ethos and compliance, including Martyn's Law preparedness.

9.3 Responsible Person

A senior leader designated as the Responsible Person for terrorism protection compliance. Duties: maintain public protection procedures (evacuation, invacuation, lockdown, communication), coordinate drills, document measures, and act as liaison with the regulator when requirements commence.

10. Training

- Safeguarding training annually, including extremism and radicalization.
- Annual Prevent refresher for all staff; scenario-based exercises for extremism indicators.
- Inter-agency training DSP- Rhys Redman at least every two years.
- Martyn's Law awareness for all staff in scope; role-specific training for Responsible Person and site leads.

11. Safer Recruitment

We follow safer recruitment practices including DBS/Disclosure checks, references, values-based interviews, and single central record. We promote vigilance to minimize opportunities for extremist influence.

12. Online Safety and IT Systems

- Locations use the "Implications for IT Systems Checklist" (Appendix 1).
- Passwords: individuals receive a standard password they can reset; support is provided if forgotten.
- Accessibility: complex passwords may be managed securely by authorized staff for individuals with accessibility needs.
- Parental consent arrangements documented at admission and reviewed regularly.
- Filtering/monitoring aligned to Online Safety Policy; audit at least annually.
- Staff follow safeguarding and information governance policies to prevent unauthorized access.

13. Security and Emergency Preparedness

Greenfields will meet proportionate requirements under the Terrorism (Protection of Premises) Act 2025 when in force. We implement practical measures to protect children, staff and visitors.



Our approach includes:

- Responsible Person: designated senior leader.
- Emergency Preparedness: evacuation routes and assembly points; invacuation; lockdown; communication protocols.
- Training: terrorism awareness for required staff; role clarity during incidents.
- Testing and Review: annual evacuation and invacuation drills; lockdown drills via the Critical Incident Plan; documentation and lessons learned.
- Documentation: procedures and (where applicable) measures recorded and reviewed; readiness to notify the regulator when required.

14. Nation-Specific Referral Pathways (Channel)

14.1 Wales – Channel

Referral route: DSP/Proprietor -* Local Prevent Lead/Police -* Channel Panel. Participation is voluntary; consent sought. Channel panels assess vulnerability and agree tailored support plans.

Flow: Staff concern -* DSP within 1 hour -* initial risk check -* Prevent referral (if appropriate) -* Channel screening -* Panel decision -* Support plan -* Review -* Exit.

All Prevent concerns for children in Wales are referred via: DSL → MASH/Children's Services → Prevent/Channel (Gwent Police Prevent Team).

If immediate risk is identified, staff must call 999 before alerting the DSL.

- Keeping Learners Safe (2021)
- Wales Safeguarding Procedures (2020)
- ISS(W)R 2024
- Counter Terrorism & Security Act (Prevent Duty)
- Prevent Duty Guidance: England & Wales (2023)
- Working Together to Safeguard People (Welsh Gov. 2022)

15. Recording, Information Sharing and Governance

Concerns are recorded securely; information sharing aligns with statutory guidance (Keeping Learners Safe and Welsh Codes). We apply the principles of lawfulness, necessity and proportionality, with child-centered, rights-based practice (including UNCRC duties). Greenfields has a Prevent Risk Assessment that identifies contextual risks, updated annually and reported to the proprietor. Prevent-related education is mapped through: PSE/RSE, digital citizenship, humanities, assemblies and tutor time.



16. Monitoring, Assurance and Audit

Locations complete the Prevent Duty Checklist termly; Responsible Person maintains preparedness records; DSP report quarterly to governance on training, referrals, outcomes and drills. Annual policy review or sooner if legislation/guidance changes. Learner voice on safety and belonging is collected termly and used to review Prevent practice. Parents/carers are informed of Prevent as part of the safeguarding information and induction process.

17. Standard Forms, Documents and References

- Prevent Duty Checklist
- Child Protection & Safeguarding Policy (Education and Residential)
- Online Safety Policy
- Whistleblowing Policy
- Anti-Bullying (Residential) & Child-on-Child/Learner-on-Learner Abuse
- Behaviour Management Policy
- Recruitment and Selection Policy
- Critical Incident Plan (including Lockdown)

19. Equality Statement

Our service is committed to respect, inclusion, and equal opportunities for all of those we care for. We follow the Equality Act 2010, ensuring a safe and welcoming environment free from discrimination. Our staff promote fairness and diversity, helping every individual feel valued and supported.

The policy promotes equality, diversity, and inclusion in line with the Equality Act (2010) and the Well-being of Future Generations (Wales) Act 2015.



Appendix 1 – Implications for IT Systems Checklist

Requirements	How This Will Work
Real-time monitoring of IT usage	Filtering and monitoring systems comply with Welsh Government 'Keeping Safe Online' expectations and the school's Online Safety Policy
Tracking guest log-ins	Designated IT rep to perform routine checks. Guest logons enabled only during 3rd party access, authorized by Central IT.
Risk-rating learners and sampling IT access	Bloxx to generate daily reports for Senior Leaders on attempts to access inappropriate websites.
Sharing data with PREVENT teams	Senior Leaders to build relationships with local PREVENT officers and promote information sharing and education.
Individual learner accounts	ICT rep ensures all learners have individual accounts. Access to passwords managed per Policy 26.00.
No shared logins	Staff training and induction to reinforce that learners must not use others' accounts.
Avoid guessable passwords	Refer to GCHQ guidance. Location uses a complex password policy that must not be compromised.
Limited access to learner passwords	ICT rep ensures: <ul style="list-style-type: none"> • Passwords meet standards • Secure recording for learners unable to manage passwords • Complex passwords for less able individuals • Standard passwords for more able individuals with reset support • Audit trail maintained for password access
Support for learners with logon difficulties	Assign complex passwords to learners needing support. Maintain secure records and limit access to authorised staff.
Learner-managed passwords	Jisc advises learners choose memorable passwords using unrelated personal references (e.g., house number + fictional character).



PREVENT DUTY CHECKLIST, AUDIT & ACTION PLAN - Date: [ENTER DATE]

KEY AREA:	RATING:	ACTION REQUIRED & COMPLETION DATE:
LEADERSHIP		
1. Do the staff have a good understanding of their own and Locational responsibilities in relation to the "Prevent Duty"		
PARTNERSHIP		
2. Is there active engagement from the Location's SMT, managers and leaders?		
3. Does the Location have an identified single point of contact (SPO) in relation to Prevent?		
4. Does the Location engage with the BIS Regional Prevent Coordinator, Local Authority Police		
5. Prevent Leads engage with local Prevent Boards/Steering Groups at Strategic and Operational level?		
STAFF TRAINING		
6. Do all staff have sufficient knowledge and confidence to exemplify UNCR in their management, teaching and through general behaviours in the Location?		
7. Do all staff have sufficient knowledge and confidence to understand the factors that make vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism?		
8. Do all staff have sufficient knowledge and confidence to have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response?		
WELFARE, PASTORAL AND CHAPLAINCY SUPPORT:		
9. Are there adequate arrangements and resources in place to provide pastoral care and support as required by the Location?		
10. Does the Location have chaplaincy provision or is this support signposted locally or brought in?		
11. Are there adequate monitoring arrangements to ensure that this support is effective and supports the Locations welfare and equality policies?		
12. Does the chaplaincy support reflect the learner demographic and need?		



KEY AREA:



RATING:

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ACTION REQUIRED & COMPLETION DATE:

SPEAKERS AND EVENTS

13. Is there an effective policy/framework for managing speaker requests?		
14. Is it well communicated to staff/learners and complied with?		
15. Is there a policy/framework for managing on school events i.e. charity events?		
16. Are off site events which are supported, endorsed, funded or organised through the Location subject to policy/framework?		
S O		

17. Does the Location have a policy relating to the use of IT and does it contain a specific reference and inclusion of the Prevent Duty?		
18. Does the Location employ filtering/firewall systems to prevent staff/learners/visitors from accessing extremist websites and material?		
19. Does this also include the use of using their own devices via Wi-Fi?		
20. Does the system alert to serious and/or repeated breaches or attempted breaches of the policy?		
PRAYERS AND FAITH FACILITIES		

21. Does the Location have prayer facilities?		
22. Are there good governance and management procedures in place in respect of activities and space in these facilities?		
SITE SAFETY		



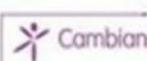


KEY AREA:	RATING:	ACTION REQUIRED & COMPLETION DATE:
23. Are there effective arrangements in place to manage access to the school by visitors and non-learners?		
24. Is there a policy regarding the wearing of ID on school? Is it enforced?		
25. Are dangerous substances kept and stored on site?		
26. Is there a policy in place to manage the storage, transport, handing and audit of such substances?		
27. Is there a policy covering the distribution (including electronic) of leaflets or other publicising materials?		
28. Does the Location intervene where off school activities are identified or are likely to impact upon staff and/or learners i.e. leafleting protest etc?		
SAFEGUARDING		
29. Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies?		
30. Do Safeguarding and welfare staff receive additional and ongoing training to enable the effective understanding and handling of referrals relating to radicalisation and extremism?		
31. Does the Location utilise Channel as a support mechanism in cases of radicalisation and extremism?		
32. Does the Location have a policy regarding referral to Channel identifying a recognised pathway and threshold for referral?		
COMMUNICATIONS		
33. Is the Location Prevent Lead and their role widely known across the Location?		
34. Are staff and learners made aware of the Prevent Duty,		
35. Are there information sharing protocols in place to facilitate information sharing with Prevent		



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INCIDENT MANAGEMENT





KEY AREA:	RATING:	ACTION REQUIRED & COMPLETION DATE:
36. Does the Location have a critical incident management plan which is capable of dealing terrorist		
37. Is a suitability trained and informed person identified to lead on the response to such an incident?		
38. Does the Communications/Media department understand the nature of such an incident and the response that may be required?		
39. Does the Location have effective arrangements in place to identify and respond to tensions on or off school which might impact upon staff, learner/or public safety?		
40. Are effective arrangements in place to ensure that staff and learners are appraised of tensions and provide advice where appropriate?		
STAFF AND VOLUNTEERS		
41. Does awareness training extend to sub-contracted staff and volunteers?		
42. Is the Location vigilant to the radicalisation of staff by subcontracted staff and volunteers?		
FREEDOM OF EXPRESSION		
43. Does the Location have a Freedom of Speech/Expression policy?		
44. Does this policy recognise and incorporate the risks		
45. Is the need to protect vulnerable individuals covered within this policy?		