

PREVENT DUTY POLICY - 25- 26 ACADEMIC VERSION

Please note that this TEAMS version of this policy is the only version that is maintained. Any printed copies should therefore be viewed as 'uncontrolled' and as such, may not necessarily contain the latest updates and amendments.

1.0 POLICY STATEMENT

The Skills Centre prevents radicalisation and terrorism through education, vigilance and partnership.

This policy complies with the Counter-Terrorism and Security Act 2015, the Prevent strategy, Statutory Prevent Duty Guidance 2023, Keeping Children Safe in Education 2024 (statutory from 19 Aug 2024) and Working Together to Safeguard Children 2023.

2.0 LEGAL CONTEXT AND DEFINITIONS

Extremism – the promotion or advancement of an ideology based on violence, hatred or intolerance that seeks to negate or destroy the fundamental rights and freedoms of others.

Radicalisation – process leading a person to adopt extremist ideology.

Terrorism – action that endangers life, disrupts services or seeks to influence government for an ideological purpose.

Child – person under 18.

Adult at risk – person aged 18 or over who has needs for care and support, is experiencing or at risk of abuse or neglect and is unable to protect themselves from abuse, neglect or exploitation.

3.0 SCOPE

This policy applies to every employee, governor, contractor, volunteer, learner, visitor and online user at all Skills Centre sites and virtual spaces.

4.0 RESPONSIBILITIES

Role	Key duties
Board	Approves policy and receives annual Prevent report
Chief Executive	Holds strategic accountability
Senior Leadership Team	Oversees risk, resources and action plan
Central Team	DSL Provides national oversight, quality assurance, training and support to centre DSLs; leads complex cases; liaises with statutory partners

Role	Key duties
Centre Director (Local DSL)	Acts as DSL for their centre; Level-3 safeguarding trained; implements this policy locally; logs and escalates concerns; leads referrals; supported by Central DSL Team
Centre Deputy DSL	Provides DSL cover at the centre when Centre Director is absent; Level-3 trained
HR Manager	Operates safer recruitment, DBS and training records; co-leads post-incident reflective practice
IT Manager	Runs filtering, monitoring and alert systems; submits monthly analyses
All staff	Complete training, remain vigilant, record and report concerns within two hours on the safeguarding monitoring database; report low-level Prevent concerns about colleagues to DSL

5.0 OUR COMMITMENT

We are committed to:

- Integrate British values across curriculum and conduct
- Review extremism risk every three months and after significant events
- Vet events, visitors and online activity while protecting lawful free speech
- Provide mandatory Prevent training to staff, contractors and volunteers
- Filter and monitor internet traffic
- Support rehabilitation and disengagement for individuals returning from extremist activity
- Work with police Prevent teams, local-authority Channel panels and BIS Prevent coordinators
- Refer individuals to Channel and track support
- Evidence impact through logs, audits and learner voice

6.0 LOCAL RISK SUMMARY

Threat level (London): **SUBSTANTIAL** – 26 Feb 2025

Current narratives: Islamist propaganda linked to Middle-East conflict; far-right anti-migration rhetoric on building sites; conspiracy theories around 5G and Covid

Exposed groups: young male labour entrants, isolated adult learners, online-gaming communities

Indicators of vulnerability:

- Peer pressure or group influence
- Criminal or gang exploitation (extra-familial harm, unexplained gifts, association with older peers, missing episodes)
- Online engagement with extremist content
- Bullying or hate crime
- Low self-esteem or unmet mental-health needs
- Exposure to domestic abuse (children regarded as victims in their own right)
- Substance misuse

7.0 RISK MITIGATION

We conduct a formal annual review of the Prevent Risk Register 24 register and update it promptly when emerging events to alter our risk profile.

The Risk Assessment Covers the following Key Areas:

- Online Safety
- Partnership Working Initiatives
- Leadership
- Staff Training and Awareness
- Speakers and Events
- Welfare & Pastoral Care
- Pray and Faith Facilities
- Work Based Learners
- Promoting British Values
- Site Security
- IT Policies and processes

8.0 STAFF TRAINING

All staff will receive comprehensive training on the Prevent duty, which includes recognising radicalisation risks and our procedures for handling concerns. Training will be refreshed regularly to ensure understanding is up-to-date. Record are available on request where appropriate.

Stage	Requirement	Standard
Induction	Prevent e-learning	Complete within 10 working days; 80 % pass
Annual	Face-to-face refresher (July)	Covers local threats, referral flow, online safety and early-help triggers (Appendix F)
Reflective practice	Post-incident debrief	DSL Team and HR lead trauma-informed sessions within five working days of a Prevent incident
Central and Centre DSL / Deputy	Level-3 Safeguarding and Advanced Channel training	Complete within one month of appointment; renew every two years
Contractors	Evidence current certification or complete module	Before access

9.0 SAFER RECRUITMENT

The Skills Centre is committed to providing a safe environment which safeguards and protects the welfare of its learners so they can flourish and achieve their very best whilst a learner. In achieving this aim it is imperative that we attract, recruit and retain staff of the highest calibre who share this commitment.

This is covered in our TSC 034 Safer Recruitment Policy

10.0 EXTERNAL SPEAKER AND EVENT PROTOCOL

The Skills Centre sets out its aims in TSC 106 Visitor Speaking Policy regarding its legal obligations when using Visiting Speakers and to set out the standards of behaviour expected from Visiting Speakers

1. Organiser submits checklist ≥ 10 working days before event.
2. Local DSL reviews speaker background, topic, publicity and social media.
3. Approval / refusal issued in 3 working days.
4. Staff host observes session and intervenes if content breaches policy.

11.0 ONLINE SAFETY AND IT CONTROLS

The Skills Centre utilises the following measures:

- Net sweeper filter blocks extremist content
- Keyword triggers (e.g. *jihad*, *MIG*, *14/88*) alert DSL within one hour
- IT manager audits logs weekly; DSL reviews trends
- Learners use guest Wi-Fi with restricted categories
- Staff guide learners on safe research and report misuse

- Downloading, sharing or transmitting extremist, obscene or abusive material is prohibited on all devices and platforms

12.0 INFORMATION-SHARING AND CONFIDENTIALITY

We share proportionate information with police, Channel or social care where risk exists.

The Data Protection Act 2018 and GDPR do not prevent safeguarding information exchange.

All decisions and rationales are recorded on the safeguarding monitoring database.

13.0 REFERRAL PROCESS

1. Observe concern
2. Record the concern on the safeguarding monitoring database within two hours
3. DSL reviews; if the Prevent threshold is met, the DSL contacts the local Prevent Coordinator for the region on the same day (see Appendix E)
4. Prevent Coordinator and partners assess; the Channel panel may allocate support
5. DSL monitors the support plan and records all updates on the safeguarding monitoring database

14.0 MONITORING AND REVIEW

Safeguarding committee reviews action plan quarterly and Critical incidents (as defined in TSC 063 Critical Incident Policy) activate the centre critical-incident response plan and immediate DSL briefing. DSL presents annual Prevent report to board each July. Policy reviewed every 12 months or after a significant incident

Appendix A – Early-help trigger list

- Persistent absence or multiple suspensions
- Sudden behavioural change or unexplained decline in performance
- Repeated safeguarding concerns below statutory threshold
- Signs of criminal exploitation (county lines, modern slavery)
- Risk of sexual exploitation
- Domestic abuse in the household
- Parental or learner mental-health crisis
- Substance misuse by learner or caregiver
- Homelessness or threatened eviction
- Bereavement without support network
- Learner acting as young carer
- Newly arrived migrant or significant language barrier
- Financial hardship impacting basic needs
- Online safety incidents involving grooming, hate or extremism
- Self-harm ideation or attempts
- Hate incidents or bullying
- Family unemployment impacting stability
- Police notification of local community tensions or extremist activity