

Elmfield Rudolf Steiner School
Prevent Duty Risk Assessment and Action Plan
October 2019

Prevent Vulnerability/Risk Area	Measures already in place to address risk Measures recommended or scheduled to further address risk	Owner	When	RAG
<p>Leadership Do the following people have a good understanding of their own and school responsibilities in relation to the "Prevent Duty"?</p> <ul style="list-style-type: none"> • Board of Governors • Coordination Group • Staff • Safeguarding team 	<p>Our Child Protection policy includes the Prevent Duty and explains how to make a referral. All Council members attended Safeguarding Training on 3/10/17 which included the Prevent Duty. Our Anti-radicalisation policy was updated on 01/10/19.</p>	RB		
<p>Partnership</p> <p>1) Is there active engagement from the school's Trustees/Governors?</p> <p>2) Does the school have an identified single point of contact (SPOC) in relation to Prevent?</p> <p>3) Does the school engage with the relevant Local Authority Prevent Leads?</p>	<p>The Prevent Lead (SPOC) for Elmfield is the Designated Safeguarding Lead (DSL), Ruth Beachim-Ratcliffe. She is responsible for oversight of the Prevent Action Plan.</p> <p>The school, through its DSL, is familiar with the Local Authority point of contact and any referral or request for advice will be made via this point of contact. If relevant, Police Prevent Leads will be contacted.</p> <p>There is not currently a Local Authority Prevent Lead in post at Dudley as the risk has been de-escalated. However, Mark Wilson (previously Dudley Education Officer) is still part of the Dudley Safeguarding People Partnership.</p>	RB		
<p>Welfare and pastoral support</p> <p>Are there adequate arrangements and resources in place to provide pastoral care and support as required at school?</p> <p>Does the school have chaplaincy provision or is this support signposted locally or brought in?</p>	<p>The first line of welfare and pastoral support is that provided by Class Teachers and Class Guardians. Issues will be escalated to the Safeguarding Team as required. The Safeguarding Team acts as a central internal body to signpost pupils and families or request professional support. This support is virtually always provided by reputable external</p>	RB		

<p>Are there adequate monitoring arrangements to ensure that this support is effective? Does the chaplaincy support reflect the student demographic and need?</p>	<p>agencies (e.g. CAMHS). There is no chaplaincy support provided by the school but the school has a list of counsellors which is sent to parents on request.</p>			
<p>Staff Training</p> <p>Do all staff have sufficient knowledge and confidence to:</p> <p>1) exemplify British Values in their management, teaching and through general behaviours in the school?</p> <p>2) understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism?</p> <p>3) have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response?</p>	<p>The factors that maximise vulnerability to radicalisation are set out clearly in the anti-radicalisation policy and staff guidance.</p> <p>All staff were asked to do an online Prevent training course in spring 2019. All new staff are asked to do online Prevent, Channel and Safeguarding Children training.</p> <p>Mark Wilson, Dudley Education Officer, delivered a Prevent training session for all staff on 15/05/19.</p>	RB		
<p>Speakers and Events</p> <p>1) Is there an effective policy/framework for managing speaker requests?</p> <p>2) Are events which are supported, endorsed, funded or organised through the school subject to scrutiny?</p>	<p>All speakers are organised by or approved by the Co-ordination Group, with the exception of Upper School Assemblies, the speakers for which are organised by the Upper School Lead, who is a member of the Co-ordination Group. No policy is required due to the small size of our school.</p> <p>Any large events are approved by the Co-ordination Group, with the exception of pedagogical events, which are approved by the College of Teachers.</p>	CG		
<p>Safety Online</p>	<p>An appropriate firewall is in place for school PC use. Pupils may only use their mobile phones with the express permission of a member of staff and under their supervision. The school's firewall notifies the IT Administrator in the event of any breach.</p>	LET		

<ol style="list-style-type: none"> 1) Does the school employ filtering/firewall systems to prevent staff/students/visitors from accessing extremist websites and material? 2) Does this also include the use of their own devices via Wi-Fi? 3) Does the system alert to serious and/or repeated breaches or attempted breaches of the policy? 	<p>The school has limited Wifi and this is not available to students, so students cannot access any inappropriate material via their own devices unless they switch their own data on.</p> <p>All IT teaching takes place at Heathfield Knoll School. Diana Ball has visited the IT training centre and spoken to their staff to satisfy herself that the provision has adequate measures in place.</p>			
<p>Prayer and Faith Facilities</p> <ol style="list-style-type: none"> 1) Does the school have prayer facilities? 2) Are good governance and management procedures in place in respect of activities and space in these facilities? 	<p>In the past the school provided a prayer space for one pupil and for her mother when she was teaching at school. However, this is not currently needed.</p>	RB		
<p>Campus Security</p> <ol style="list-style-type: none"> 1) Are there effective arrangements in place to manage access to the campus by visitors and non-students/staff? 2) Is there a policy regarding the wearing of ID on campus? Is it enforced? 3) Are dangerous substances kept and stored on site? 4) Is there a policy in place to manage the storage, transport, handling and audit of such substances? 5) Is there a policy covering the distribution (including electronic) of leaflets or other publicising material? 6) Does the school intervene where off campus activities are identified or are likely to impact upon staff and/or students i.e. leafleting, protest etc? 	<p>Electric gates are in place and entry is only via permission from Reception. Reception staff challenge all visitors and monitor them to ensure they sign in on arrival. Staff wear purple lanyards. Visitors are required to wear a visitors' badge attached to either a blue or red lanyard and visitors without a badge will be challenged by staff. Blue lanyards are for approved volunteers or visitors and red are for unchecked visitors.</p> <p>In 2015 additional security was put in place. The level of the front wall was raised and fencing installed to secure the perimeter.</p> <p>Dangerous substances are locked away in the Estates hut, science storeroom and cleaning cupboards. COSHH assessments are in place.</p> <p>No leaflets can be distributed without permission from the school office, who will in turn seek advice from Co-ordination Group. A member of staff is on duty at the end of the school day and this person would be able to observe any attempt to leaflet or canvass pupils' opinions.</p>	LET		

<p>Safeguarding</p> <p>1) Is protection against the risk of radicalisation and extremism included within Safeguarding and other relevant policies?</p> <p>2) Do Safeguarding and welfare staff receive additional and ongoing training to enable the effective understanding and handling of referrals relating to radicalisation and extremism?</p> <p>3) Does the school utilise Channel as a support mechanism in cases of radicalisation and extremism?</p>	<p>Yes</p> <p>Yes.</p> <p>No cases have emerged to date. The DSL would utilise the guidance on the Dudley Safeguarding People Partnership website in cases of radicalisation and extremism.</p>	<p>RB</p>		
<p>Outstanding vetting of staff</p> <p>Does the school take additional measures to minimise the likelihood of staff and volunteers being a source of radicalisation?</p>	<p>Yes. Since February 2014 all volunteers and staff have undergone a social media check before they can begin work. No member of staff or volunteer is permitted to begin work if there is any material or content deemed inappropriate on their social media accounts.</p> <p>The Bursar gives final approval for all appointments and the Bursar and Education Lead review and sign off all references. Community and DSL approval is sought prior to any volunteer being approved to be in school.</p>	<p>LET</p>		
<p>Staff and Volunteers</p> <p>1. Does awareness training extend to sub-contracted staff and volunteers?</p> <p>2. Is the school vigilant to the radicalisation of staff by sub-contracted staff and volunteers?</p>	<p>No, the training does not yet extend to sub-contractors and volunteers. All staff are however required to report any relevant concerns to the DSL.</p>	<p>RB</p>		
<p>Freedom of Expression</p> <p>1) Does the school have a Freedom of Speech/Expression policy?</p> <p>2) Does this policy recognise and incorporate the risks associated with radicalisation and extremism?</p>	<p>Whilst there is no Freedom of Speech/Expression Policy at Elmfield, it should be recognised that a core aim of Waldorf education is to develop free-thinking individuals who are tolerant and respectful of others.</p>	<p>RB</p>		

Last updated 1st October 2019 by Ruth Beachim-Ratcliffe