



Schools for Every Child

Shared Moral rooting- The driving force that gives ethical and moral validity to the organisation. A higher purpose that can be relied upon to drive the organisation. A rooting is long lasting and outlives the wishes of one individual or another.

- [UNICEF rights of child](#)

Shared Values- Actions and things we do day to day; we live our values to get to our vision:

- Altruistic- Doing good things whenever, however and to whoever you can
- Pioneering- striving to discover new things and exceed expectations
- Ethical- Making conscious decisions to be kind and fair

Shared Vision- an aspiration for the future. This holds the different parts of the organisation together. The shared vision is something each part works towards, in its own way. Specific enough that it stands you apart from others in the same field.



- Nurturing Brilliance, Guiding Exploration, Cultivating Respect- a committed journey to put every learner's individuality, curiosity, and dignity at the forefront of the world that awaits.

Extremism Policy

Rayleigh Primary School is a Rights Respecting School. Our policies are underpinned by the UNCRC.

UNICEF Article 28(right to an education)

- *Every child has a right to an education. Children's human dignity. Wealthy countries must help poorer countries achieve this. Article 29(goals of education)Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.*

Date Adopted	Spring 24
Review	

Equality and Inclusion

At Rayleigh Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers; irrespective of age, race, gender, disability, faith or religion, attainment or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of all pupils is monitored and we use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which promotes British values; championing respect for all.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. As an educationally inclusive school the teaching and learning, achievements, attitudes and well-being of every young person matters.

Our Mission Statement for Equality:

As a school,

- We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
- We welcome our duty to promote community cohesion.
- We recognise these duties reflect international human rights as expressed in the UN Convention- The Rights of the Child.

INTRODUCTION

1. This Statement has been agreed in order to make clear the response of Rayleigh 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 Governing Body.
2. The Statement will be reviewed annually in accordance with the Handbook of Governance.
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.

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 Mission statement for inclusion 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:
Respect, Responsibility, Honesty, Courage, Thoughtfulness
Taking care of Each Other

Aiming to be the best that we can be.

Everyone Learning Together

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. Rayleigh 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 Rayleigh 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. This focus appears throughout both key stages. We ensure that tolerance and understanding are championed through learning about diversity. Pupils are encouraged to ask and answer questions and not be afraid to ask questions.

Lessons at Rayleigh Primary 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.