

DATED

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ADDRESSING EXTREMISM POLICY

**Wycombe Islamic Mission and Mosque Trust Limited
(WIMMT)**



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1. Purpose

- 1.1 WIMMT recognises that due to the nature of work that charities are involved in, they can become targets for those who wish to promote terrorism and extremist views. Any association with extremism will have a damaging impact on the organisation's status and reputation as a trusted charity by its stakeholders, whether supporters, donors, partners, the authorities worldwide, and beneficiaries. We have a responsibility to protect WIMMT from abuse for extremist purposes. This means taking reasonable steps to make sure the organisation complies with the public benefit requirement and places no risk to its reputation, funds or assets. WIMMT will not allow itself to be used as a platform for promoting criminal or extremist views.
- 1.2 We have a number of safeguards in place to ensure that we are not linked with extremism, and apply strict vetting procedures for all relevant parties. Trustees, staff and volunteers must make sure that they do not promote extremism or commit criminal acts as individuals or as representatives of WIMMT. They will assess risks posed by speakers, partner organisations and any literature they distribute in the name of the charity. Human resources also play a key part in ensuring that people with extremist views are not able to abuse WIMMT from within.

2. What is Extremism?

- 2.1 Generally, extremism is 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.
- 2.2 Extremist views are any views that are harmful to social cohesion and could create an environment that is conducive to terrorism could be considered 'extremist' and pose a risk to the charity. In particular, glorification of terrorism, incitement to racial or religious hatred, denigrating those of a particular faith or race and promoting violence as a solution are all views that can be caught under the definition of extremism.
- 2.3 It is important to note that 'extremist views' are not the same as 'traditional' or 'controversial' views.
- 2.4 Trustees, staff and volunteers at WIMMT will be aware of the definitions of extremism so that they can take active steps to manage it.

3. Extremism within Charities

- 3.1 At WIMMT we understand that there are specific ways in which people with extremist views can abuse charities for their own cause. Trustees, staff and volunteers will be alerted to the following scenarios:

- 3.1.1 Charity events being used by staff members, volunteers or external partners to promote or condone extremist views.
- 3.1.2 Charity premises being used by staff or external parties to promote extremist views.
- 3.1.3 External speakers at a charity event using the platform to promote extremist messages.
- 3.1.4 Trustees, staff or volunteers espousing extremist views in a personal capacity.
- 3.1.5 Promoting or distributing literature which contains extremist views and making this available to beneficiaries.
- 3.1.6 The Charity's name being associated with an unrelated organisation linked with extremism because it is raising money for the Charity and using the Charity's name in its advertising literature.
- 3.1.7 The Charity's communication network or events being used for those with extremist views to meet and encourage each other to commit criminal acts.

4. Addressing Extremism

- 4.1 WIMMT adopts a number of measures to ensure that it is not associated with extremist individuals and groups.
- 4.2
- 4.3 Checks¹ are carried out in relevant areas.
- 4.4 WIMMT is aware that there are a number of ways in which the charity can be subject to abuse by extremists and has therefore adopted procedures to protect the charity from abuse by extremism in the key areas it is more likely to occur.

5. Speakers

- 5.1 At WIMMT we will always take steps to assess any potential risks posed by a speaker at any of our own events or events where we are a partner. The assessment and outcome will be recorded in a Speaker Due Diligence form. It is vital to record decisions clearly particularly when a decision is taken to invite a speaker. The decision and any key related discussion will be recorded in the minutes of the particular meeting. This includes any concerns highlighted and the steps that were taken to satisfy the organisers that the speaker is suitable.

¹ Follow "CT & AML Compliance Screening Procedure".

- 5.2 WIMMT will be aware of the very small possibility of a speaker using the charity for an ulterior motive. We will ensure we have enough background information about the proposed speaker by conducting an internet search. It is general protocol for someone at WIMMT to have a brief discussion with the speaker before the event to answer any queries and provide some further information. In cases where there is concern WIMMT may provide a more detailed brief to the speaker.
- 5.3 Generally if background checks reveal that there is a cause for concern in relation to a speaker, WIMMT will take steps to reduce the risk by briefing them or may avoid inviting them altogether. In serious cases, further checks will be conducted against the HM Treasury list of designated entities and individuals. Reputational damage must also be considered; if the association of a certain speaker with the charity could be damaging it is best to avoid them.

6. Literature

- 6.1 We will not promote or distribute any literature or author that promotes violence as the only solution or incites hatred of other religions and races or any other illegal activity. Literature that is not consistent with our charitable objects cannot be disseminated by us or on our behalf.
- 6.2 Any literature produced for promotion or dissemination at our events or premises will be checked by a senior staff member before written approval is given for it to be disseminated. If there is a cause for concern, the author shall be checked against the HM Treasury list of designated entities and individuals.

7. Use of Premises

- 7.1 WIMMT is aware of the fact that extremists may use our premises to promote extremist views. Staff will be vigilant when allowing the use of premises to external persons. Any serious concerns about an event that is to be held on WIMMT property will be reported to the police.
- 7.2 Anyone wishing to hire the premises will be required to sign a hiring agreement which gives WIMMT the right to terminate an event being held on its premises if there is a serious cause for concern relating to extremism. WIMMT will also reserve the right to monitor and assess an event if there is cause for concern.

8. Partnership

- 8.1 WIMMT will take reasonable steps to assess any organisation that it partners with to ensure that they do not promote or condone any extremist views or use our organisation as a platform to do so. We understand the importance of conducting background checks to ensure that the organisation we are associating with will not

damage our reputation or funds. This will be recorded in our partnership eligibility checklist.

- 8.2 Where our assessment reveals that the organisation does actively promote extremist views that fall within the definition, and that this would damage our charity we will decline to work in partnership with them.

9. Internal

- 9.1 WIMMT has internal procedures that help to protect WIMMT from the possibility of abuse from extremism by anyone within the organisation. Human resources take a robust approach to conducting background checks on all incoming Trustees, staff and volunteers and obtaining references where necessary. Where there is a cause for concern, the Board of Trustees shall be informed so that they can take necessary steps. This should normally begin with speaking to the individual concerned to understand why this information has come to light and put it in context. There may be an explanation, or it may be a false allegation. It is for WIMMT to take reasonable steps to initially investigate any extremism within the organisation.

10. Reporting Requirement

- 10.1 Employees who suspect extremist activity should report it to their line manager, who should refer every issue to the chair of trustees or designated person, following the Serious Incident Reporting Policy, and in specific circumstances, the Whistle-Blowing policy shall also apply.

11. Policy Review

- 11.1 The Addressing Extremism policy will be reviewed on a regular basis to ensure continuing appropriateness.

Policy Review

Last review date: December 2020

Next scheduled review date: December 2021

JOHNS & SAGGAR LLP