HAMSTEAD HALL

Academy Trust

No Platform for Extremism Policy

Responding to Speakers Promoting Messages of Hatred and Intolerance

Reviewed	November 2026
Approved By	Hamstead Hall Academy Trust Board
Date of Approval	November 2026
Next Review Date	November 2028

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1. Introduction

At Hamstead Hall Academy Trust, our mission is to equip all students with the character, skills, and academic knowledge they require to live happy and fulfilled lives.

Our goal is to build a thriving and cohesive learning community, characterised by excellent relationships between staff and pupils. We expect all children to be safe, to grow in confidence and resilience and to achieve both academic success and personal fulfilment. Care and respect are hallmarks of our community.

We foster strength of character, creativity and critical thinking through well-structured learning opportunities that enable both academic and personal growth. Hamstead Hall Academy Trust pupils and teachers are innovators and risk takers, prepared to be provocative, bold and courageous to explore and make sense of our world.

We provide a moral, compassionate education that prepares pupils for exams, but more importantly, for life, in a way that makes pupils take responsibility for their decisions and their learning. We are committed to being self-reflective in order to ensure that our pupils are presented with learning that is meaningful now and into their adult life. We ensure that our young people are well prepared to be responsible and humane global citizens.

Pupils are encouraged to be thoughtful about both speech and action, to look out for each other, to be positive role models and to speak out confidently and thoughtfully about their concerns. We work hard to build strong relationships with each other, our richly diverse community, our locality and the wider world.

We want our pupils to have an understanding about healthy relationships, respect, self-esteem and digital literacy This will mean they have the opportunity and skills to recognise and challenge negative influences and narratives which endanger equality of opportunity, helping them to make positive and informed connections with each other and the world outside of school.

This 'No Platform' Policy aims to ensure that Hamstead Hall 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, misogynistic or fascist 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, which can be found at BCC No Platform Policy | Birmingham City Council This provides further information and, in particular, includes guidance on conducting research into the background of potential speakers.

2. Definitions

"Extremism" is defined by the Government in the Prevent Strategy, 2011 and Counter Extremism Strategy, 2015 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. Also included in the

Government's definition of extremism are calls for the death of members of our armed forces, whether in this country or overseas."

"Not every part of this definition has to be satisfied for a particular individual or organisation to be regarded as extremist."

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.

A list of proscribed organisations and full details of the proscription offences can be found at: Proscribed terrorist groups or organisations - GOV.UK

3. Principles

The principles on which this policy is based are:

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

4. Electronic Communication

Hamstead Hall Academy Trust will not allow the use of the school website, 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.

Hamstead Hall Academy Trust have a right to exercise control over all activities on its IT facilities, including electronic communications associated with the name of the school and use of school equipment to access external resources. This includes the right to monitor the use of school resources.

5. Written and Printed Communication

Hamstead Hall Academy Trust has the right to exercise control over the content of any written or printed material that identifies itself as associated with the school. 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 school, 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.

6. Use of Buildings, Facilities and Property

In deciding whether to allow any group or organisation to make use of its buildings, facilities and property Hamstead Hall 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 school. In particular, access will be refused if it appears likely that the proposed activity would promote extremist ideological, political or religious beliefs.

7. Accountability

The Trust's Governing Body has ultimate responsibility for this policy. The implementation of the policy is the responsibility of the Headteacher. Hamstead Hall Academy Trust will use the No Platform Policy of Birmingham City Council for guidance on conducting research into the background of potential speakers, consulting other schools, other organisations, using search engines, assessing the reliability of information found, identifying risks to community cohesion etc.

8. Reporting Concerns

School staff have a responsibility to act on concerns. Staff will have training on how to recognise a potential issue with the promotion of extremism in school. At Hamstead Hall Academy Trust staff will inform the Designated Safeguarding Lead (DSL) if they have a concern.
Any staff member who has raised a concern will be given feedback on the action taken. If after reporting a concern staff feel that no satisfactory action has been taken, then they should escalate the concern by informing the Governance Professional of their concerns who will liaise with Directors and Governors of the Trust. If a concern needs to be escalated further the Hamstead Hall Academy Trust's Whistle Blowing Policy is to be used.

9. Training

The school will ensure that school staff and Governors receive appropriate training in the issues raised by this policy.

10. Visitors / Use of Buildings, Facilities and Property

Staff must not invite speakers into school (or to present remotely) without first obtaining permission from a member of the Leadership Team. Visitors who are invited to speak to pupils will be informed about our preventing extremism policy and relevant vetting checks being undertaken. Speakers will be supervised at all times and will not be allowed to speak to children without a member of staff being present, whether online or in person. Visitors to the school are made aware of our safeguarding and child protection policies on arrival at the school and are given information about what to do if they are concerned about any aspect of child welfare.

The school is vigilant to the possibility that out-of-hours hire of the school premises may be requested by people wishing to run an extremist event. The school does not accept bookings from individuals or organisations that are extremist in their views.

In deciding whether to allow any group or organisation to make use of its buildings, facilities and property, Hamstead Hall Academy Trust will consider 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 trust. In particular, access will be refused if it appears likely that the proposed activity would promote extremist ideological, political or religious beliefs. Where applicable, due diligence checks will be undertaken.

11. Monitoring, evaluation and review

This policy will be promoted and implemented throughout the school. The Designated Safeguarding Lead (DSL) will ensure that accurate records of all incidents are logged on Brom Com/CPOMS and reported to the Governors termly. Data will be analysed by the DSL who will review this policy to assess its implementation and effectiveness and re-design further strategies to improve procedures if necessary.

12. Accountability

Hamstead Hall Academy Trust has ultimate responsibility for this policy. The implementation of the policy is the responsibility of the Headteacher. It is the responsibility of the Headteacher to implement the school's 'No Platform for Extremism' strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of extremism/radicalisation. The Headteacher can also report to the Governing Body about the effectiveness of this policy on request.

The Governing Body will be provided with information if incidents do occur, and review the effectiveness of this policy and the school's strategies annually.

The Governing Body supports the Headteacher in all attempts to eliminate extremist views/risk of radicalisation from the school.

The Governing Body will not condone any incidents of extremist views at all, and any incidents that do occur will be taken very seriously, and dealt with appropriately.

A parent/carer who is dissatisfied with the way the school has dealt with an incident can make a complaint to the Chair of Governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

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

Top tips when organising any visitors to the school

- Be wary of individuals only giving out mobile numbers
- Ensure that in the event of reputational risk you can withdraw from the booking and contract (should there be one)
- Complete thorough research on the individual or organisation by:
  - Viewing their website (e.g. is this being kept up to date?)
  - Looking at what other people are saying about them (e.g. articles/blogs)
- Does the organisation have a landline number and a business address?
- Request a reference or testimonial from a venue provider previously used by the individual or organisation
- If the booking is for a charity, check the charity number of the organisation with the charity commission at The Charity Commission - GOV.UK
- Be wary of individuals/organisations making large cash payments