



Holy Trinity C of E Primary School

Guest Speaker Policy

Date policy last reviewed: 04/04/23

Signed by:

_____ Headteacher Date: _____

_____ Chair of governors Date: _____

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Vision

We believe that all people are precious and honoured in God's sight. From this comes a desire for all in our care and in our partnerships to experience life in all its fullness, as promised by Jesus. We embrace the spiritual, physical, intellectual, emotional, moral, and social development of our young people.

Statement of intent

Holy Trinity Primary School believes in the use of guest speakers and external agencies to enrich the learning experience of our pupils. All speakers and agencies considered are scrutinised to ensure that they are suitable and do not contradict the ethos of the school, or conflict with the legal framework outlined in the Prevent duty and the school's wider safeguarding duties.

The school fully supports freedom of speech and is aware of the broad range of views and ideas that are needed in the course of a pupil's development. It endeavours to provide pupils with a balanced view of events, ideas and beliefs.

1. **[Updated]** Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Children Act 2004
- **[New]** Equality Act 2010
- Education Act 2011
- **[Updated]** DfE (2021) 'Keeping children safe in education 2021'
- DfE (2018) 'Working Together to Safeguard Children'
- DfE (2015) 'The Prevent duty: Departmental advice for schools and childcare providers'
- DfE (2013) 'Tackling extremism in the UK'
- **[Updated]** DfE (2014) 'Promoting fundamental British values as part of SMSC in schools'
- HM Government (2011) 'Prevent Strategy'

[Updated] This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Prevent Duty Policy
- British Values Policy
- Lettings Policy
- Visitor Policy
- Data Protection Policy

2. **Ethos**

The school does not tolerate any person who intentionally or unintentionally demeans individuals and groups defined by their ethnicity, race, religion or belief, sexuality, gender, disability, age or lawful working practices.

The school does not tolerate any speech that gives rise to an environment where people experience, or could reasonably fear, harassment, intimidation or violence.

The school does not accept the use of offensive or intolerant language by guest speakers.

The school values freedom of speech and opinion, but recognises that, in the interest of the whole learning community, this must exist within formal guidelines.

The school recognises that extremism and exposure to extremist beliefs can lead to poorer outcomes for pupils. The school aims to use the power of education to counteract extremism through the promotion of fundamental British values, such as tolerance and freedom of speech.

The school is aware that pupils may sometimes express views or ideas that are discriminatory, prejudiced or extremist. All members of staff have been trained to deal with these instances appropriately and proportionally.

3. **[Updated]** Assessing suitability

According to the Prevent duty, schools have a responsibility to prevent people from being drawn into terrorism; this includes violent and non-violent extremism, which can create an atmosphere conducive to terrorism, and can popularise views which terrorists exploit.

The school is a safe space where children can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideologies.

Before inviting an external agency or guest speaker, the school conducts background research into the relevant parties, ensuring that:

- Any messages communicated to pupils support fundamental British values.
- Any messages communicated to pupils do not seek to glorify criminal activity or violent extremism and are not shared by terrorist groups.
- The group or person is not attempting to narrow the views of pupils through extreme or narrow views of faith, religion, culture or ideology.
- The subject matters being raised are appropriate for the specific age group.

All members of staff actively attempt to strengthen pupils' abilities to engage in informed debate. The school believes that the best way to combat extremism and intolerance is to empower pupils to challenge these views in an active and constructive manner.

[Updated] Careful consideration is given to the suitability of an external speaker or external organisation to enrich pupil's education, and the headteacher makes the final decision as to the suitability of any guest speaker or external organisation.

[Updated] The speaker is briefed before the visit on the school, its ethos, the nature of its cohort, how many people will be present for the visit and any issues which should be avoided. The headteacher has the right to request a transcript from the speaker prior to any speech being made. Any technical arrangements necessary for the speaker are arranged in advance.

[Updated] Other than safeguarding issues, there are several other factors that are considered when evaluating the suitability of a guest speaker or external group. The school considers whether:

- The visit adds value to the pupils' learning experiences and education.
- **[New]** The age-appropriateness of the speaker and what is going to be delivered
- The speaker or group has the expertise in the subject they are delivering.
- The planned activities meet the health and safety guidelines.
- The individual or group has the required DBS checks.
- Relevant references have been provided and checked.

Before the visit, a full risk assessment is carried out and submitted to the headteacher.

4. **[Updated]** During the visit

[New] The ID of external speakers is checked upon arrival and the school ensures the visitor has had the appropriate DBS check, or received confirmation that the appropriate checks have been conducted from the speaker's employer, where appropriate. All visits are handled in line with the Visitor Policy.

[New] The headteacher uses their professional judgement to determine the need for external speakers to be supervised or escorted on school premises.

Guest speakers are made aware that their speech is recorded or filmed.

[Updated] No recordings or videos are made public unless written permission is granted by the speaker. All personal data is handled in line with the Data Protection Policy.

The headteacher or a senior member of staff is present during the speech or group activity, to oversee that the relevant guidelines are followed.

Intervention is considered if the member of staff feels it is necessary.

Any reasons for intervention are recorded for future reference.

[New] The school has a back-up plan to ensure pupils' education is not disrupted in the event a speaker cancels on the day of the visit or fails to attend for any reason.

5. Balanced presentation

Improving the spiritual, moral, social and cultural (SMSC) development at the school offers a balanced presentation of opposing views. This is applicable when a guest speaker is expressing overtly political, e.g. furthering the interests of a political party or seeking changes to the laws of this or another country, or partisan views.

The school ensures a balanced approach through:

- Discussions in class.
- Presentations by staff.
- Extracurricular activities.
- Assigning homework to pupils.
- Other methods deemed appropriate by the headteacher.

The final decision as to whether the subsequent learning activities carried out after the visits have been balanced are made by the headteacher.

6. Monitoring and review

This policy is reviewed by every two years by the DSL and the headteacher. The scheduled review date for the policy is April 2025.