



HIDELOW GRANGE SCHOOL

Safeguarding Policy Suite

Preventing Extremism and Radicalisation

Approved by:	B. Neasom, Headteacher & DSL
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Policy author:	QI Team (CareTech)
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Reviewed by (CareTech):	Laura Dickie, Nico Putter, Russell Edge, Jo Dunn

Headteacher & DSL
B. Neasom
 Headteacher & DSL

Deputy Headteacher
J. Smith
 Deputy Headteacher & DDSL

Regional Lead
R. McConomy
 CareTech Regional Lead

Terminology

The following terms are used consistently throughout this policy and all supporting documentation.

Establishment / Location	Hidelow Grange School, Acton Beauchamp, Herefordshire (URN 144717)
Individual	Any child or young person under the age of 18, or young adult between the ages of 18 and 25, attending Hidelow Grange School (pupils aged 7–16)
Service Head / Headteacher	The senior person with overall responsibility for the school. At Hidelow Grange School this is B. Neasom (Headteacher)
Key Worker	Members of staff with special responsibility for individuals attending the school
Parent	Parent or person with Parental Responsibility

Regulatory Authority	Ofsted (the independent regulatory body responsible for inspecting and regulating Hidelow Grange School)
Social Worker	The worker allocated to the child or family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible
Placing Authority	The local authority or agency responsible for placing the pupil or commissioning the service
Local Authority	Herefordshire Council
Staff	All staff working at the school including employed staff, students on placement, contractors, agency staff, volunteers and proprietors

1. Purpose

This policy sets out Hidelow Grange School's approach to preventing people from becoming terrorists or supporting terrorism, and to preparing our premises and events to mitigate the impact of an attack. It applies to all school staff, pupils, visitors and contractors and complements our Safeguarding and Child Protection policies.

2. Scope

This policy applies to all employees, agency staff, contractors, volunteers and visitors at Hidelow Grange School. It covers all pupils, including those with SEND, care-experienced children and looked-after children.

3. Definitions

Extremism

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 the armed forces.

Terrorism

An action that endangers or causes serious violence to a person or 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.

Radicalisation

The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

British Values

Democracy; the rule of law; individual liberty; mutual respect and tolerance of those with different faiths and beliefs.

Channel (England)

A multi-agency safeguarding programme under Prevent that focuses on early intervention to support people susceptible to radicalisation.

4. Legal and guidance context

Hidelow Grange School operates within the following legislative and regulatory framework:

- Counter-Terrorism and Security Act 2015 (s26 Prevent Duty; ss36–41 Channel Duty)
- Prevent Duty Guidance: England and Wales (2023)
- Education Act 2002 (s175); Children Act 2004 (s10)
- Keeping Children Safe in Education (KCSiE) 2025
- Working Together to Safeguard Children (2023)
- Education (Independent School Standards) Regulations 2014
- Terrorism (Protection of Premises) Act 2025 (Martyn's Law)

5. Policy statement

Hidelow Grange School is committed to a secure, inclusive environment where children and young people 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 pupils, staff or external visitors
- Hidelow Grange School is a safe space 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, British values and critical thinking

7. Indicators of risk and staff responsibilities

7.1 Behavioural indicators

- Notable changes in behaviour, friendships, social activities or withdrawal from usual routines
- Expressing extremist views or anti-Western or anti-British sentiment; 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 immediately
- Reports from family, staff, police or local authorities about exposure to extremist influences

7.3 Digital indicators

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

8. Raising and escalating concerns

Staff must report concerns to the Designated Safeguarding Lead (B. Neasom) within one hour. Where the DSL is unavailable, concerns are reported to the Deputy DSL (J. Smith). Concerns can also be raised via the whistleblowing process or directly to the Regional Lead (R. McConomy).

The DSL logs the concern, assesses immediate risk and initiates referral pathways to children's social care, police or the Channel programme as appropriate.

9. Roles and responsibilities

9.1 Designated Safeguarding Lead (B. Neasom, Headteacher)

Responsibilities include:

- Risk assessment and decision-making on referrals
- Liaison with police and local Prevent leads
- Maintaining records of concerns and actions
- Ensuring staff training and compliance
- Coordinating with the Local Authority and Channel panel
- Acting as the named single point of contact for Prevent at Hidelow Grange School

9.2 Proprietor and Regional Lead (R. McConomy, CareTech)

- Undertakes safeguarding training
- Ensures governance, resources and oversight
- Champions ethos and compliance, including Martyn's Law preparedness

9.3 Responsible Person

A senior leader designated as the Responsible Person for terrorism protection compliance. At Hidelow Grange School this is B. Neasom (Headteacher). Duties include maintaining public protection procedures (evacuation, invacuation, lockdown and communication), coordinating drills, documenting measures and acting as liaison with the regulator when Martyn's Law requirements commence.

10. Training

- All staff receive safeguarding training at least every three years, including extremism and radicalisation
- All staff complete an annual Prevent refresher, including scenario-based exercises for recognising extremism indicators
- The DSL and Deputy DSL complete inter-agency Prevent training at least every two years
- All staff receive Martyn's Law awareness training; the Responsible Person and site leads receive role-specific training

11. Safer recruitment

Hidelow Grange School follows safer recruitment practices including enhanced DBS checks, references, values-based interviews and a single central record. We promote vigilance to minimise opportunities for extremist influence.

12. Online safety and IT systems

The school's online safety arrangements in relation to Prevent are set out in detail in Appendix 1. In summary:

- Fortinet Fortigate filtering and Fastvue monitoring are in place (see Filtering and Monitoring Policy)
- Individual pupil accounts are used; no shared logins are permitted
- A complex password policy is in place in line with GCHQ guidance
- Parental consent arrangements are documented at admission and reviewed regularly
- Filtering and monitoring systems are audited at least annually

- Staff follow safeguarding and information governance policies to prevent unauthorised access

13. Security and emergency preparedness

Hidelow Grange School will meet proportionate requirements under the Terrorism (Protection of Premises) Act 2025 (Martyn's Law) when in force. We implement practical measures to protect children, staff and visitors.

Our approach includes:

- Responsible Person: B. Neasom (Headteacher) is the designated senior leader for terrorism protection compliance
- Emergency preparedness: evacuation routes and assembly points are identified; invacuation and lockdown procedures are in place; communication protocols are maintained
- Training: terrorism awareness training for all 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 review
- Documentation: all procedures are recorded and reviewed; readiness to notify the regulator when required

14. Channel referral pathway (England)

As an English school, Hidelow Grange School follows the Channel pathway for concerns about radicalisation:

Step 1	Staff member identifies a concern
Step 2	Staff member reports to DSL (B. Neasom) within one hour
Step 3	DSL carries out initial risk check and logs the concern
Step 4	If appropriate, DSL makes a Prevent referral to the Local Prevent Lead or police
Step 5	Channel screening carried out by the Channel panel
Step 6	Panel decision and tailored support plan agreed (participation is voluntary; consent is sought)
Step 7	Support plan implemented and reviewed
Step 8	Exit from Channel when risk is resolved

The DSL liaises with the Local Authority Prevent team and the local police Prevent officer. Contact details are held by the DSL and reviewed annually.

15. Recording, information sharing and governance

Concerns are recorded securely on the school's safeguarding system. Information sharing aligns with KCSiE 2025 and Working Together to Safeguard Children 2023. We apply the principles of lawfulness, necessity and proportionality, with child-centred, rights-based practice in line with the UNCRC.

16. Monitoring, assurance and audit

The school completes the Prevent Duty Checklist (Appendix 2) termly. The Responsible Person maintains preparedness records. The DSL reports to the Headteacher and proprietor quarterly on

training, referrals, outcomes and drills. This policy is reviewed annually, or sooner if legislation or guidance changes.

17. Associated policies and documents

- Child Protection and Safeguarding Policy
- Filtering and Monitoring Policy
- Online Safety Policy
- Whistleblowing Policy
- Child on Child Abuse / Student on Student Abuse Policy
- Behaviour Management Policy
- Recruitment and Selection Policy
- Critical Incident Plan (including Lockdown)
- Mobile Phone Policy

18. Equality statement

Hidelow Grange School is committed to respect, inclusion and equal opportunities for all pupils, staff and visitors. 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 Prevent Duty is implemented in a way that is proportionate, non-discriminatory and consistent with our commitment to community cohesion.

19. Review statement

This policy will be reviewed annually to ensure it remains effective and compliant with current legislation and guidance. If there are changes in guidance, legislation or operational needs, an earlier review will be undertaken. Updates will incorporate lessons learned from practice, inspections and referral outcomes.

Last reviewed (CareTech): December 2025 by Laura Dickie (Head of Policy), Nico Putter (Director of Cyber Security), Russell Edge (Senior Information Risk Owner and DPO), Jo Dunn (Director of Compliance, Quality and Regulation) and the Managing Directors of Residential, Education and Clinical portfolios.

Adopted and adapted for Hidelow Grange School: June 2026 by B. Neasom (Headteacher and DSL).

Next review: December 2026.

Appendix 1 — IT Systems Checklist

This checklist sets out how Hidelow Grange School meets the Prevent Duty IT requirements. It should be reviewed annually by the DSL and the IT lead.

Requirement	How this works at Hidelow Grange School
Real-time monitoring of IT usage	Fortinet Fortigate filtering is configured with real-time alerts via Fastvue to notify the Headteacher and DSL of attempts to access inappropriate material. Fastvue provides user-level access tracking.
Tracking guest log-ins	The school's IT representative performs routine checks. Guest log-ons are enabled only during third-party access, authorised by the Headteacher.
Risk-rating pupils and sampling IT access	Fastvue generates daily reports for the Headteacher and DSL on attempts to access inappropriate websites. Pupils with known risks have individual monitoring arrangements reviewed termly.
Sharing data with Prevent teams	The DSL (B. Neasom) maintains a relationship with the Local Prevent Lead and promotes information sharing and education. Referrals follow the Channel pathway (see section 14).
Individual pupil accounts	The school's IT representative ensures all pupils have individual accounts. Access to passwords is managed in line with the school's data protection and IT policies.
No shared logins	Staff training and induction reinforce that pupils must not use other pupils' accounts. This is covered in the acceptable use agreement signed at admission.
Avoid guessable passwords	The school follows GCHQ and Jisc password guidance. A complex password policy is in place and must not be compromised.
Limited access to pupil passwords	The IT representative ensures: passwords meet standards; secure recording for pupils unable to manage their own passwords; complex passwords for less able individuals; standard passwords with reset support for more able individuals; and an audit trail maintained for password access.
Support for pupils with log-on difficulties	Complex passwords are assigned to pupils who need support. Secure records are maintained and access is limited to authorised staff only.
Pupil-managed passwords	Where appropriate, pupils are advised to choose memorable passwords using unrelated personal references, in line with Jisc guidance.

Appendix 2 — Prevent Duty Checklist, Audit and Action Plan

To be completed termly by the DSL. RAG-rate each item (Green = met; Amber = partially met / in progress; Red = not met). Record any actions required with a target completion date.

School: Hidelow Grange School **Date completed:** _____

Completed by: B. Neasom (DSL)

No.	Key area / question	Rating	Action required and completion date
LEADERSHIP			
1	Do staff have a good understanding of their own and school responsibilities in relation to the Prevent Duty?		
PARTNERSHIP			
2	Is there active engagement from the school's SLT, managers and leaders?		
3	Does the school have an identified single point of contact (SPO) in relation to Prevent?		
4	Does the school engage with the Regional Prevent Coordinator and Local Authority Police?		
5	Does the Prevent Lead engage with local Prevent Boards and Steering Groups at strategic and operational level?		
STAFF TRAINING			
6	Do all staff have sufficient knowledge and confidence to exemplify British Values in their management, teaching and general behaviours?		
7	Do all staff have sufficient knowledge and confidence to understand the factors that make individuals vulnerable to being drawn into terrorism and to challenge extremist ideas?		
8	Do all staff have sufficient training to be able to recognise vulnerability and know 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?		
10	Does the school have chaplaincy provision, or is this support signposted locally or brought in?		
11	Are there adequate monitoring arrangements to ensure that pastoral support is effective and supports welfare and equality policies?		
12	Does chaplaincy support reflect the pupil demographic and need?		
SPEAKERS AND EVENTS			
13	Is there an effective policy or framework for managing external speaker requests?		
14	Is it well communicated to staff and pupils and complied with?		

15	Is there a policy or framework for managing on-site events, e.g. charity events?		
16	Are off-site events supported, endorsed, funded or organised through the school subject to a policy or framework?		
SAFETY ONLINE			
17	Does the school have a policy relating to the use of IT that contains specific reference to the Prevent Duty?		
18	Does the school employ filtering and firewall systems to prevent staff, pupils and visitors from accessing extremist websites and material?		
19	Does this also include the use of personal devices via school Wi-Fi?		
20	Does the system alert to serious or repeated breaches or attempted breaches of the policy?		
PRAYERS AND FAITH FACILITIES			
21	Does the school have prayer facilities?		
22	Are there good governance and management procedures in place in respect of activities and space in these facilities?		
SITE SAFETY			
23	Are there effective arrangements in place to manage access to the site by visitors and non-pupils or staff?		
24	Is there a policy regarding the wearing of ID on site? Is it enforced?		
25	Are dangerous substances kept and stored on site?		
26	Is there a policy in place to manage the storage, transport, handling and audit of such substances?		
27	Is there a policy covering the distribution (including electronic) of leaflets or other publicising material?		
28	Does the school intervene where off-site activities are identified or likely to impact upon staff or pupil safety?		
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 school utilise Channel as a support mechanism in cases of radicalisation and extremism?		
32	Does the school have a policy regarding referral to Channel, identifying a recognised pathway and threshold for referral?		
COMMUNICATIONS			
33	Is the school's Prevent Lead and their role widely known across the school?		

34	Are staff and pupils made aware of the Prevent Duty, current risks and appropriate activities in this area?		
35	Are there information-sharing protocols in place to facilitate information sharing with Prevent partners?		
INCIDENT MANAGEMENT			
36	Does the school have a Critical Incident Management Plan capable of addressing terrorist-related issues?		
37	Is a suitably trained and informed person identified to lead on the response to such an incident?		
38	Do relevant staff understand the nature of a terrorism-related incident and the response that may be required?		
39	Does the school have effective arrangements in place to identify and respond to tensions on or off site which might impact upon staff, pupil or public safety?		
40	Are effective arrangements in place to ensure that staff and pupils are appraised of tensions and provided with advice where appropriate?		
STAFF AND VOLUNTEERS			
41	Does awareness training extend to sub-contracted staff and volunteers?		
42	Is the school vigilant to the possible radicalisation of staff by sub-contracted staff and volunteers?		
FREEDOM OF EXPRESSION			
43	Does the school have a freedom of speech or expression policy?		
44	Does this policy recognise and incorporate the risks associated with radicalisation and extremism?		
45	Is the need to protect vulnerable individuals covered within this policy?		