No Platform Policy

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V1.4

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1. INTRODUCTION

Education Impact Academy Trust and the Hive College are committed to providing safe, inclusive and supportive learning environments. The Trust recognises that extremist groups may seek to exploit vulnerabilities, grievances or community tensions to promote harmful ideologies. This policy supports the Trust's safeguarding responsibilities and aims to prevent Trust facilities, resources, communications and events from being used to promote extremism, intolerance, hatred or terrorism.

EIAT and the Hive recognise the importance of reducing permissive environments where extremist ideologies may flourish unchallenged and will take proportionate steps to identify and mitigate such risks.

Educational establishments have an important part to play in both educating children and young people about extremism and recognising when students start to become radicalised. In March 2015, statutory duties were placed on schools/colleges by the Counter Terrorism and Security Act (2015) which means they must work to prevent children being drawn into extremism.

Safeguarding children from all risks of harm is an important part of an establishment's work and protecting them from extremism is one aspect of that.

2. ETHOS

We ensure that through our vision, values, rules, diverse curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The Board of Trustees also ensures that this ethos is reflected and implemented effectively in policy and practice and that there are effective risk assessments in place to safeguard and promote students' welfare. We have a duty to prepare our students for life in modern Britain and to keep them safe. Students who attend our establishments have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

This "No Platform Policy" aims to ensure that Education Impact Academy Trust balances the right of freedom of speech against the potential use of its facilities for the promotion of extremist ideological, religious, or political beliefs. In this context, beliefs are considered to be extremist if they include the expression of racist, fascist, or misogynistic views; if they incite hatred based on religious interpretation, ideology, or belief; or if they promote discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion, or sexual orientation.

This model policy is based on the **No Platform Policy of Birmingham City Council**.

3. STATUTORY DUTIES

The duty to prevent children and young people being radicalised is set out in the following documents.

- Counter Terrorism and Security Act
- Statutory guidance Revised Prevent duty guidance: for England and Wales
- Government Prevent duty toolkit for local authorities and partner agencies
- Keeping Children Safe in Education
- Working Together to Safeguard Children

Non-Statutory Guidance

- Understanding and identifying radicalisation risk in your education setting

- Managing risk of radicalisation in your education setting
- Promoting fundamental British values as part of SMSC in schools: Departmental advice for maintained schools
- : West Midlands. Safeguarding children and young people against radicalisation and violent extremism.
- Advice on Hosting External Speakers
- Extremism Guidance and Assessment Support and Screening Tool
- Regional Child Protection Procedures: West Midlands. Safeguarding Children and Young People against Radicalisation and Violent Extremism

4. DEFINITIONS

"Extremism" is defined by the Government as:

- the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:
    1. Negate or destroy the fundamental rights and freedoms of others; or
    2. Undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or
    3. Intentionally create a permissive environment for others to achieve either of the above.

For the purposes of the Prevent Duty, extremism is also defined as

- 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

The Equality Act 2010 prohibits discrimination, harassment or victimisation on the basis of the "protected characteristics". These are:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex; and
- Sexual orientation.

The Terrorism Act 2000 establishes a list of "proscribed organisations". These are organisations that the Home Secretary believes are concerned in terrorism. It is an offence to belong to a proscribed organisation or to invite support for a proscribed organisation.

This includes arranging, managing or addressing a meeting that is intended to support the activities of a proscribed organisation.

List of proscribed organisations and full details of the proscription offences can be found at:

Proscribed terrorist groups or organisations - GOV.UK (www.gov.uk)

4.1 Terminology

- **Radicalisation** is the process through which a person comes to support, adopt or become involved in extremist ideologies. It can result in a vulnerable individual being drawn into terrorism or terrorism-related activity and is considered a safeguarding concern
- **Vulnerability to Radicalisation** refers to circumstances where an individual may be susceptible to extremist influences due to their experiences, personal circumstances, needs or external pressures.
- **A radicalise**r is an individual, group or influence that encourages others to adopt extremist views, ideologies or behaviours which may lead to radicalisation or involvement in terrorism.
- **Violent extremism** describes attitudes, beliefs and actions that condone, justify or support the use of violence to achieve political, religious, ideological or other objectives.
- **Terrorism** The Terrorism Act 2000 defines terrorism as the use or threat of action designed to influence the government or intimidate the public, where the action is intended to advance a political, religious, racial or ideological cause
- **Prevent** is one strand of the UK Government's counter-terrorism strategy (CONTEST). It aims to safeguard individuals from being drawn into terrorism or extremist activity by identifying vulnerabilities early and providing appropriate support.
- **Channel** is a multi-agency safeguarding programme that provides support to individuals identified as being vulnerable to radicalisation. Participation is voluntary and tailored to the needs of the individual.
  Permissive Environment is a setting, culture, activity or arrangement that allows extremist narratives or ideologies to develop, spread or go unchallenged. The Trust is committed to identifying and reducing permissive environments through effective safeguarding, curriculum delivery, staff training and oversight of external activities.

5. FREEDOM OF SPEECH

We are committed to lawful freedom of expression. However, freedom of expression must be balanced against safeguarding responsibilities, equality duties and legal obligations to prevent people from being drawn into terrorism and extremism.

We reserve the right to refuse access to facilities, resources or activities where there is evidence that extremist views, terrorism or unlawful discriminatory conduct may be promoted.

6. OVERALL AIMS

Educational establishments should be a safe space in which students can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.

We agree with the Home Office statement that “safeguarding vulnerable people from radicalisation is no different from safeguarding them from other forms of harm.”

The Principles on which this policy is based are -

- No person may use the facilities of any Academy within the Trust to express or promote extremist ideological, religious or political views.
- No person may use the facilities of any Academy within the Trust to express or promote discriminatory views in relation to the protected characteristics listed in the Equality Act 2010.
- Education Impact Academy Trust will not allow the use of its facilities by any group or organisation that is proscribed by HM Government.

7. ROLES AND RESPONSIBILITIES

In Birmingham community cohesion means working towards a society in which strong and positive relationships flourish and continue to be developed in schools/colleges, the workplace and wider community. The Equality Act 2010 places a duty

on us to eliminate discrimination, advance equality of opportunity and to foster good relations. To achieve this, every child in Birmingham should have the best opportunity to go as far as they can in life and education is the key to that success. This is our commitment to equip children and young people to be happy, talented, confident and ambitious citizens of Birmingham and of the world.

All children and young adults at EIAT and the Hive will experience a broad and balanced curriculum enabling them to grow and learn in an environment without prejudice or inequality. It will prepare them for adult life by:

- enabling them to play an active role in their nursery/school/college and community;
- experiencing a culturally rich and diverse life;
- developing and benefitting from a range of positive relationships.

Support and Services for Extremism Concerns

EIAT and the Hive recognise that preventing radicalisation and extremism is a multi-agency safeguarding responsibility. The Trust will work in partnership with:

- The relevant Local Authority Prevent Team;
- The local safeguarding partnership;
- Children's Social Care;
- West Midlands Police;
- Counter Terrorism Policing;
- Health services and other safeguarding partners where appropriate.
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Where concerns are identified that an individual may be vulnerable to radicalisation, referrals may be made to Prevent or Channel in accordance with local safeguarding procedures and statutory guidance.

EIAT and the Hive will seek advice from relevant partner agencies where concerns arise regarding extremism, radicalisation, external speakers, visitors or organisations using EIAT and the Hive facilities.

The Trust Bord

It is the role of the Trust Board to ensure that the establishment meets its statutory duties with regard to preventing radicalisation.

The Trust Board has a nominated person who will liaise with the Executive Principal and other staff about issues to do with protecting children from radicalisation.

The Trust Board will monitor the implementation of this policy at establishment level and retain strategic oversight of compliance, effectiveness and annual review arrangements.

Executive Principal

It is the role of the Executive Principal to:

- ensure that the establishment and its staff respond to preventing radicalisation on a day-to-day basis;
- ensure that the college's curriculum addresses the issues involved in radicalisation;
- ensure that staff conduct is consistent with preventing radicalisation.

The Executive Principal will endeavour to ensure that the staff we appoint to the establishment are suitable, our recruitment procedures are rigorous, and we follow the statutory guidance published in part 3 of Keeping Children Safe in Education. Vetting and barring checks are undertaken on relevant people, including trustees and volunteers.

The Executive Principal may decide to direct the Designated Safeguarding Lead to carry out a self-assessment to establish how well the establishment's Prevent arrangements are embedded and to identify any gaps and weaknesses to improve safeguarding effectiveness and consistency.

The Designated Safeguarding Lead (DSL)

It is the role of the Designated Safeguarding Lead to:

- ensure that staff understand the issues of radicalisation, are able to recognise the signs of vulnerability or radicalisation and know how to refer their concerns by training front line staff on Prevent;
- attend training when available to enhance knowledge of extremist groups and in particular localised threats;
- attend the Department for Education training to support the use of the Self-Assessment Toolkit;
- receive safeguarding concerns about children and young people who may be vulnerable to the risk of radicalisation or are showing signs of radicalisation;
- Monitor Prevent compliance, oversee annual Prevent risk assessments and coordinate actions arising from identified risks.
- make referrals if and when necessary to appropriate agencies with regard to concerns about radicalisation;
- In collaboration with PSHE/PSED leads audit the Spiritual, Moral, Social, Cultural (SMSC) and shared British Values (BV) offer to pupils across the curriculum and through the assembly and form time provision;
- liaise with partners, including the local authority and the police;
- report to the Trust Board on these matters.

Our college is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the DSL. Therefore, the SPOC's in our organisation are:

EIAT Central Team SPOC	
Cohesion and Innovation Leader/Trust DSL	Sarah Kelly
Establishment Based SPOC	
The Hive	Abbie Mills

who are responsible for:

- Ensuring that staff of the establishment are aware that they are the SPOC in relation to protecting students from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about roles and responsibilities in relation to protecting students from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the curriculum and assembly programme to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the establishment about the safeguarding processes relating to protecting students from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the establishment for case discussions relating to students who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information in relation to referrals of vulnerable students into the Channel process;
- Attending Channel meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel Co-ordinator; and sharing any relevant additional information in a timely manner.
- Carrying out and actioning the Prevent Risk Assessment for the establishment on an annual basis.

Any member of staff concerned that a child, young person or adult may be vulnerable to radicalisation must report this immediately to the DSL or Deputy DSL in accordance with safeguarding procedures.

8. PREVENT

CONTEST (Counter-Terrorism Strategy) is the UK's strategy for countering extremism and has four strands:

- Prevent: to stop people becoming terrorists or supporting terrorism in all its forms;
- Pursue: to stop terrorist attacks;
- Protect: to strengthen our protection against a terrorist attack;
- Prepare: to mitigate the impact of a terrorist attack.

Prevent works with individuals and communities by using voluntary early intervention to encourage them to challenge extremist and terrorist ideology and behaviour. Prevent is safeguarding. In the same way that support is provided to people at risk of involvement with drugs, gangs, or other forms of harm, individuals vulnerable to being groomed into radicalisation can also be helped.

Groomers of all kinds prey on feelings of stress and isolation to exploit vulnerable individuals, both online and offline. Prevent protects individuals targeted by terrorist influences by providing local, multi-agency safeguarding support. Anyone can make a referral to Prevent if they are concerned that someone is at risk of radicalisation, by calling the police on 101 to get advice and support.

Prevent seeks to increase understanding among frontline staff and community members. Whether through training or events, encouraging discussion or debate.

CHANNEL

Identify individuals at risk of being drawn into terrorism;

Assess the nature and extent of that risk;

Develop the most appropriate support plan for the individuals concerned which could include any of the following:

- Life skills;
- Mentoring;
- Anger management;
- Family support;
- Housing;
- Education support;
- Health awareness/assessment;
- Careers advice;
- Drugs/alcohol awareness;
- Constructive pursuits.

The Channel panel works in the same way as other multi-agency safeguarding structures. It is chaired by the local authority and consists of statutory partners including police, education, health, probation and prisons

9. EXTERNAL SPEAKERS AND VENUE HIRE

EIAT and the Hive recognise the valuable contribution that external speakers, visitors and organisations can make to the curriculum and wider enrichment opportunities. However, EIAT and the Hive also have a responsibility to ensure that external individuals, groups and organisations do not use EIAT or the Hive premises, events or resources to promote extremist views, hatred, intolerance, discrimination or terrorism. We will therefore undertake appropriate and proportionate checks before approving external speakers, visitors or venue hire arrangements.

Approval Process

Before approving an external speaker, visitor, organisation or venue hire request, the Trust may:

- Verify the identity of the individual or organisation making the booking.
- Request details of the proposed activity, event content, audience and speakers.
- Review publicly available information relating to the individual, speaker or organisation.
- Consider any previous use of Trust facilities and any concerns raised.
- Check whether the organisation is proscribed by HM Government.
- Consider whether the activity could breach the Equality Act 2010, safeguarding responsibilities or Trust values.
- Undertake additional due diligence where concerns are identified.

Refusal of Access

We reserves the right to refuse, withdraw or cancel permission for the use of its premises, facilities or resources where there is reason to believe that an individual, speaker, group or organisation may:

- Promote or glorify terrorism;
- Promote extremist ideologies;
- Encourage hatred, intolerance or discrimination;
- Act in a manner contrary to the Equality Act 2010;
- Be associated with a proscribed organisation; or
- Present a safeguarding, security or reputational risk to the Trust.

External Speakers

Where external speakers are invited to attend the college:

- Staff must ensure that the content of presentations is appropriate for the intended audience.
- Speakers must be supervised where appropriate.
- Staff must challenge and report any content that appears inconsistent with this policy.
- Concerns relating to external speakers should be reported immediately to the Designated Safeguarding Lead (DSL) or Prevent Single Point of Contact (SPOC)

Decision Making

All decisions regarding external speakers, visitors and venue hire will be proportionate, evidence based and consistent with the principles of lawful freedom of expression, safeguarding and equality. Final approval may be delegated to the Executive Principal/Establishment Designated Safeguarding Lead or Trust DSL.

10. ELECTRONIC COMMUNICATION

Education Impact Academy Trust will not allow the use of any of its Academies' websites, IT facilities or information management processes to:

- Promote discriminatory views in relation to the protected characteristics listed in the Equality Act 2010;
- Promote or glorify terrorism; or
- Promote extreme ideological, religious or political beliefs.

The Trust has a right to exercise control over all activities on its IT facilities, including electronic communications associated with the name of the Academy Trust and use of EIAT or the Hive equipment to access external resources. This includes the right to monitor the use of establishment resources.

11. WRITTEN AND PRINTED COMMUNICATION

The Trust has the right to exercise control over the content of any written or printed material that identifies itself as associated with any Academy within the Trust. It will not allow the use of its facilities in the production of such material, or permit the use of its name, or of any identifying marks relating to the Trust in such material, if that material appears to:

- Promote discriminatory views in relation to the protected characteristics listed in the Equality Act 2010;

- Promote or glorify terrorism; or
- Promote extreme ideological, religious or political beliefs.

12. USE OF BUILDINGS, FACILITIES AND PROPERTY

In deciding whether to allow any group or organisation to make use of its buildings, facilities and property Education Impact Academy Trust will take into account the views, policies and objectives of that group or organisation and may refuse on the grounds that these are incompatible with the policies and objectives of the Academy within the Trust. In particular, access will be refused if it appears likely that the proposed activity would promote extremist ideological, political or religious beliefs.

13. ACCOUNTABILITY

The Trust Board has ultimate responsibility for this policy. The implementation of the policy is the responsibility of the Executive Principal.

We will use the **No Platform Policy of Birmingham City Council** for guidance on conducting research into the background of potential speakers, consulting other schools/colleges, other organisations, using search engines, assessing the reliability of information found, identifying risks to community cohesion etc.

Local Governing Bodies will receive regular reports regarding Prevent arrangements, training, incidents and risk management within their establishment to support effective monitoring and challenge, through the Safeguarding and Pastoral Report.

14. TRAINING

We will ensure that all staff, governors and trustees receive appropriate safeguarding and Prevent training relevant to their role and responsibilities.

Training will be refreshed in accordance with statutory guidance and local safeguarding procedures.

Staff with specific Prevent responsibilities, including Designated Safeguarding Leads and Prevent Single Points of Contact (SPOCs), will receive enhanced training and updates as required.

15. MONITORING AND REVIEW

The Trust Board retains overall responsibility for this policy.

The Trust DSL/Executive Principal is responsible for ensuring implementation across all establishments.

Compliance will be monitored through:

- Annual Prevent risk assessments
- Safeguarding peer review reports
- Staff training records
- Reviews of incidents, referrals and concerns

This policy will be reviewed annually or sooner where changes in legislation, statutory guidance or local safeguarding arrangements require amendment.