

Counter Terrorism Policy

This Counter Terrorism Policy provides information on the types of attacks the school could be exposed to and the strategies for staff and pupils to follow. Terrorism is a complex issue, and although an attack on our school is highly unlikely, we have to take into consideration the UK threat level is SEVERE. Threats come principally from DAESH (also known as ISIL), Al Qaida, and groups and individuals who can be directed, encouraged, or inspired by them.

Prevent Duty

SJ Performing Arts Plymouth is committed to safeguarding and we recognise that it is a key role of the school. We are fully committed to support our students and understand our school may provide stability in the lives of individuals who may be at risk of radicalisation. Staff will be alert to the signs of vulnerability and/or susceptibilities to any extremist indoctrination.

The policy will:

- Ensure the safety of students and any staff member.
- Enable staff to recognise any suspicious activity.
- Highlight signs and signals of radicalisation.
- Understand the procedure to report any suspicious activity.
- What action to undertake in the unlikely event of such an incident or emergency.

What is Prevent?

Prevent is to protect vulnerable individuals from the risk of radicalisation and extremism. Prevent is one of four national strands within CONTEST, the UK's long-term Counter Terrorism Strategy. The Counter Terrorism and Security Act 2015 requires us to have 'due regard to the need to prevent people from being drawn into terrorism.'

We Ensure:

- To have clear policies & procedures in place relation to Safeguarding & Prevent.
- To have a Designated Safeguarding Lead.
- To support a culture of vigilance across all staff, students, and visitors so they feel supported to raise a concern.
- To train all staff in Safeguarding and Prevent at a level appropriate to their role.
- To take all concerns seriously and act upon them in a timely and appropriate manner, whilst offering full support by us and specialist services.
- To have a thorough recruitment process, making sure staff are appropriate to work with our students. Please see below about our staff checks.
- To have a Prevent Risk Assessment Plan, which is currently set at a LOW Level.

Staff Checks:

SJ Performing Arts Plymouth conducts a number of checks before any member of staff is employed with us. This allows us to be sure they are safe to be working with our pupils.

- Identity Check: All staff must show photo identification with proof of address.
- DBS: All staff are required to have an update, clean DBS check.
- Qualifications: All staff must present relevant qualifications to ensure they are safe to teach our pupils.

What is Extremism?

The 2011 Prevent strategy defines extremism as “vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of different faiths and beliefs. We [the Government] also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.”

What is Radicalisation?

Radicalisation is when an individual becomes targeted to be drawn into terrorism. Staff and pupils must be alert to the signs and signals that could indicate someone is being radicalised.

Signs and Signals:

- They are in possession of material with extremist views.
- They are rejected from their peer, faith, family, or social group.
- Recent change in political or faith group, and voicing extreme information or views.
- Extremist Influences
- Pressure from peers associated with extremists.
- They have experienced poverty or come from a disadvantaged background.
- Identity confusion.
- Argued with family about extreme religious views or lifestyle choices.
- A change of appearance due to new extremist views and/or influences.
- Have been a victim of, or seen, religious hate crime.
- Underachieving.

We understand all of these points may not link to a person being radicalised but could be an indication. If we feel at any time a pupil or a member of staff is expressing signs and signals, in which we feel is of concern principals, Sarah and Jodie will intervene. Our Designated Safe Guarding Lead will be informed and will decide what steps will be taken. This may include contacting external services. If you suspect radicalisation is happening to a pupil or member of staff please inform Principals Jodie and Sarah.

Prevention of Acts of Terrorism Against SJ Performing Arts Plymouth:

Hostile Reconnaissance

It is unlikely the school will become a target of any attack without some reconnaissance being carried out by the attacker beforehand. Therefore, it is imperative staff challenge any person not wearing a visitor's badge. Our security measures will aim to keep our pupils as safe as possible. If any staff member loses a set of keys to one of our venues, they must contact Sarah and Jodie immediately.

Actions To Be Taken In The Event Of A Terrorist Threat Or Attack:

Suspicious Parcel or Item

If a parcel/item is found that looks suspicious you must do the following:

- If found report immediately to venue hirer and/or caretaker on site.
- Evacuate the room and or site immediately.
- The member of staff who reported must be available after to speak to the Police and/or Army.
- What: Size? Components, Description?
- Where: Exact location. Can you draw a map? Is it marked?
- When: When was it found? Has anyone moved or touched it?
- Why: Why do you think it's suspicious? Are there any potential targets?
- Who: Who are the witnesses? Keep them available safely.

Bomb Threat

If a bomb threat is made against the school the site manager and/or Principal or teaching staff at present will make a call as to whether it is genuine threat or a hoax. All threats will be taken very seriously. Staff must conduct the following procedures:

- Get as much information as you can from the source:
- Are they Male or Female? Age? Do they sound familiar? Do they have an accent?
- Staff must contact the police immediately.
- Follow the Bomb Threat Checklist to ensure the safety of the pupils.

The below information is for staff, to think about if they receive a threat via phone call.

Bomb Threat Checklist

- Where is the bomb right now?
- Where is it going to explode?
- What does it look like?
- What will cause it to explode?
- Did you place the bomb?
- Why?
- What is your name?
- What is your address?
- What is your telephone number?

Marauding (Firearms and/or Weapons) Attack

All staff should follow the 'stay safe' principles of Run, Hide, Tell. They must at first think of the safety of the children and then themselves.

RUN

- 1) Escape if you can.
- 2) Think about the route that you are taking.
- 3) If it is not safe, HIDE.
- 4) Insist others come with you, but do not let stay behind if they refuse.
- 5) Leave all belongings behind.

HIDE

1. If you can't run hide.
2. Find cover (bullets can go through glass, brick, wood, and metal, but not substantial brickwork).
3. Don't look for the attacker, if you can see them, they can see you.
4. Silence your phone and turn off vibrate if phones are with you.
5. Lock or barricade yourself and others in.
6. Move away from the door.
7. Be aware of your exits.

TELL

1. All staff should be prepared to call 999 at the safest, earliest opportunity.
2. Location: where are the attackers if this information is available? When did you last see?
3. Description: describe the attacker, numbers, features, weapons, clothing, etc.
4. Further information: Casualties, types of injuries, building information including exits.
5. Follow the officer's instructions.

Be Aware:

- Try remaining calm.
- Can you move to a safe area?
- Be aware that the police may aim their guns at you, treat you firmly, question you, be unable to distinguish you from the attacker.
- The police will evacuate everyone when it is safe to do so.

All staff have completed the PREVENT COURSE training.