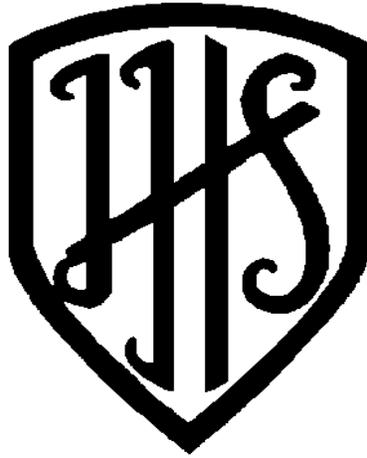


Reviewed October 14
Pay & Personnel Committee



Jotmans Hall Primary School

Dealing with Extremism Policy

Approved by Pay & Personnel Committee
on 21.11.14

Accepted/Ratified by the Full Governing Body
on 25.11.14

Jotmans Hall Primary School



Dealing with Extremism Policy

Jotmans Hall Primary School aims to provide an inclusive, caring and stimulating environment which enables all children to enjoy learning and reach their full potential. We invite applications for admission without reference to the ability or aptitude of the child. We welcome applications from all families, irrespective of their faith or if they have no faith.

Introduction

This Policy has been agreed in order to make clear the response of Jotmans Hall Primary School to the threat of radicalisation and extremism.

Related Documents

- Teaching & Learning Policy
- Performance Management Policy
- Discipline & Dismissal Procedures
- Capability Procedures
- Grievance Procedures
- Positive Behaviour Policy
- Equality Policy
- Complaints Policy
- Code of Conduct Policy

Duties of Members of Staff

All members of staff are made aware through the process of Performance Management of their fundamental responsibilities in this area. The Performance Management Policy 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'

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.

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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. A Teacher failing to comply with these requirements would be liable to disciplinary action.

The Curriculum and Combating Extremism

The School's Core Values which state that the conduct of all members of the school community should ensure that everybody can learn, be safe and are treated with respect, informs the curriculum, as it does all aspects of our work.

The promotion of both (a) personal responsibility, understanding of the difference 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 covered in assemblies.

Jotmans Hall Primary School takes pride in the personal, moral, social, cultural and spiritual development of 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 Jotmans Hall Primary School in combating extremism is carried out in RE lessons and assemblies.

One of the key aspects of Religious Education lessons and assemblies is enabling the students to feel as though they can freely and actively participate in discussions. This focus appears throughout all Key Stages. We ensure that tolerance and understanding are championed through learning about diversity. Pupils should not be afraid to ask and answer questions or join in discussions. We aim to establish an environment in which children are actively encouraged to ask and answer questions and confident to express their views.

Violent Extremism in the Name of Ideology or Belief

For the purpose of the Policy, violent extremism in the name of ideology or belief is defined as violence, incitement to violence, terrorism, incitement of terrorism, or other activities that may rest 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

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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 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 internet 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 Regulations 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 to the School's Whistleblowing Policy, which puts into practice and extends the provisions of the Public Interest Disclosure Act 1998. Where children are concerned disclosure should be treated as a child protection issue and a Safeguarding Concern Form should be completed 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. This states that an individual has committed an offence if s/he in preventing another person from committing an act of terrorism or

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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 fail to disclose that information to the police 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 every two years or sooner if necessary I the light of specific events or relevant statutory changes.