NORTHWOOD COLLEGE
FOR GIRLS
GDST

PROMOTION OF BRITISH VALUES AND PREVENTION OF RADICALISATION POLICY

This policy applies to all pupils and staff of the school, including the Early Years Foundation Stage.

The school aims to prepare its pupils fully for the opportunities, responsibilities and experiences of life in British society. In doing this, the school fulfils its statutory duty to promote the spiritual, moral, cultural, mental and physical development of all our pupils, and to actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

These values are promoted through the curriculum, through extra-curricular activities and through the routine behaviour expected of pupils and staff. They are embedded in the ethos of the school.

The Whole School Positive Project and Public Speaking initiative teaches the pupils how to understand how we think, feel, behave and how to recognise the difference between right and wrong. Pupils are taught to listen attentively and to express their views assertively, while being considerate towards others.

Our online safety lessons and events and the GDST acceptable use agreements highlight the risks of online grooming and help pupils to safely navigate the internet. Parent sessions are offered and the pastoral team send links to useful websites and articles in the interest of parents being well informed.

The school's curriculum is designated to:

- The school's curriculum is designated to enable pupils to develop their self-knowledge, self-esteem and self-confidence;

  Examples from PSHE Schemes of Work and Pastoral Programme
  * Public Speaking and Debating Programmes
  * Positive Project (whole school)
  * Y7 Anti bullying, cyberbullying
  * Y7 Emotional resilience
  * Y7 Growing up – puberty, body image
  * Y7 Being a good citizen
  * Y7 Exam stress – identify and cope with spiritual – mediation/yoga
  * Y7 Preparing for exam results
  * Y7 – Y6 Transition events
  * Y8 Healthy lifestyle choices
  * Y8 Self Awareness
  * Y8 Anti bullying
  * Y8 Friendship, family
  * Y8 Emotional resilience
  * Y8 Stress, exam worries, study techniques
  * Y9 Positive relationships
  * Y9 Body image and peer pressure
  * Y9 SRE
  * Y9 Emotional resilience – building self-esteem
  * Y10 Contraception and teenage pregnancy
  * Y10 Cyberbullying

* Y10 Mental health and welllness
* Y10 Self-esteem
* Y11 Pupil-led assemblies
* Y12 Presentation skills
* Y12/Y13 Positive health, study skills, academic tutoring, mental health, relaxation
* Y13 Interview skills
* Y7-13 Online safety, Positive Project, Public speaking and presentation skills
* Social media debates
* 6th form "Enrich and Extend" programme
* Assemblies, form time activities and discussions

- Enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;

  Examples from PSHE Schemes of Work and Pastoral Programme
  * Whole school safeguarding in context- form time activities
  * Y7 Anti bullying
  * Y7 Extreme behaviour
  * Y7 What makes a good friend – why do we sometimes argue?
  * Y8 Drugs, smoking, e-cigarettes, alcohol education
  * Y8 financial choices
  * Y9 Aspects of criminal justice system – criminal and civil law
  * Y9 Drugs Education
  * Y9 SRE
  * Y9 Knife crime
  * Y9 Human rights
  * Y10 Contraception and teenage pregnancy
  * Y10 Citizenship assemblies
  * Y10 Age of responsibility and criminal justice
  * Y11 Citizenship course resulting in form assemblies on chosen topics (e.g. Crime & Punishment)
  * Y12/Y13 Positive health
  * Safe Drive
  * Careers programme
  * 6th form "Enrich and Extend" programme
  * Assembly topics with a moral message

- Encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely;

  Examples from PSHE Schemes of Work and Pastoral Programme

  * Y7 Transition work with Year 6
  * Y7 'Manners' – Expectations of conduct at Northwood College for Girls
  * Y7-13 Election/democracy
  * Y8 Drugs, alcohol, smoking
  * Y8 Borrowing money
  * Y8 Spreading gossip
  * Y9 Buddies to Year 7
  * Y9 Positive relationships
  * Y9 Aspects of criminal justice system
  * Y9 Law abiding behaviour
  * Y9 Drugs, body image and peer pressure
  * Y9 Discrimination
  * Y10 Guides – ambassadors
  * Y10 Contraception and teenage pregnancy
  * Y10 Ages of responsibility and criminal justice
  * Y11 Citizenship course
  * Y13 Laureate, ACS, looking after elderly, helping in Lower School
  * Zonta
  * National Council for Young Women
  * Northwood Live at Home Scheme

* 6th form "Enrich and Extend" programme
* Community Service such as "Live at Home" visits to RNIB Sunshine House. Inviting the local residents to plays and concerts.
* Ideas for events generated through School Council
* Whole School charity initiatives for local hospice, national and international charities, form charities (each form to choose independently which charity to support)
* Charity events and fund raising

- Enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England;

  Examples from PSHE Schemes of Work and Pastoral Programme
  * Y7 Careers/world of work
  * Y7 Extreme behaviour
  * Y8 Careers
  * Y8 Work and wages
  * Y8 General Election
  * Y9 Careers
  * Y9 Youth crime, knife crime
  * Y9 Government stance on drugs and illegal substances
  * Y9 Consequences of anti-social behaviour – alcohol and binge drinking
  * Y9 Parliament and role of government
  * Y9 Mental illness
  * Y10 Citizenship assemblies
  * Y10 Politics and The General Election
  * Y10 What it means to be British
  * Y11 Citizenship course, culminating in form assemblies on citizenship topics. Use of Young Citizen's passport to provide knowledge and to inform their opinions.
  * Y12/Y13 Should utilities be publicly owned?
  * 6th form "Enrich and Extend" programme
  * History Department visits to Houses of Parliament
  * Assembly on current issues, British values and to promote morality.
  * Focus on current affairs in form time
  * Wellness week
  * Workshops with the School Counsellor

- Further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;

  Examples from PSHE Schemes of Work and Pastoral Programme
  * GDST and NWC Charter for Diversity and Inclusion (Summer 2021)
  * Y7 Anti bullying
  * Y7 'This Girl Can'
  * Y7 Body image – 'This Girl Can' campaign. Backed up with Lower School Assembly.
  * Y8 Body image and peer pressure
  * Y9 SRE
  * Y9 Bullying, racism and prejudice
  * Y9 Discrimination
  * Y9 Parliament and voting
  * Y10 Citizenship assemblies – Women in contemporary society/other cultures
  * Y10 Cyberbullying
  * Y10 What it means to be British
  * GDST Film Competition
  * Vote 100: Commemorating work of suffragists
  * Assemblies on religious festivals
  * Upper School Assembly on women's place in contemporary society and comparison with other cultures.
  * 6th form "Enrich and Extend" programme
  * Model UN – opened up to Years 7, 8, 9 to augment KS4/5 interest
  * Zonta
  * National Council for Young Women
  * Head Girls lay wreath at local war memorial

* RS Department covers all world faiths and Faith Laws vs Legislation
* Uniform adjustments to accommodate religious requirements
* Assemblies
* Diversity week range of themed activities
* Diversity week assembly
* Spirited Arts project

- Encourage respect for other people and for democracy and support for participation in the democratic process, including respect for the basis on which the law is made and applied in England;

  Examples from PSHE Schemes of Work and Pastoral Programme
  * Y7 Manners
  * Y7 Anti bullying
  * Y7 Election lessons
  * Y8 Work and Wages, monthly budget sheet
  * Y8 General Election – political parties
  * Y9 Alcohol and binge drinking
  * Y9 SRE
  * Y9 Bullying, racism and prejudice
  * Y9 Discrimination
  * Y7-13 Voting, Parliament and Democracy
  * Y10 Citizenship assemblies
  * Y10 Politics and The General Election
  * Y10 What it means to be British
  * Y10 Cyberbullying
  * Y11 Pastoral on British citizenship, democracy and the UK parliament system, British Parliament
  * Y12/Y13 Designer Babies, Should Voting be Compulsory, Etiquette, Student Finance
  * Debating workshops
  * Model UN
  * 6th form "Enrich and Extend" programme
  * RS teaches all world faiths
  * Debating Club and House Debating Competition
  * School Council
  * Democratic process to elect Form Captains
  * Role of Form Reps in School and Food Council

Individual liberty

Pupils are encouraged to ask questions, make independent choices and take intellectual risks within a high challenge/low threat environment. The school seeks to create the conditions within which pupils can make informed choices. Pupils are encouraged to know, understand and exercise their rights and personal freedoms, and are advised on how to exercise these safely, for example through e-safety and PSHE lessons.

Pupils are encouraged to develop, reflect on and articulate their own viewpoints. They are given the freedom to make choices in subject options and extra-curricular programmes. In their teaching, our teachers encourage pupils to take ownership of their learning and make choices based on how they learn most effectively.

Mutual respect

Respect is central to the ethos of the school and is modelled by pupils and staff alike. The school promotes respect for others in the classroom and in all other activities. The school seeks to develop mutual respect throughout the curriculum, and the code of conduct promotes the values of respect and responsibility.

Pupils are encouraged to explore ideas and develop opinions, always understanding that disagreement does not entail loss of respect for and understanding of others' opinions.

Tolerance of those of different faiths and beliefs

Pupils are given the opportunity to explore and understand their place in the UK's culturally diverse society, and they are given the opportunity to experience diversity within the school community.

Assemblies allow pupils to appreciate different faiths and practices and this is supported by the programmes of study in RS, History and PSHE. Pupils are given the opportunity to encounter other perspectives, religions, cultures and languages in numerous ways – including trips abroad.

The role of the school in the prevention of political indoctrination

This is implicit in the values described above.

There is no place at the school for the promotion of partisan political views. There are occasions when it is appropriate to present pupils with different political views; in these cases, we undertake to ensure a balanced presentation of those views.

The school is a safe space in which pupils can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.

If any pupil were to express discriminatory or extremist opinions or behaviours, these would be challenged as a matter of course.

Assessing the risk of radicalisation

The school assesses the risk of radicalisation regularly in a variety of ways. It works proactively with its local Prevent Co-ordinator and with other partners such as Camden Police and Channel in order to ensure that the risk is assessed and reassessed as issues may arise. Factors considered in the risk assessment procedure include:

- Ensuring contact is made and maintained with the local Prevent officer
- Examining school records and pupil information kept on file to establish whether there are individual pupils, members of staff or groups who may be susceptible to radicalisation.
- Assessing the vulnerability of individual pupils, members of staff or groups and their potential risk to others
- Ensuring staff are trained and clear on the procedures to follow if they suspect that pupils are vulnerable to radicalisation or extremism.

Measures taken by the school to prevent radicalisation

- The school's Senior Management Team vets speakers who are invited to speak to girls and staff in order to ensure they are not going to promote extremist views.
- The school proactively manages access to extremist material in several ways. Newspapers and journals are ordered by the Library, under the supervision of the Deputy Head (Academic). The school uses Fortanilyzer to block militant and extremist internet content and also to monitor pupil and staff attempts to access radical sites. A weekly report is sent to the Senior Management Team indicating any such attempts. Pupils and staff seeking access to sites with radicalised content may be referred through the local Prevent referral process to Channel.
- The school challenges extremist ideas that promote terrorism in a variety of ways. In the Curriculum British values are promoted and extreme, unbalanced and partisan ideas are challenged openly.
- The school provides pastoral provision to ensure that support exists for pupils. This includes the provision of a school counsellor with whom the pupil can discuss their concerns.

- The culture of the school carries through the British values of tolerance and respect through assemblies, form time activities, the PSHE programme, the programme of external speakers and the conduct of pupils and staff both within the school community and within the wider local, national and international community with which there are links.

Action Plan

The School's Action Plan to reduce the risk of radicalisation is as follows:

The school meets and liaises with the local Prevent Office from Camden Council to discuss strategies to reduce the risk of radicalisation.

Staff Training

Staff are trained in how to promote British Values and prevent radicalisation at school, in their conduct towards pupils, in their teaching and in how to embed these into the academic and pastoral curriculum. Staff are trained to be vigilant for signs of potential radicalisation, such as:

- Spending time in the company of suspected extremists.
- Changing their style of dress or personal appearance to accord with the group.
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause.
- Possession of materials or symbols associated with an extremist cause.
- Attempts to recruit others to the group/cause.
- Communication with others that suggests identification with a group, cause or ideology.
- Using insulting to derogatory names for another group.
- Increase in prejudice-related incidents committed by that person.

Referring Concerns

The school acts promptly to investigate concerns raised about either a pupil or a member of staff who appears either to be acting against the promotion of British Values or who may be at risk of radicalisation. Individual concerns are discussed initially with the school's Designated Safeguarding Lead Teacher. The Designated Safeguarding Lead Teacher will then investigate the concern and assess the level of risk. If the level of risk is deemed as requiring further action, the Designated Safeguarding Lead Teacher will then discuss the concern with the local Prevent officer. The local Prevent officer will then work with the Police Channel Co-ordinator to make a Preliminary Assessment. The Assessment is communicated to the Multi-Agency Channel panel, who will then implement action as appropriate.

Maintaining Records

The school keeps records of all training sessions to staff and all concerns about pupils and staff that have been raised. There is also evidence of the ways in which British Values are promoted in records of assemblies delivered, form time activity schedules in Tutor Handbooks, the PSHE Syllabus and in the Schemes of Work of academic departments.

Contact details

The Designated Safeguarding Lead at the School is: Jill Ferguson - 01923 845025 (18225)

Key Contacts: Lead and Deputy Designated Safeguarding Leads

Name	Phone Number (Internal Extension)	Job Title	Who to contact if absent
Ms Jill Ferguson	01923 845025 (18225)	Deputy Head Pastoral (Whole School) and Lead DSL	Miss Georgie Noble Mrs Jess Maynard Mrs Beckie Brown*
Miss Georgie Noble	01923 845020 (18220)	Director of Sixth Form and DSL	Ms Jill Ferguson Mrs Jess Maynard Mrs Beckie Brown*
Mrs Helen Crouch	01923 845069 (18269)	Deputy Head Pastoral (Junior School, including EYFS) and Junior School (Including EYFS) DSL	Mrs Cecile Halliday** Ms Jill Ferguson Miss Georgie Noble Mrs Beckie Brown*
Mrs Jess Maynard	01923 845031 (18231)	Mental Health & Wellbeing Lead and DDSL	Any of the above

Junior School key contacts must contact Mrs Cecile Halliday, Mrs Beckie Brown and Ms Jill Ferguson, without delay, and in person, if a safeguarding concern arises.

* Mrs Beckie Brown, Head (Whole School) - Tel: 01923 845001 (18201)
** Mrs Cecile Halliday (Head of Junior School) – Tel: 01923 845065 (18265)

Local Authority Prevent Lead: Fiona Gibbs (FGibbs@hillingdon.gov.uk)

Local Prevent Officers: PC Lyna Gautam (lyna.gautam@met.police.uk)
PC Claire Bates (Claire.Bates@met.police.uk)

Policy Written by Deputy Head (Pastoral)
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