



## Addressing Extremism Policy

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|---------------|--------------------|---------------------|----------------|
| Policy Number | HAPC/POL/001       | Version             | AEPVER02-AUG18 |
| Approved on   | 24.08.18           |                     |                |
| Responsible   | Board of Directors | Review Scheduled on | September 2020 |

### 1. Introduction

Human Appeal is an incorporated UK charity working across the globe to strengthen humanity's fight against poverty, social injustice and natural disaster, through the provision of immediate relief and establishment of self-sustaining development programmes. Our vision is to contribute to a just, caring and sustainable world free of poverty. Human Appeal does this by raising money to fund immediate and long-term sustainable solutions, and empower local communities.

### 2. Policy Statement

Human Appeal recognises the impact that association with extremism may have on its status and reputation as a trusted charity by its stakeholders, whether supporters, donors, partners, the authorities worldwide, or our beneficiaries. We have a responsibility<sup>1</sup> to protect Human Appeal from abuse for extremist purposes. This means taking reasonable steps to make sure Human Appeal complies with the public benefit requirement and places no risk to the Charity's reputation, funds or assets. Human Appeal will not allow itself to be used as a platform for promoting criminal or extremist views.

### 3. Policy Objective

Human Appeal adopts a number of measures to ensure that it is not associated with extremist individuals and groups. Checks<sup>2</sup> are carried out in relevant areas. Human Appeal 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.

### 4. Extremism and Charities

- At Human Appeal, 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:
  - 4..1. Charity events being used by staff members, volunteers or external partners to promote or condone extremist views.
  - 4..2. Charity premises being used by staff or external parties to promote extremist views.
  - 4..3. External speakers at a charity event using the platform to promote extremist messages.
  - 4..4. Trustees, staff or volunteers espousing extremist views in a personal capacity.
  - 4..5. Promoting or distributing literature, which contains extremist views and making this available to beneficiaries.
  - 4..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.
  - 4..7. The Charity's communication network or events being used for those with extremist views

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<sup>1</sup> 1 Compliance Toolkit, Protecting Charities from Harm, Chapter 5: Protecting Charities from abuse for extremist purposes and managing the risks at events and in activities – guidance for trustees.

<sup>2</sup> 3 Follow "CT & AML Compliance Screening Procedure"



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to meet and encourage each other to commit criminal acts.

### 5. Definition of terms

- **What is Extremism?** - The British Government Prevent Strategy defines extremism as:  
“A 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 extremism are calls for the death of members of the armed forces, whether in this country or overseas.”
- Moreover, any views that are harmful to social cohesion and could create an environment that is conducive to terrorism could be considered extremism 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 may fall under the definition of extremism. It is important to note that ‘extremist views’ are not the same as ‘traditional’ or ‘controversial’ views, which can generally be supported by a charity. Trustees, staff and volunteers at Human Appeal will be aware of the definitions of extremism so that they can take active steps to manage it.

### 6. Roles and responsibilities

All staff are responsible for knowing the contents of this policy and its procedures.

### 7. Policy Provisions

- **Speakers**

- 7.1.1 At Human Appeal, 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 discussions 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.
- 7.1.2 Human Appeal will be aware that any speaker could possibly use the charity for an ulterior motive. Therefore, we will ensure we have enough background information about the proposed speaker by conducting an Internet search. It is general protocol for someone at Human Appeal 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, Human Appeal may provide a more detailed brief to the speaker.
- 7.1.3 At Human Appeal, we will use our clear criteria for determining whether a speaker is a cause for concern<sup>3</sup>. Generally, if background checks reveal that there is a cause for concern in relation to a speaker, Human Appeal will take steps to reduce the risk by briefing them or may avoid inviting them altogether. 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.

- **Literature (Print or Electronic)**

At Human Appeal, we use a clear framework to determine whether an author or any literature we distribute is a cause for concern. We will not promote or distribute any literature or author that

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<sup>3</sup> “Global Sanctions Policies and Procedures”.



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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 objectives cannot be disseminated. 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 senior staff member shall remove the literature of concern immediately.

- **Use of Premises**

Human Appeal is conscious that extremists may try to use our premises to promote extremist views. Staff will be vigilant when allowing the use of premises to external persons. Any concerns about an event that is to be held on Human Appeal property shall be reported to the senior management. Anyone wishing to hire the premises will be required to sign a hiring agreement, which gives Human Appeal the right to terminate an event being held on its premises if there is serious cause for concern relating to extremism. Human Appeal will also reserve the right to monitor and assess an event if there is cause for concern.

- **Partnership**

Human Appeal 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 Charity 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. Following our Global Sanctions Policy and Procedures.

Where our assessment reveals that the organisation does actively promote extremist views that fall within the definition, we will decline to work in partnership with them.

- **Internal**

Human Appeal has internal procedures that help protect the Charity from the possibility of abuse from extremism by anyone within the organisation. People & Culture 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, Senior Management 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 Human Appeal to take reasonable steps to initially investigate any extremism within the organisation.

## 8. Reporting Requirement

- Employees who suspect extremist activity should report it to their line manager, who should refer every issue to the CEO or designated person, following the Serious Incident reporting policy, and in specific circumstances, the Whistle-Blowing policy (**WBPVER04-SEP18**) and Engaging Third Parties policy (**ETPPVER03-AUG18**) shall also apply.

## 9. Sanctions

Failure to comply with this requirement may result in disciplinary action and immediate dismissal.

## 10. Policy Review



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

### 11. Related Documents

- Serious Incident Reporting Policy ([SIRPVER03-AUG18](#))
- Whistle-Blowing Policy & Process Map ([WBPVER04-SEP18/ WBPVER01-SEP18](#))