



## Extremism Policy

1. This Statement has been agreed in order to make clear the response of Epping Upland C.of E. Primary School to the threat of radicalisation and extremism. It is a summary of our existing policy and practice rather than a new departure but has the status of a policy of the Board of Governors.
2. The Statement will be reviewed annually.
3. Related documents:  
Teaching and Learning Policy.  
Performance Management Policies for Teachers and Support Staff.  
Disciplinary, Capability, Harassment and Grievance Procedures.  
Behaviour Policy.  
Child Protection Policy  
Collective Worship Policy  
Equality Policy  
Safeguarding Statement  
Attendance Policy

### DUTIES OF MEMBERS OF STAFF

4. All members of staff are made aware through the process of Performance Management of their fundamental responsibilities in this area. The Performance Management Policy for Teachers requires reviewers to evaluate their reviewees against the Standards for Teachers, including these elements in Part 2 of the Standards:
  - “showing tolerance of and respect for the rights of others;
  - “not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
  - “ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.”
5. Teachers must not promote partisan political views in the teaching of any subject and are required to ensure that whenever political issues are brought to the attention of pupils a balanced presentation of the opposing views are also explained.

The staff and governors, aspire to ensure that all our students, irrespective of ability and regardless of anyone’s doubts, achieve their potential in full. Any teacher failing to comply with these requirements would be liable to disciplinary action.

## THE CURRICULUM AND COMBATING EXTREMISM

6. The School's Core Values informs the curriculum, as it does all aspects of our work. The values include the following, which help to set the context for our corporate attitude to extremism: Strive, Positivity, Achieve, Respect and Kindness

7. The promotion of both (a) personal responsibility, understanding of the differences between right and wrong and respect for the civil and criminal law and (b) an understanding of how individuals can contribute to the wellbeing of those in the locality and beyond are addressed in many different subjects and contexts, including themes in Collective Worship.

8. Epping Upland C.of E. Primary School takes pride in the personal and spiritual development of its young people and seeks to provide every opportunity for pupils to become positive and emotionally resilient adults with the knowledge and confidence to stand by their own convictions. Some of the most valuable work at Epping Upland C. of E. Primary School in combating extremism is carried out in RE lessons and Collective Worship.

One of the key aspects of Religious Education lessons and Collective Worship is enabling the students to feel as though they can freely and actively participate in discussions. We ensure that tolerance and understanding are championed through learning about diversity. Pupils are encouraged to ask and answer questions and not be afraid ask questions.

Lessons at Epping Upland aim to be a 'safe place' for students to share their views.

### **Violent extremism in the name of ideology or belief**

For the purposes of this policy, violent extremism in the name of ideology or belief is defined as violence, incitement to violence, terrorism, incitement to terrorism, or other activities that may result in violent behaviour or terrorist activity in the name of an ideology or a set of beliefs. It covers violent extremism taking place on School owned land or premises or elsewhere, which has been promoted, planned or executed on School owned land or premises or in the School's name or by using School facilities either by members of the School or others.

### **FREEDOM OF SPEECH**

The School is committed to the principles of free speech, so far as is reasonably practicable, access to the premises of the School is not denied to any registered student or employee of the School or to any individual or body of persons invited to the premises of the School by a registered student or employee of the School on any grounds relating to:

- the beliefs or views of that registered student, employee or invited person; or
- the policies or objectives of that body.

Where the expression of such beliefs, views, policies or objectives are unlawful and where it is reasonably anticipated that the unlawful expression of such beliefs, views, policies or objectives might occur on a relevant occasion, the School reserves the right to prevent by any means those beliefs, views, policies or objectives from being expressed on the School premises.

The basis of the School's approach to tackling violent extremism in the name of ideology or belief is built upon the principles of free speech.

The School recognises the need to balance the rights to freedom of speech with the provisions of the *Racial and Religious Hatred Act 2006*, which outlaws the use of threatening words or behaviour, or the display of any threatening written material, with the intent to stir up religious hatred.

## **THE USE OF THE INTERNET AND OTHER ELECTRONIC MEANS**

It is strictly forbidden to use the School's website, IT facilities, or other elements of the information management systems or processes for the promotion, planning or execution of violent extremism in the name of ideology or belief.

The School reserves the right to exercise control over all activities on its IT facilities and networks, including monitoring of systems and electronic communications and access to external electronic resources. The undertaking of such monitoring may be necessary to establish the existence of facts, to prevent or detect crime, or to investigate or detect unauthorised use of telecommunication systems. This monitoring is permitted within the terms allowed by the *Regulation of Investigatory Powers Act (RIP) 2000* and *The Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000*.

The School recognises its obligations under legislation relating to the prevention of terrorism, in particular the requirement to respond within two working days to requests from the police to remove or amend any statement published on the School hosted website that may appear to encourage or promote terrorism.

## **REPORTING ARRANGEMENTS**

The School recognises the importance of identifying and taking action to prevent or remove behaviour or activity described in this policy. All Staff and other individuals connected with the School in a formal or informal way play a vital role in ensuring the School is able to perform this function. As such, this policy establishes procedures to enable individuals to report concerns relating to the behaviour described in this policy. The procedures are based upon the principles of the School's Whistleblowing Policy, which puts into practice and extends the provisions of the *Public Interest Disclosure Act 1998*. Where children are concerned a disclosure should be treated as a child protection issue and a 'cause for concern' form should be complete and given to the Headteacher.

Any individual wishing to raise concerns or disclose information about activity s/he believes may be related to behaviour described in this policy is required to contact the Headteacher in the most appropriate way. Suitable action will then be taken in consultation with the relevant authorities both within and outside the School. It is a requirement of the policy that the Headteacher informs the relevant authorities. If the disclosure or concern involves the Headteacher, the individual is required to contact the Chair of Governors.

Those reporting concerns under the provisions of this policy should be aware that all such disclosures are treated in accordance with Section 38b of the *Terrorism Act 2000*, which states that an individual has committed an offence if s/he has information which s/he knows or believes might be of material assistance in preventing another person from committing an act of terrorism or securing apprehension, prosecution or conviction of another person for an offence involving the commission, preparation or instigation of an act of terrorism and s/he fails to disclose that information to the police as soon as is reasonably possible.

The School will treat all such disclosures in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may need to reveal the source of the information and the individual making the disclosure may need to provide a statement as part of the evidence required.

### **POLICY REVIEW**

This policy is reviewed annually or sooner if necessary in the light of specific events or relevant statutory changes.

Reviewed October 2016