

Academy: The St Leonards Academy	Safeguarding Lead: Kate Heitzman	Date of Assessment: 06/11/24	Date for review: 06/11/25
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Risk Area	Existing Measures	Desired Outcome	Risk Owner	Planned Completion Date	Red
					Amber
					Green
Welfare and Safeguarding	<p>Staff or contracted providers are not aware of the school procedure for handling Prevent concerns and/or do not feel comfortable sharing issues internally</p>	<p>Staff have received appropriate training and are familiar with the academy safeguarding policy.</p> <p>Trustees and Local Board members participate in online training to ensure understanding of risks.</p>	<p>All staff are aware of the safeguarding procedure and that violent extremism and radicalisation is included within it.</p> <p>The Designated Safeguarding Lead is the point of contact. Staff receive training in the safeguarding process.</p> <p>Local Board receive information to enable them to effectively monitor risks</p>	<p>DSL</p> <p>All staff Safeguarding CPD delivered by DSL September 2024</p> <p>All staff have completed online Prevent training and all new staff complete this as part of their induction. Educare Certificates held with Safeguarding Administrator</p>	Green

	Learners are radicalised by factors internal or external to the school	Learners have received training in critical thinking as part of the curriculum	Tutorials on esafety and antibullying have been created which include guarding against extremism.	All staff Vice Principal - Curriculum	24/25 PSHE curriculum includes radicalisation, anti-bullying and online safety.	
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					<p>Online safety and debating trusted sources for information is embedded in Teaching & Learning across the academy.</p> <p>Assembly programme for 24/25 includes key themes around antibullying and staying safe.</p>	
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	The academy is not linked in with statutory partners and/or does not feel comfortable sharing extremism related concerns externally	The academy communicates regularly with statutory partners regarding a range of concerns	Key staff understands what is meant by the terms radicalisation and extremism and are comfortable sharing concerns about radicalisation and extremism.	DSL	Termly all staff safeguarding knowledge checks and all staff CPD delivered including Prevent DSL & DDSL's liaise with SPOA and Police and have a sound knowledge of completing a	
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					Channel referral.	
Curriculum and learning	Learners are exposed by school staff or contracted providers to messaging supportive of terrorism or which contradicts 'British Values'	Appropriate whistleblowing and safeguarding policies for assessing concerns raised by staff or learners are in place.	The Trust has clear and visible policies and procedures for managing whistleblowing and complaints	Principal and DSL	All staff CPD delivered by DSL in September 2024 and included staff code of conduct, Safeguarding & Child protection Policy and Procedures for whistleblowing.	

	<p>Behaviours which harm the ability of different groups and individuals to learn and work together are left unchallenged</p>	<p>The academy's values, and communication of these within the premises and through the curriculum</p> <p>Opportunities to promote British values are clearly identified within all curriculum areas</p>	<p>Academy staff have a duty in helping pupils from being drawn into terrorism and will promote a culture of democracy, mutual respect and tolerance, individual liberty and awareness of rule of law. Further information: School's Equality, Diversity and Inclusion Policy.</p>	<p>All staff</p>	<p>British Values are embedded in Teaching and Learning September 2024</p> <p>Tutor time specific discussions take place throughout the academic year 24/25</p> <p>Student Parliament offers debating opportunities</p>	
					<p>and welcomes guests speakers to discuss the schools inclusive practice September 2024</p>	

Organisational culture	Staff or contracted providers are not aware of /do not subscribe to the values of the Trust/academy	Recruitment and induction programmes and ongoing staff development	Staff and Subcontracted providers are aware of the PREVENT duty and the subcontractor is not inadvertently funding extremist organisations	The People Team/Principal and DSL	Robust processes and procedures are in place to ensure safer recruitment requirements are met. DBS checks completed for all staff. As part of each staff members induction they are directed to key polices on the Academy and Trust websites.	
	Staff are unable to raise extremism related organisational concerns due to the lack of an appropriate whistleblowing mechanism	Appropriate whistleblowing policy and awareness raising training provided to all staff	The Trust has clear and visible policies and procedures for managing whistleblowing and complaints	Principal and DSL	September 2024 All staff CPD included procedures for whistleblowing and raising an	

					<p>allegation against staff.</p> <p>As part of each staff members induction they are directed to key polices on the Academy and Trust websites.</p>	
<p>Management of space</p>	<p>Learners/staff are exposed by visiting speakers to messaging supportive of terrorism- or which contradicts 'British Values' of individual liberty and mutual respect and tolerance for those of different faiths and beliefs</p>	<p>Speakers are signed in and collected by a member of staff and are not left alone with learners</p>	<p>That no events, talks or relationship with external bodies promote violent extremism .Are there concerns that certain visiting speakers could fall outside your organisations code of values, or breach UK law, the Human Rights Act 1998 and the Equality Act 2010?</p>	<p>Senior Leadership Team and Heads of Faculty</p>	<p>External speakers are invited in to the Academy will be asked to following the Academy's safeguarding procedures for visitors.</p> <p>External speakers will be given a red lanyard and will be accompanied by a staff member at all times.</p> <p>All external speakers will be agreed by either the</p>	

					Head of Faculty or SLT member once. All external speakers will be vetted to ensure appropriateness of key messages.	
	Academy premises are used to host events supportive of terrorism, or which popularise hatred or intolerance of those with particular protected characteristics	Room booking policy which sets out the notice periods for hire and open source checking arrangements for external organisations	That no events, talks or relationship with external bodies promote radicalism.	Academy Business Manager	The Academy has a clause in it's lettings agreement that the lettings must contact The Academy Business Manager to seek approval for any hire of the facilities for group meetings – September 2024	

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IT and Online Safety	Learners access extremist or terrorist material whilst using school networks	IT filtering policies and a code of conduct covering users attempts to subvert network (e.g. VPN)	Staff and pupils understand what terrorist/extremist material looks like and are confident to share concerns through the appropriate processes if they do encounter access to this material.	Trust IT Team DSL/DDSL	<p>All staff Safeguarding CPD delivered by DSL in September 2024</p> <p>Daily and automatic alerts sent to the DDSL for investigation when a student or staff member attempts to search for inappropriate material related to terrorism, extremism or radicalisation. This has recently been updated to Securus</p> <p>DSL/DDSL will raise concerns with student, parent/care and Children's Services and where necessary a Channel</p>	
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					referral will be made.	
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External /Community Factors	Online/social media communications relating to extremist or terrorist material feature the academy's branding	The academy has oversight of social media accounts set up by official learner groups or societies	IT staff that are concerned about the on-line behaviour of a learner report directly to the Safeguarding Team	All staff	All staff are aware how to raise a concern directly to the safeguarding team – All staff September 2024	

	<p>The academy is aware of the existence of extremist groups in the community and their potential impact on its staff and students.</p>	<p>Sussex Educational Premises Extremism Risk Assessment – relevant areas incorporated into this assessment</p>	<p>The Academy acts swiftly to address any knowledge of extremist groups and address any potential impact on staff and students.</p>	<p>DSL/DDSL</p>	<p>To date, with knowledge of the local area the DSL and DDSL's do not have knowledge of local extremist groups.</p> <p>The Academy has an assigned Police Liaison officer who visits the Academy</p>	
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					<p>weekly to share local news that may impact the school.</p> <p>DSL attends DSL network meetings including MACE and will continue to be vigilant.</p>	
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	<p>The academy is unaware of specific vulnerabilities of pupils who may be more vulnerable to the messages of violent extremism</p>	<p>Special Educational Needs Schools or coordinators within mainstream schools should consider further training around the inherent factors and the frequency with which they occur within their establishment. Likewise prevalence of crime amongst pupils would indicate a need for further awareness training and those managing excluded disadvantaged pupils</p>	<p>Further training identified for staff in these specified support roles</p>	<p>All staff</p>	<p>Weekly triangulation meetings held with Key SLT members to discuss attendance and exclusions for identified vulnerable students.</p> <p>All staff are aware of the increased risk to vulnerable students around being drawn into extremism and heightened risk of radicalisation –</p>	
					<p>September 2024</p>	