



Prevent Policy

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Document Controller	Robert Longstaff
Signature	<i>R. Longstaff</i>

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1. Introduction

1.1 Staff Power Training (SPT) is committed to providing a safe and supportive environment for all our learners, staff, and visitors. This policy outlines our commitment to the UK government's Prevent strategy, which aims to stop people from being drawn into terrorism or supporting terrorism.

1.2 The purpose of this policy is to:

- *Clearly articulate our commitment to the Prevent duty.*
- *Ensure all staff and learners understand what Prevent is and their role in its implementation.*
- *Provide a framework for identifying individuals who may be vulnerable to radicalisation.*
- *Outline procedures for reporting concerns.*
- *Promote British Values and a culture of tolerance and respect.*
- *Detail how we work with local partners in to safeguard individuals.*

2. Scope

2.1 This policy applies to all staff (*including permanent, temporary, and contract staff*), volunteers, learners, and visitors associated with SPT.

3. Definitions

3.1 Prevent: Part of the UK's counter-terrorism strategy, CONTEST. Its aim is to stop people from becoming terrorists or supporting terrorism. It addresses all forms of terrorism, including far-right extremism, Islamist extremism, and other issue-based extremism.

3.2 Radicalisation: The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

3.3 Extremism: 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. We also include in our definition of extremism calls for the death of, or violence towards, members of our armed forces, whether in this country or overseas.

3.4 British Values: Defined by the UK government as democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

3.5 Safeguarding: Protecting vulnerable individuals from harm, abuse, and neglect. In the context of Prevent, this includes protecting individuals from the risk of radicalisation.

4. Legal Framework

4.1 This policy is developed in accordance with relevant legislation and guidance, including:

- *The Counterterrorism and Security Act 2015 (Section 26), which places a duty on specified authorities, including further education institutions, to have "due regard to the need to prevent people from being drawn into terrorism."*
- *The Prevent Duty Guidance for Further Education and Skills Providers in England and Wales.*
- *The Education and Inspections Act 2006.*
- *The Equality Act 2010.*
- *The Children Acts 1989 and 2004.*
- *Working Together to Safeguard Children.*
- *Keeping Children Safe in Education (as applicable).*

5. Roles and Responsibilities

5.1 Leadership Team:

- *To ensure this policy is implemented effectively and reviewed regularly.*
- *To promote a culture of vigilance and open communication regarding Prevent.*
- *To ensure adequate resources and training are allocated for Prevent-related activities.*
- *To oversee the risk assessment process related to Prevent.*
- *To ensure appropriate engagement with local multi-agency safeguarding arrangements, including the Safeguarding Adults Board and Safeguarding Children Partnership, and local Prevent coordinators.*

5.2 Designated Safeguarding Lead (DSL):

- *To be the first point of contact for any Prevent-related concerns.*
- *To make referrals to Channel or other appropriate agencies in line with agreed procedures.*
- *To liaise with local, Prevent coordinators, the police, and other relevant agencies.*
- *To ensure all staff receive appropriate Prevent awareness training.*
- *To maintain accurate records of any concerns and actions taken.*
- *To keep up to date with national and local Prevent guidance.*

5.3 All Staff (including Volunteers & Contractors):

- *To undertake Prevent awareness training as required.*
- *To be aware of the signs of radicalisation and extremism.*
- *To report any concerns about a learner or colleague immediately to the DSL for Prevent, in line with the reporting procedures outlined in this policy.*
- *To embed British Values within their teaching, learning, and interactions.*
- *To create a safe and inclusive learning environment where learners feel able to discuss sensitive topics.*
- *To be aware of and adhere to policies on IT usage and online safety.*

5.4 Learners:

- *To be aware of the support available to them if they have concerns.*
- *To treat others with respect and tolerance.*
- *To understand the importance of British Values.*
- *To use IT facilities responsibly and report any inappropriate online content.*

6. Risk Assessment and Management

6.1 SPT will conduct regular risk assessments to identify potential risks of radicalisation affecting learners, staff, and the wider organisation. This will consider:

- *The local context, including any specific extremist narratives or groups known to be active.*
- *The nature of our provision and learner demographic.*
- *The physical environment and security of our premises.*
- *Online risks and the use of IT equipment.*
- *Partnerships with external organisations.*

6.2 The risk assessment will inform the development and implementation of strategies to mitigate identified risks. This will be reviewed at least annually or more frequently if new information emerges.

7. Training

7.1 All staff will receive appropriate training on the Prevent duty, including:

- *Understanding what Prevent is and their role within it.*
- *Recognising the signs of radicalisation and vulnerability.*
- *Knowing how to report concerns (internal procedures and external referrals).*
- *Understanding British Values and how to promote them.*
- *Awareness of online safety and the risks of online radicalisation.*
- *Information about local risks and support networks.*

7.2 Training will be refreshed regularly, and records of training completion will be maintained. Specialist training will be provided for the DSL for Prevent and other key staff as appropriate.

7.3 Learners will receive information and awareness sessions on Prevent, British Values, online safety, and how to raise concerns, appropriate to their age and understanding. This will be integrated into induction programmes and curriculum delivery where relevant.

8. Reporting Procedures

8.1 Internal Reporting:

- *Any member of staff or learner who has a concern that an individual may be vulnerable to radicalisation, or is displaying extremist views or behaviours, must report it immediately to the SPT Safeguarding team.*
- *Concerns should be documented accurately using the Safeguarding Reporting Form (Appendix D), detailing factual observations, dates, times, and any involved parties. Personal opinions or assumptions should be avoided.*

8.2 External Referrals:

- *The DSL will assess all concerns raised.*
- *If there is a genuine concern that an individual is at risk of being drawn into terrorism, the DSL will make a referral to the appropriate authorities. This will typically be to the local police Prevent team or, for individuals under 18, through the relevant Safeguarding Children Partnership referral pathway.*
- *For individuals aged 18 and over, referrals may be made to the police or the Channel programme. Channel is a multi-agency programme that provides support to individuals identified as being vulnerable to radicalisation.*
- *The DSL will liaise with local Prevent coordinators and other statutory agencies as required.*
- *In an emergency where there is an immediate risk of harm, staff should contact the police directly by calling 999. The DSL should then be informed as soon as it is safe to do so.*

9. Promoting British Values and Welfare

9.1 SPT is committed to actively promoting fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. These values will be embedded into the curriculum, learning materials, and the overall ethos of the organisation.

9.2 We will provide a curriculum and learning environment that:

- *Promotes critical thinking and open discussion.*
- *Challenges extremist narratives and promotes tolerance and respect for diversity.*
- *Provides learners with the knowledge and skills to understand and challenge extremism.*
- *Offers pastoral support and guidance to learners.*

9.3 We will ensure that learners have access to information about staying safe online and the risks associated with extremist content on the internet. Appropriate filtering and monitoring systems will be in place on our IT network.

10. External Speakers and Events

10.1 SPT recognises the value of external speakers and events but also the potential risks. Procedures are in place to screen external speakers and events to ensure they are appropriate and do not promote extremist views or ideologies. This includes:

- *Requesting information about the speaker and the content of their presentation in advance.*
- *Undertaking due diligence checks where necessary.*
- *Ensuring events are well-managed and, where appropriate, chaired by a member of staff.*
- *Having clear procedures for managing any disruption or inappropriate content during an event.*

11. Partnerships

11.1 SPT is committed to working in partnership with local agencies in to support the Prevent agenda. This includes:

- *Engaging with local City Council Prevent team and local Prevent coordinators.*
- *Collaborating with the police, local safeguarding boards, and other relevant statutory and community organisations.*
- *Sharing information appropriately and securely in line with data protection legislation and local information-sharing protocols.*

12. Confidentiality and Information Sharing

12.1 All information relating to Prevent concerns will be handled with appropriate confidentiality and sensitivity. Information will only be shared on a "need-to-know" basis and in accordance with data protection legislation (*including GDPR and the Data Protection Act 2018*) and safeguarding best practices.

12.2 SPT will ensure that staff understand when and how to share information appropriately to safeguard individuals from the risk of radicalisation.

13. Whistleblowing

13.1 SPT has a Whistleblowing Policy in place. Staff who have concerns about the organisation's handling of Prevent-related matters can raise these concerns through the procedures outlined in the Whistleblowing Policy.

14. Policy Review

13.1 This Safer Recruitment Policy will be reviewed annually, or more frequently if there are significant changes in legislation, working practices, or following any related incidents.

Appendix A - Safeguarding Team

Name	Role	Location	Contact details
Martin Waller	Strategic Safeguarding Officer (SSO)	Head Office - Sunderland	07852182894 martin@staffpowergroup.com
Robert Longstaff	Designated Safeguarding Lead (DSL)	Head Office - Sunderland	07943874431 rob@staffpowergroup.com
Lee Johnston	Designated Safeguarding Lead (DSL)	Head Office - Sunderland	07534388829 lee@staffpowergroup.com
Lorna Thompson	Designated Safeguarding Officer (DSO)	Head Office - Sunderland	07985711654 lorna@staffpowergroup.com
TBC	Designated Safeguarding Officer (DSO)	Head Office - Sunderland	

If you have any concerns, contact a member of the safeguarding team, or use the email below. Learners should also be made aware of this email address.

The Safeguarding e-mail address: safeguarding@staffpowertraining.com

Appendix B – Reporting Points of Contact

Sunderland Safeguarding Adults Board
<p>0191 5205552</p> <p>safeguarding.adults@sunderland.gov.uk</p> <p>Online referral form: https://adultsportal.sunderland.gov.uk/web/portal/pages/safeguarding</p>
Newcastle Safeguarding Adults Board
<p>0191 278 8377 (Monday - Friday, 08:00-17:00) 0191 278 7878 (Evenings and Weekends)</p> <p>ASCPadmin@newcastle.gov.uk</p> <p>Online referral form https://mycarenewcastle.org.uk/form/SAIE?latest=true#!/</p>
Teeswide Safeguarding Adults Board
<p>01642 065070 (Monday - Thursday 08:30-17:00, Friday 08:30-16:30) 01642 524 552 (At any other time)</p> <p>adultaccessteam@middlesbrough.gov.uk</p>
Useful Contact Numbers
<p>Anti- Terrorist Hotline Tel: 0800 789 321</p> <p>Northumbria Police's Prevent Team Tel: 101 extension 63854 or email specialbranch@northumbria.pnn.police.uk</p> <p>Department of Education Counter Extremism helpline Tel: 020 7340 7264 to enable staff and governors to raise concerns relating to extremism directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk</p>

If someone is at immediate risk of harm, the matter should be reported to the police straight away on 999 or by calling the Anti-Terrorist hotline on the number above.

Appendix C – Useful Links to Prevent Resources

- The Prevent Strategy: <https://www.gov.uk/government/publications/prevent-strategy-2011>
- The Prevent duty: Departmental advice for schools and childcare providers (June 2015) <https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>
- Home Office Prevent e-learning
<https://www.elearning.prevent.homeoffice.gov.uk>
- The Channel Duty Guidance (statutory):
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015
- Home Office Approved Resources: Prevent Training Catalogue
<https://www.gov.uk/government/publications/prevent-dutycatalogue-of-training-courses>
- Keeping Children Safe in Education: Statutory guidance for schools and colleges (September 2016) <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- NSPCC Protecting children from radicalisation: advice for adults worried about a child <https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/protecting-children-from-radicalisation>
- Keeping children safe in education: for schools and colleges. Statutory guidance for schools and colleges on safeguarding children and safer recruitment
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- Guidance on promoting British values in schools- strengthened guidance on improving the spiritual, moral, social and cultural development of pupils
<https://www.gov.uk/government/publications/promoting-fundamental-british-values-through-smisc>
- The Department of Education ‘Educate against hate’ website offers parents, teachers and school leaders’ practical advice to protect children from dangers of extremism, drawing on resources and guidance designed by the government and charities such as the NSPCC and Childnet. www.educateagainsthate.com
- The UK Safer Internet Centre has tips, advice, guides and resources for parents, carers, teachers and other professionals.
<https://www.saferinternet.org.uk/advice-centre> to help keep children and young people safe online.

Appendix D - Safeguarding Reporting Form

Safeguarding reporting form

This form should be used to record safeguarding concerns relating to Children and/or Vulnerable persons. In an emergency please do not delay in informing the police or social services. All the information must be treated as confidential and reported to the Designated Safeguarding Officer within one working day or the next working day if it's a weekend.

The form should be completed at the time or immediately following disclosure, but after all necessary emergency actions have been taken. Please complete the form as fully as possible.

1 Your details – the person completing the form			
Name			
Position			
Telephone		Email	

2 Details of the person affected			
Name			
Address			
Telephone		Email	

3 Details of the incident (please describe in detail using only the facts)

4 Other present or potential witnesses

Name			
Address			
Telephone number		Email	

5 Additional relevant information (please detail anything else that you believe to be helpful or important)

I have completed this form and provided information that is factual and does not contain my own views or opinions on the matter.

Print name

Signature

Date