

International Business School

Policy to Prevent Radicalisation and Extremism: Code of Practice to Support Students and Staff

1. Introduction

1.1 International Business School (IBS) takes its responsibilities towards academic freedom, freedom of expression and diversity of thoughts very seriously as central tenants of an environment of teaching and learning. At the same time, IBS is committed to preventing the spread of extremist and radical views. This policy lays out in a transparent manner IBS's approach to protecting its academic community from extremism through training, guidance and a clear procedure to report concerns. This policy is also intended to protect students who are under 18 or vulnerable adults.

1.2 For purposes of this Policy, an "extremist" shall be defined as "a person who holds extreme political or religious views, especially one who advocates illegal, violent, or other extreme action"¹. "Radicalisation" is understood as "a process of developing extremist ideologies and beliefs"².

2. Policy Context

This policy sits within an umbrella of policies, and bears special connections to:

- Equality, Diversity and Inclusion Policy
- Safeguarding Policy
- Policy on the responsible use of electronic devices, email and social media

3. Policy Statement

IBS is committed to preventing the spread of extremist and radical views that hinder both individual safety and damage an active and productive learning environment, through a combination of preventive and anticipatory measures. In no way do these measures limit academic freedom and rigorous academic enquiry.

4. Legal Parameters

This Policy is devoted to the protection of human lives without compromising freedom, equality and diversity. It follows from, and is in line with, the values, spirit and principles as declared in the following policies and regulations:

- o the Fundamental Law of Hungary
- o EU Strategy for Combating Radicalisation and Recruitment to Terrorism
- o Counter-Terrorism and Security Act 2015 (UK)
- o Hungary's National Security Strategy
- o the Criminal Code of Hungary (Act C of 2012)
- o Act CCIV of 2011 on National Higher Education (Hungary)
- o IBS's own Organisational and Operational Regulations

5. Curriculum and Pedagogy

IBS's curriculum and pedagogy adheres wholeheartedly to the virtues of academic freedom and promotes critical and rigorous enquiry and cross-cultural dialogue. While embracing a wide range of views, tutors are required to ensure that class discussions are always monitored and led in a competent manner in order to avoid propagation of extremist views.

6. Communications (IT, Library, Virtual Environment, Social Media, Posters)

IBS's IT systems are employed to counter the spread of extremism through preventive measures. IBS filters IT usage on IBS premises through a firewall system and virus scan software which block access to illegal or inappropriate content via a database of blacklisted

¹ English Oxford Living Dictionaries, <https://en.oxforddictionaries.com/definition/extremist>

² Understanding Radicalisation, Center for the Study of Democracy 2016
<http://www.csd.bg/fileSrc.php?id=22778>

servers. Books or items available from the library are also monitored. Materials promoting extremist views are not permitted to be displayed within IBS premises.

7. Guest Speakers

7.1 Guest and external speakers are valued contributors to the life of the IBS community and are important contributors to critical investigation. At the same time, IBS will not provide a platform to any individual or organisation which encourages or promotes extremist views.

7.2 All guest speakers invited to the school by staff or student clubs must be approved by the Head of Academic Services, who will adhere to this policy by granting approval with regard to the balance between freedom of speech and the need to protect the safety of students, staff, and visitors from extremist views.

8. Pastoral Care

Effective and interpersonal pastoral care forms a crucial part of IBS's anticipatory intervention approach towards extremism. IBS pastoral care is delivered by the Student Wellbeing Team who are responsible for the wellbeing and the safeguarding of all students who might be at risk of being radicalised, with special attention to the safety of under-18 students.

9. Staff Training

On-going training and guidance is provided to all staff, especially those in student facing roles in regards to the wellbeing and safeguarding of students, more generally and in relation to specific areas including radicalisation and extremism. Teaching staff will be sensitised so they are able to identify and report extremism appearing during classes or in student work.

10. Responsibilities and Reporting Mechanism(s)

10.1 All staff and students have a responsibility to protect themselves and others from extremism and radicalisation. IBS students should express their concerns to the nearest staff member or teacher who in turn are obliged to forward all such suspicions to a member of the Student Wellbeing Team. IBS staff members and teachers must handle all such information in accordance with IBS's data protection regulations.

10.2 IBS runs a Peer Mentoring Programme where Mentors are trained and expected to identify and report students vulnerable to extremism so that an intervention may be staged at the earliest possible convenience by a member of the Student Wellbeing Team.

10.3 On receiving notification of any concerns, they will be forwarded to the Student Support Manager who will, without any assumptions investigate the matter, liaise appropriately and determine the most appropriate steps and procedures depending on the particular circumstances. Such steps may include a range of activities including:

- advice, discussions and warnings;
- "fitness to study" procedures as laid down in Sections 3.2.-3.5 of the *Policies and Procedures of Student Support*
- "safeguarding concern procedures" according to the *Safeguarding Policy*

and may ultimately lead to termination of the Contract of Education on grounds of violation of its section on decent behaviour³.

10.4 If justified and as per the legal parameters identified above (4), IBS may be obliged to report concerns of extremist behaviour to external third parties such as the police.

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This Policy was adopted by the Senate in virtue of the resolution No. 3/2022 at the session held on 16 May 2022.

³ „Student shall not, physically or verbally, offend, outrage or intimidate other members of the IBS community by his actions or conduct; obstruct or disrupt the academic activity; or promote concepts that are irreconcilable with the declared values of IBS (e.g., racist or discriminatory views, etc.).”

Annex: Glossary of Terms

Abuse

Abuse can take many forms and includes:

- Physical abuse
- Sexual abuse
- Emotional/psychological (including online) abuse including cyber-bullying
- Financial/Material abuse
- Neglect/acts of omission
- Discrimination
- Domestic Abuse
- Modern slavery
- Radicalisation

Bullying/Cyberbullying

Bullying (and cyberbullying) is defined as any written, verbal or physical act, or any electronic communication, directed toward a person that is intended to cause or that a reasonable person would know is likely to cause, and that actually causes, physical harm or substantial emotional distress and may thereby adversely affect the ability of another person to participate in or benefit from the IBS' educational programmes or activities. Bullying can be carried out and received both individually and collectively.

Discrimination

Direct discrimination is where a person or persons are treated less favourably (intentionally or unintentionally) on the grounds of one of their characteristics including and not limited to age, disability gender reassignment, ethnicity, sex, sexual orientation, religious belief etc. Indirect discrimination is when policies or practices have an adverse impact on certain groups of people more than on others, in a way that cannot be justified. Discrimination can be carried out and received both individually, collectively and by the institution itself.

Extremism

Extremism is active behaviour whereby people who not only hold extremist⁴ views actively target those who are vulnerable, including the young, by seeking to sow division between communities, and persuade others that groups of people belonging to a different gender/race/culture/religion/ethnicity are inferior.

Harassment

Harassment constitutes any behaviour that is unwelcome, unwanted and which may create the effect (intentional or unintentional) of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment which interferes with an individual's learning, working or social environment or induces stress, anxiety, fear or sickness on the part of the harassed person. Harassment can be carried out and received both individually and collectively.

Peer Pressure and Peer Influence

Peer Pressure is the persuading, encouraging, or imploring of another person (or group) of the same age (peer group) to engage in certain types of behaviour or the preventing of doing something else, whether an individual wants to do it or not. This can pressure be direct, indirect, spoken or unspoken, negative and positive. Peer Pressure can be carried out and received both individually and collectively. Peer influence is the changing of ones' behaviour to meet the perceived expectations of others in order to be accepted or fit in.

Radicalisation

Radicalisation is understood as "a process of developing extremist ideologies and beliefs"

⁴ As defined in "Policy to Prevent Radicalisation and Extremism: Code of Practice to Support Students and Staff"

Significant Harm

Significant harm refers to the threshold that both justifies referral to the appropriate external agency/body and to the level of concern for a member of staff to flag an internal matter of concern. The relevant factors in deciding whether harm is significant include the severity of ill-treatment, the degree and extent of harm or danger and the duration and frequency of abuse and/or neglect.

Victimisation

Victimisation is defined as treating a person less favourably than another on grounds including and not limited to age, disability gender reassignment, ethnicity, sex, sexual orientation, religious belief etc. or because they have complained about discrimination or harassment or helped a person to do so. Victimisation may take place face to face, by writing or in written or electronic communications. Victimisation can be carried out and received both individually, collectively and by the institution itself.