

Prevent Policy

Document Control	
Policy Name:	Safeguarding Policy
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Approved:	Keith Conway 18/03/2026
Effective Date:	18/03/2026
Version:	V14
Security classification:	Internal / External
Next review:	18/09/2026

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Introduction & Context

1. Prevent is part of the UK Government's CONTEST counter-terrorism strategy and seeks to stop individuals from becoming terrorists or supporting terrorism. Under the Counter-Terrorism and Security Act 2015, Diverse Futures, as an apprenticeship training provider, must "have due regard to the need to prevent people from being drawn into terrorism".

The core objectives of Prevent are to:

- Tackle the ideological causes of terrorism.
- Intervene early to support individuals vulnerable to radicalisation.
- Enable disengagement and rehabilitation for those who have already become involved.

This policy forms part of Diverse Futures' wider safeguarding responsibilities and should be read alongside:

- Safeguarding Policy
- Safer Recruitment Policy
- Online Safety Policy
- External Speakers and Events Policy

Purpose of This Policy

2. The aims of the Diverse Futures Prevent Policy are to:
 - Promote shared values based on tolerance, respect, and inclusion.
 - Provide a safe environment for free and open debate without allowing extremist ideology to be promoted.
 - Support community cohesion within Diverse Futures and its employer partners.
 - Protect learners from bullying, harassment, discrimination, and environments that may enable extremist behaviour.
 - Identify and support learners vulnerable to radicalisation, including appropriate signposting.
 - Ensure all staff understand their responsibilities and respond appropriately to concerns.

Definitions

3. Radicalisation The process by which a person comes to support terrorism or extremist ideologies. Holding strong views alone is not radicalisation.

Extremism Vocal or active opposition to fundamental British Values, including democracy, rule of law, individual liberty, and mutual respect/tolerance of different faiths and beliefs.

British Values:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect and tolerance of different faiths/beliefs (including those with none)

Diverse Futures' Commitment to Prevent

4. Diverse Futures is committed to:
 - Safeguarding all individuals from the risk of radicalisation and extremism.
 - Challenging extremist ideology and preventing environments in which it can thrive.
 - Providing support to individuals vulnerable to radicalisation.
 - Promoting British Values across all training programmes and employer settings.

Recognising Vulnerability to Radicalisation

5. There is no single profile of a person who is at risk. Staff must look for patterns of concerning behaviour. Indicators may include:
 - Social isolation or loneliness
 - Sudden behavioural or appearance changes
 - Becoming argumentative, intolerant, or unwilling to consider different viewpoints
 - Expressing extremist ideas
 - Secrecy or withdrawal from normal activities
 - Online engagement with extremist content
 - Possession of extremist material
 - Sympathising with extremist groups or causes
 - Using discriminatory or hateful language
 - Advocacy of violence
 - Known association with extremists
 - Attempts to recruit others
 - Emotional instability, grievances, or personal vulnerabilities

Staff should share **observations, not assumptions**, and report concerns immediately.

Roles and Responsibilities

6. The Designated Safeguarding Lead (DSL) Responsible for: Prevent strategy, referrals (including Channel), liaison with statutory services, risk assessments, and policy oversight.
 - a. The Safeguarding Team will support the DSL, advise staff, and monitor cases.
 - b. Learner-Facing Staff (Coaches, Tutors, Assessors) will complete mandatory Prevent training on induction and every 2 years. Promote British Values. Identify concerns and report them through safeguarding channels.
 - c. All Staff Must remain vigilant, recognise potential indicators, and report concerns promptly.

Key Strands of Activity

7. The Prevent Risk Assessment & Action Plan will be conducted and reviewed every 6 months, with actions monitored by the DSL.

Training & Awareness

- (a) Staff Training: Mandatory Prevent training on induction and every 2 years.
- (b) Learners: British Values embedded within curriculum; signposting provided; focus on critical thinking and online safety.
- (c) External Speakers & Events All external speakers must be risk-assessed to ensure they do not promote extremist ideologies. Staff must comply with the External Speakers Policy.

Online Safety Diverse Futures promotes safe digital practices by:

- (a) Ensuring learners and staff use approved platforms
- (b) Employing filtering and monitoring tools
- (c) Educating learners about online risks (grooming, propaganda, misinformation)

Reporting Concerns

8. Emergencies: Call 999 immediately (police, fire, ambulance), followed by internal safeguarding reporting.
 - (a) Internal Reporting: Use the Safeguarding Disclosure Form or email the safeguarding address.
 - (b) External Reporting: Concerns from outside Diverse Futures should be emailed to the safeguarding inbox.
 - (c) Safeguarding overrides all confidentiality and organisational hierarchy. Staff must not agree to keep safeguarding concerns secret.

Data Protection

9. All data must be handled in accordance with GDPR and Data Protection Act 2018. Sensitive information is shared only when necessary for safeguarding.

Policy Review

10. This policy will be reviewed every 6 months or sooner if legislation or statutory guidance changes.

Contact Details & Named Persons

Designated Safeguarding Lead	Claire Hearsey
Deputy Designated Safeguarding Lead	Robyn Brighton
Deputy Designated Safeguarding Lead	Ann-Marie Harrop

Prevent regions

[This form](#) should be used when requesting any guidance, advice or support from any of the RPECs below.

DfE regional Prevent education co-ordinators (RPECs) support and improve Prevent delivery in each region of England. These regions are:

- North-West (including Greater Manchester, Cheshire, Cumbria, Isle of Man, Lancashire, Merseyside)
- North-East (including West Yorkshire, Cleveland, Durham, Humberside, Northumbria, North Yorkshire, South Yorkshire)
- West Midlands (including West Midlands, Staffordshire, Warwickshire, West Mercia)
- East Midlands (including Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire)
- South-East (including Thames Valley, Hampshire, Kent, Surrey, Sussex)
- South-West (including Avon and Somerset, Devon & Cornwall, Dorset, Gloucestershire, Wiltshire)
- East-of-England (including Bedfordshire, Essex, Hertfordshire, Norfolk, Cambridgeshire, Suffolk)
- London

