

2025

KMP 036 Policy to Support the Prevention of Extremism & Radicalisation (PREVENT)



Policies and Procedures

Policy to Support the Prevention of Extremism & Radicalisation

This policy aligns with Section 26(1) of the Counter Terrorism and Security Act 2015, which places a duty on organisations to have "due regard to the need to prevent people from being drawn into terrorism." It supports the Prevent duty guidance (latest 2024 update) and is a component of the UK Government's broader Counter-Terrorism Strategy (CONTEST).

The four strands of the CONTEST strategy are:

- Pursue – Disrupt terrorist activity.
- Protect – Strengthen protection against terrorism.
- Prepare – Minimise impact of attacks.
- Prevent – Stop individuals from being drawn into terrorism.

Prevent aims to:

- Identify and support individuals vulnerable to radicalisation before criminal activity occurs.
- Address all forms of terrorism, including Islamist, far-right, environmental, and other ideologically motivated extremism.
- Counter both violent and non-violent extremism, as the latter can create an atmosphere conducive to terrorism.

Key Definitions

Term	Definition
Radicalisation	The process by which individuals come to support terrorism and extremism.
Extremism	Vocal or active opposition to British values, including democracy, rule of law, individual liberty, and tolerance of different faiths.
Non-violent extremism	Extremism that is not accompanied by violence but can fuel terrorism.
Interventions	Strategies to divert individuals from radicalisation, including mentoring, counselling, and community engagement.
Terrorism	Actions that threaten life, disrupt essential services, or intimidate the public, in pursuit of ideological goals

Key Legal and Guidance Documents

This policy should be read alongside:

- [GHL Safeguarding Policy](#) (KMP 002, V16)
- [Freedom of Speech and Expression Policy](#) (KMP 047, V8)

- Counter Terrorism and Security Act 2015:
<https://www.legislation.gov.uk/ukpga/2015/6/contents/enacted>
- Prevent Duty Guidance (2023 Update):
<https://www.gov.uk/government/publications/prevent-duty-guidance>
- Keeping Children Safe in Education (2024):
https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf
- Working Together to Safeguard Children (2024):
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- HM Government CONTEST Strategy (2024):
<https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2023>

Aims and Objectives

Aims

To ensure GHL effectively manages and mitigates the risks of radicalisation and extremism across its workforce and student population.

Objectives

- Raise awareness of Prevent duty among staff and students.
- Embed Prevent principles into the curriculum.
- Provide a clear referral process for concerns.
- Strengthen links with external partners (e.g., police, local authorities).
- Promote British values and critical thinking skills.

Curriculum

GHL embeds Prevent into its curriculum by:

- Promoting critical thinking and media literacy to challenge extremist narratives.
- Incorporating British values into lessons.
- Using external agencies to raise awareness of radicalisation risks.
- Training staff on how to discuss controversial issues safely.

Supporting Students and staff

GHL provides:

- Clear referral processes for concerns.
- Pastoral and safeguarding support.
- Access to community and external agency support.
- E-Safety guidance to help students recognise online radicalisation.

Responsibilities

Senior Leadership (Managing Director):

- Ensures full compliance with Prevent Duty.
- Oversees risk assessments on radicalisation threats.
- Liaises with local authorities and police.

All Staff:

- Uphold GHL's commitment to British values.
- Report concerns via safeguarding processes.
- Participate in annual Prevent training.

Designated Safeguarding Leads (DSLs):

- Lead Prevent implementation.
- Handle referrals and liaise with external agencies.
- Ensure up-to-date staff training.

The Referral Process

- Concerns are reported to a DSL via the safeguarding reporting system.
- If necessary, the Managing Director will escalate cases to the police.
- In emergencies (immediate risk of harm), a 999 call is made.

Online Safety & Digital Literacy

To combat online radicalisation, GHL:

- Implements content filtering and monitoring.
- Provides training on digital resilience.
- Educates students on safe online behaviour.

Reporting & Compliance Monitoring

- Annual audits to evaluate policy effectiveness.
- Internal reviews of incidents and safeguarding reports.
- Staff compliance checks during performance reviews.

Continuous Improvement & Policy Review

This policy is reviewed annually to reflect legislative changes and best practices. It is updated immediately if significant changes in Prevent guidance occur.

Risk Assessment and Action Plan

GHL acknowledges the evolving terrorist threat landscape and regularly reviews its risk assessment.

Risk	Mitigation	Contingency	Owner	Progress	RAG
GHL staff are unaware of the procedures in relation to highlighting concerns for learner well-being	GHL staff are trained as part of their induction and annually (or as deemed necessary due to changes in legislation)	Intervention by Designated Safeguarding Leads/IQA highlighted through OTLAs, quality assurance to ensure Prevent is embedded in each contact point with the learner	DSLs, IQA team	Ongoing - no issues to date	Green
Prevent is not embedded during the learner Induction process	Monthly safeguarding updates provided via the trainers and learner handbook contains information regarding Prevent, radicalisation and extremism. Prevent booklet given at Induction	Audit learner files to ensure this is undertaken on reviews and visits by tutors. Proof to be gathered to evidence learner is aware of information.	Tutors, IQA Quality Manager	Ongoing - no issues to date	Green
Learners are radicalised by internal (workplace) or external factors	Embedded as part of the RAP process and visits undertaken by the tutor	Above points will highlight if this has not taken place and therefore create an intervention.	Tutors, DSLs, IQA	Ongoing - no issues to date	Green
GHL is not aware of regional Prevent related issues that could impact learners and/or employers	DSL to ensure all updates provided by Government and other partners is cascaded to all staff and in turn to learners	Share relevant information with tutors through meetings and emails to develop their knowledge of concerns to be aware of.	DSLs	Ongoing - no issues to date	Green
Learners are exposed to messaging supportive of terrorism which contradicts British values	Learners are advised by tutors of the whistleblowing process and how GHL can support. Learners are signposted to our Designated Safeguarding Leads	Additional support given to learners to build a greater understanding of what British values represent and this is embedded in sessions with learners.	Tutors, DSLs, IQA team	Ongoing - no issues to date	Green

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GHL is not linked with partners that can support with complex issues	GHL has a Prevention of Extremism and Radicalisation Policy that incorporates the key links to external organisations that can support with all issues.	Not applicable as these links are in place.	Senior Management Team	Incorporated into the Prevent policy	Green
GHL places learners within settings that may increase their exposure to radicalisation	Pre-vetting of all settings takes place as a matter of course through the Apprenticeship recruitment process	In the unlikely event of pre-vetting not taking place, this would be picked up during the learner sign-up stage and monitored on an ongoing basis through tutor reviews	Tutors, Business Development Team	Ongoing - no issues to date. Incorporated into the apprenticeship recruitment process	Green
Learners are exposed to literature within GHL and the workplace that promotes extremism	Learners are made aware of the whistleblowing process and our Designated Safeguarding Leads during the sign-up process, and ongoing through interaction with tutors	To be reiterated at each contact point with learners regarding channels of communication and safety established.	Tutors, IQA	Ongoing - no issues to date	Green
Learner data is made available to external contacts that do not hold the values of Prevent	GHL comply with the requirements of GDPR and do not knowingly share data with external organisations without prior consent or legal duty	Any breaches would be reported to the appropriate body	All GHL staff,	Ongoing - no issues to date	Green

More Information

Vulnerabilities	Indicators
Peer pressure	Withdrawn
Unsettled family life	Change in engagement levels
Need to belong/ fit in	Using extremist language, passionate about extremist views
Accessing extremist material	Preaching

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