

Procedure 4.9 Abusive and extremist behaviour					
Prepared by	Ian Fleming	Reviewed by	Canan E. Celik Ercan Erkus	Approved by	Canan E. Celik
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The effect of abusive and extremist behaviour can be particularly stressful and frightening for all members of the communities which attend this Academy.

It is essential for the Academy to establish an abusive and extremist incident recording procedure separate from the procedure for recording racial discrimination or complaints.

1 Statement

The Academy is committed to taking all necessary steps to eliminate abusive and extremist behaviour throughout its premises. It will actively promote good relations between all people and groups. This procedure is designed to ensure that such reported behavior is resolved quickly.

1.1 We aim to achieve this by:

- accepting the recognised definition of abuse, extremism and radicalisation
- having a structured reporting procedure in the Academy
- raising the awareness of abuse and extremism throughout the Academy
- ensuring continuity of service for victims
- enforcing the relevant legislation

1.2 Definition of abusive and extremist behaviour

Definition of abuse:

- Verbal: calling someone names, saying bad things or using bad language
- Physical: pushing, hitting, kicking people or damaging property
- Emotional: making someone feel disliked, ridiculing or teasing

Definition of extremism:

- A person who holds extreme religious (or political) views, especially one who advocates illegal, violent, or other extreme actions (Oxford)
- 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
- That which calls for the death of members of our armed forces, whether in this country or overseas.

Definition of radicalisation:

- The process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Incidents may come to light in various ways:

- a member of staff or student may witness an incident
- a victim may disclose a concern to a member of staff
- a member of staff may be informed by someone else
- an incidental remark may be heard
- a complaint may be made by an anxious parent or partner
- a phone call may be made

Identifying abuse or extremism

Physical or verbal abuse are easier to identify than emotional abuse, which may require someone to come forward and complain.

Extremist behavior is a personal judgement, but staff and students are expected to conform with and exemplify the core British values that extremist and abusive behavior contravenes. These are:

- Democracy - everyone's opinion is important and counts
- Individual Liberty - freedom to be what you want if it is legal
- Respect and Tolerance – do not insult others or discriminate
- Rule of Law - observe the UK law and treat everyone equally

2 Procedure to be followed in the case of an abusive or extremist incident

Where any incident occurs a student should inform a member of staff. Where an incident is made known to a member of staff, that member of staff should write a letter within 24 hours of the incident and submit this to the Prevent Officer (or if the complaint is about the Prevent Officer, who is also the Lead Safeguarding Officer, then to the CEO / Principal or the Directors).

It is important that reassurance is given to the victim / person reporting that this report is being taken seriously and they will receive support from the Academy. The safety of the victim should be paramount. However, no guarantees of confidentiality or anonymity can be given.

2.1 Guidance on completion of the abusive or extremist incident forms

It is the responsibility of the Prevent Officer and / or CEO / Principal to ensure that the deadlines are being complied with. The Prevent Officer or CEO / Principal have a responsibility to review each case at 28 days after the initial report.

- The CEO / Principal and / or Prevent Officer will record all claims of an abusive or extremist incident occurring. An immediate step is to suspend the perpetrator from classes / duties, as a neutral act. This will be in accordance with standard Academy disciplinary procedures for investigating claims of significant misconduct
- The Prevent Officer will seek relevant external advice if necessary and will advise the Directors of the incident.
- Disciplinary action will be sought against those who are abusive within the Academy. In the case of Employees as the perpetrator, advice will be sought in the first instance before suspension/disciplinary action commences.
- In some instances where discrimination or behavior considered extremist has been identified the police may be informed immediately.
- A monthly monitoring review of abusive and extremist incidents will be conducted and a report made available to all external stakeholders.