



## Prevent Policy

Version 2025/2026

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Amendments Made Since Last Review Date	Content reviewed – minor wording/grammar corrections
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## **1.0 General Statement**

1.1 The purpose of this policy is to:

- 1.1.1. Ensure an awareness of Prevent within Challenge-trg Skills. Provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism.
- 1.1.2. Embed British Values into the training and ways of working.
- 1.1.3. Recognise current practice which contributes to the Prevent Agenda.
- 1.1.4. Identify areas for improvement.

1.2 This policy applies to everyone working at or attending Challenge-trg Skills. It confers responsibilities on all management of Challenge-trg Skills, their staff, learners, agency staff and volunteers, contractors, visitors, consultants and those working under self-employed arrangements.

## **2.0 Policy Background**

2.1 Prevent is one of 4 strands of the Government's counter terrorism strategy - CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause. Therefore, early intervention is at the heart of Prevent which aims to divert people away from being drawn into terrorist activity.

2.2 Prevent happens before any criminal activity takes place by recognising, supporting and protecting people who might be susceptible to radicalisation.

2.3 The national Prevent Duty confers mandatory duties and responsibilities on a range of public organisations, including Further Education Challenge-trg Skills, and seeks to:

- 2.3.1. Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views.
- 2.3.2. Provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support.
- 2.3.3. Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, the internet and health.

2.4 The Government has created a system of 'threat level' which represents the likelihood of a terrorist attack in the near future. The current threat level from international terrorism in the UK is **Substantial**, which means that a **terrorist attack is likely**.

2.5 Our Prevent Policy has five key objectives:

- 2.5.1. To promote and reinforce shared values, including British Values to create space for free and open debate; and to listen and support the learner voice
- 2.5.2. To breakdown segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding; and to engage all learners in playing a full and active role in wider engagement in society
- 2.5.3. To ensure learner safety and that Challenge-trg Skills is free from bullying, harassment and discrimination
- 2.5.4. To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance

2.5.5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism

### **3.0 Definitions**

The following are commonly agreed definitions within the Prevent agenda:

- 3.1 An **ideology** is a set of beliefs.
- 3.2 **Radicalisation** is the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- 3.3 **Safeguarding** is the process of protecting vulnerable people, whether from crime, other forms of abuse or from being drawn into terrorism-related activity.
- 3.4 **Terrorism** is an action that endangers or causes serious violence, damage, or disruption and is intended to influence the government or to intimidate the public and is made with the intention of advancing a political, religious, or ideological belief.
- 3.5 **Vulnerability** describes factors and characteristics associated with being susceptible to radicalisation.
- 3.6 **Extremism** is vocal or active opposition to fundamental *British Values*.

3.6.1. **British Values** are detailed within the Prevent Duty and include democracy, the rule of law, Individual and mutual respect and tolerance of different faiths and beliefs.

### **4.0 Aims**

- 4.1 **Leadership and Values.** Our aim is to create and maintain an ethos that upholds core values of shared responsibility and wellbeing for all learners, staff and visitors whilst promoting respect, equality and diversity and understanding.

This will be achieved through:

- 4.1.1. Promoting core values of respect, equality and diversity, democratic society, learner voice and participation.
- 4.1.2. Building staff and learner understanding of the issues and confidence to deal with them through mandatory staff training, specialist tutorials, awareness campaigns and community engagement activities.
- 4.1.3. Deepening engagement with local communities and faith groups.
- 4.1.4. Actively working with representations from Police, Local Authorities, Health, Education, Probation, and Fire & Rescue services.

- 4.2 **Teaching and Learning.** Our aim is to provide a curriculum that promotes British Values, knowledge, skills and understanding, to build the resilience of learners by undermining extremist ideology and supporting the learner voice.

This will be achieved through:

- 4.2.1. Embedding British Values, equality, diversity and inclusion, wellbeing and community cohesion throughout the curriculum.
- 4.2.2. Promoting wider skills development such as social and emotional aspects of learning.
- 4.2.3. A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights.

4.2.4. Teaching, learning and assessment strategies that explore controversial issues in a way that promotes critical analysis and pro-social values.

4.2.5. Use of external programmes or groups to support learning while ensuring that the input supports the goals and values of Challenge-trg Skills.

4.3 **Support.** Our aim is to ensure that staff, take preventative and responsive steps, working with partner professionals, families and communities.

This will be achieved through:

4.3.1. Strong, effective and responsive learner support services

4.3.2. Implementing anti-bullying strategies and challenging discriminatory behaviour.

4.3.3. Recognising factors that may increase risk to a learner, i.e. vulnerability, disadvantage or hardship, and implementing early risk management strategies.

4.3.4. Ensuring that learners and staff know how to access support in and/or via community partners.

4.3.5. Supporting learners with problem solving and repair of harm.

4.3.6. Supporting 'at risk' learners through safeguarding and crime prevention processes.

4.3.7. Focusing on narrowing the attainment gap between the different groups of learners

4.3.8. Working collaboratively to promote support for learners across all areas including those in off-site provision

## **5.0 Roles and Responsibilities**

Whilst this is a standalone policy, it is integral to our Safeguarding Policy and should be applied as an extension to the company's current and established safeguarding procedures.

5.1 **The Directors.** All Directors have a legal responsibility under the Prevent Duty to make sure they have undertaken training in the Prevent Duty. Additionally, the directors must ensure that:

5.1.1. All staff have undertaken training in the Prevent Duty.

5.1.2. All staff are aware of when it is appropriate to refer concerns about learners, learners or colleagues to the Safeguarding Officer.

5.1.3. All staff exemplify British Values into their values.

5.1.4. Policies and procedures to implement the Prevent Duty are in place and acted on where appropriate. See Terrorism (Protection of Premises) Act 2025.

5.2 **All Staff.** All staff at Challenge-trg Skills have a responsibility to:

5.2.1. Create and support an ethos that upholds the company's mission, vision, and values, including British Values, to create an environment of respect, equality and diversity, and inclusion.

5.2.2. Attend Prevent training in order to have the skills to recognise those who may be vulnerable to radicalisation, involved in violent or non-violent extremism, and to know the appropriate action to take if they have concerns.

5.2.3. Report any concerns around extremism or radicalisation via the safeguarding reporting channels.

5.2.4. Report and remove any literature displayed around the company that could cause offense or promote extremist views.

5.2.5. Support the development of staff and learner understanding of the issues around extremism and radicalisation through activities such as training, awareness campaigns and tutorials.

5.2.6. Participate in engagement with local communities, schools and external organisations as appropriate.

## **6.0 CPD**

6.1 The Prevent Strategy Action Plan will be shared with all staff during induction and briefing sessions for updates. All staff are required to attend updates as required to ensure awareness and commitment to meeting the company strategy.

6.2 An annual CPD event will be held to review the strategy, update all managers and staff on policy change whereby the strategy will be revised.

## **7.0 Managing Risks and Responding to Events**

The company will ensure that it monitors risks and is ready to deal appropriately with issues which arise through the following:

7.1 Understanding the nature of threat from violent extremism and how this may impact directly and indirectly.

7.2 Identifying, understanding and managing potential risks from external influences.

7.3 Responding appropriately to events reported via local, national or international news that may impact on learners and communities.

7.4 Ensuring plans are in place to minimise the potential for acts of violent or non-violent extremism. See Terrorism (Protection of Premises) Act 2025

7.5 Ensuring measures are in place to respond appropriately to a threat or incident.

7.6 Continuously developing effective ICT security and responsible user policies.

7.7 Ensuring compliance with related policies.

## **8.0 Policy Awareness**

Prevent training for all staff, learners and directors is mandatory and will be delivered by the following methods:

8.1 **Learners.** Prevent awareness is included in learner induction sessions and in the Learner Handbook. Information about Prevent delivered through Mandatory tutorials and resources and via attendance at Prevent learner related activities.

8.2 **Challenge-trg Skills Staff (regardless of status).** This will include Managers, teaching, training, and assessing staff, volunteers, and staff who are employed on specific projects.

8.2.1. Receive mandatory training and updates which will be included in meetings and briefings regardless of status.

8.2.2. All new members of staff will receive Prevent training as part of their induction programme.

8.2.3. All agency staff, volunteers and contractors will be provided with appropriate training/updates regarding changes to the Prevent agenda.

Our commitment to meeting the Prevent Duty can be summarised as follows:

- P** Promotion of Equality and Diversity and positive relationships between staff and learners
- R** Referral of any concerns via safeguarding staff to relevant authorities
- E** Embedding British Values and education for learners on all courses
- V** Vetting guest speakers and removal of any posters or other materials of an extremist nature
- E** Environment – maintaining a safe and secure site with CCTV, sufficient security procedures, and online filters
- N** News monitoring for any concerns in the locality
- T** Training of staff to raise awareness of the signs and risks

#### **Links to other policies**

This policy should be used in conjunction with the following policies and procedures:

- Safeguarding & Prevent Policy
- Equality & Diversity Policy and Procedure
- Health and Safety Policy
- Learner Anti-Bullying and Harassment Policy
- E-Safety Policy
- Whistleblowing Policy and Procedure
- Data Protection Policy

## Prevent, Radicalisation and Counter Extremism

All staff have a role in noting factors that might indicate a person at risk, sharing concerns with colleagues and passing information on to the appropriate authorities.

Colleagues must act if there is any concern that an at-risk person may:

- Be vulnerable to radicalisation or involvement in terrorism
- Have any connection, or alleged connection, to terrorism, or an extremist group

1. **Call 999/112 if there is or may be any risk of immediate danger.**
2. **If you are involved in an incident follow police advice to RUN, HIDE, TELL.**

<https://www.gov.uk/government/publications/stay-safe-film>

3. **If you have a concern about an individual, follow the process as above in A) for other types of safeguarding. The non-emergency contacts for Prevent are below in case they are needed. For Prospects Staff the Prevent, Radicalisation and Counter Extremism Policy gives details of roles, responsibilities, and processes.**

Local Authority Area	Prevent Contact Details	Website
National Contact	You can report concerns about terrorism or extremist related material online at <a href="https://www.gov.uk/report-terrorism">https://www.gov.uk/report-terrorism</a> This includes reporting to MI5	<a href="https://www.gov.uk/report-terrorism">https://www.gov.uk/report-terrorism</a>
Birmingham Coventry Dudley Sandwell Solihull Walsall Wolverhampton	If you know anything about someone being radicalised, or have seen radicalisation happening, always call us and report it on 101.  If you feel that this radicalisation will result in an imminent terrorist attack, please dial 999/112 immediately.	<a href="https://www.west-midlands.police.uk/node/752">https://www.west-midlands.police.uk/node/752</a>
Herefordshire	Anyone can share their concerns in confidence with Neville Meredith, our Prevent Co-ordinator, on 01432 383628 or <a href="mailto:nmeredith@herefordshire.gov.uk">nmeredith@herefordshire.gov.uk</a>  You can also contact the Warwickshire and West Mercia Police Prevent Team on 01386 591835 or <a href="mailto:prevent@warwickshireandwestmercia.pnn.police.uk">prevent@warwickshireandwestmercia.pnn.police.uk</a>	<a href="https://www.herefordshire.gov.uk/info/200139/community/307/safer_stronger_communities/5">https://www.herefordshire.gov.uk/info/200139/community/307/safer_stronger_communities/5</a>
Shropshire	West Mercia Police Anti-Terrorist Hotline 0800 789 321  Online form: <a href="https://www.westmercia.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/report-possible-terrorist-activity2/report-possible-terrorist-activity/">https://www.westmercia.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/report-possible-terrorist-activity2/report-possible-terrorist-activity/</a>	<a href="https://www.westmercia.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/">https://www.westmercia.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/</a>

Staffordshire and Stoke-on-Trent	<p>Anti-Terrorist Hotline on 0800 789 321</p> <p>Online form:  <a href="https://www.staffordshire.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/report-possible-terrorist-activity2/report-possible-terrorist-activity/">https://www.staffordshire.police.uk/tua/tell-us-about/ath/possible-terrorist-activity/report-possible-terrorist-activity2/report-possible-terrorist-activity/</a></p>	<a href="https://www.staffordshire.police.uk/reportterrorism">https://www.staffordshire.police.uk/reportterrorism</a>
Warwickshire	<p>Reporting: <a href="#">online tool to report possible terrorist activity</a>, or call the Anti-Terrorism Hotline on <a href="tel:0800789321">0800 789 321</a></p> <p>Local Authority Prevent Officer – Geoff Thomas phone: 01926 412016. If you are unable to make contact with the Prevent Officer phone 01926 412338 to contact the administrator for the Community Safety Team.</p>	<a href="https://safeinwarwickshire.com/prevent/">https://safeinwarwickshire.com/prevent/</a>
Worcestershire	<p>See Shropshire to report.</p>	<a href="http://www.worcestershire.gov.uk/info/20003/council_democracy_and_councillor_information/1244/prevention_of_extremism_and_radicalisation">http://www.worcestershire.gov.uk/info/20003/council_democracy_and_councillor_information/1244/prevention_of_extremism_and_radicalisation</a>