PREVENT AND RADICALISATION POLICY

Proportionate safeguarding, critical thinking and appropriate referral

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027 | IMPACT AP

1 | PURPOSE AND SCOPE

Protect learners from being drawn into terrorism and respond to concerns proportionately. Applies to current AP, online learning, visitors and off-site activity. Kate leads safeguarding coordination, supported by Kirsty. Apply relevant legal and commissioning duties to actual provision status; do not treat Prevent as a reason for discriminatory surveillance.

2 | LOCAL RISK AWARENESS

Review relevant local safeguarding information and potential exposure through peers, online content, exploitation or unsafe visitors. Consider individual context and vulnerabilities without profiling by religion, ethnicity, political views or disability. Record the risks relevant to Impact and the practical controls, staff responsibilities and review points.

3 | STAFF KNOWLEDGE

Brief staff on recognising concerning changes, discussing worries respectfully and reporting through the DSL. Provide suitable Prevent awareness training and updates. Staff do not need to determine a person's ideology or investigate a suspected offence before raising a concern. Uncertainty should prompt advice, not private speculation or inaction.

4 | CURRICULUM AND DISCUSSION

Teach respectful disagreement, critical evaluation, online safety, rights and responsibility through suitable learning. Allow age-appropriate discussion of controversial issues with balanced, accurate resources and clear boundaries against threats or encouragement of violence. Do not equate lawful political debate, religious observance or criticism of government with radicalisation.

5 | ONLINE AND VISITOR CONTROLS

Use approved resources, appropriate filtering and monitoring and supervision. Check external speakers, content and activities for suitability before access to learners. Respond promptly to threatening or extremist material and preserve necessary evidence safely. No personal-device searches, covert monitoring or circulation of harmful content without lawful authority and appropriate advice.

6 | RECEIVING A CONCERN

Listen calmly, record facts and the learner's words and notify Kate or Kirsty promptly. Consider immediate safety, exploitation, abuse and other unmet needs. Do not promise secrecy, debate aggressively, demand confession or repeatedly question the learner. Safeguarding action must not depend on staff proving a terrorist motive.

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7 | ASSESSMENT AND REFERRAL

The DSL considers context and seeks relevant safeguarding or Prevent advice without delay. Use the current local authority/police referral route, recording advice and reasons. Call 999 for an immediate threat. Do not wait for governance meetings before urgent protection. Keep ordinary child-protection referrals running alongside any specialist consideration.

8 | SUPPORT AND CHANNEL

Where relevant agencies consider Channel support, cooperate through the applicable consent and safeguarding framework. Explain the process accessibly and avoid promises about acceptance or outcome. Continue suitable education and pastoral support and coordinate with commissioners and professionals. A referral is not a finding of criminality or proof that the learner is dangerous.

9 | CONFIDENTIALITY AND CONFLICTS

Share necessary information lawfully and keep restricted factual records. Involve families when appropriate and safe, following agency advice. Concerns about an adult or a conflicted leader also follow independent allegations routes. Report discriminatory handling or misuse of this policy through Complaints or Whistleblowing.

10 | REVIEW AND ASSURANCE

Review risk and controls annually and sooner after incidents or significant change. Monitor training, resource checks, advice, referrals and support outcomes with appropriate confidentiality. Governance receives proportionate assurance and anonymised themes. Use feedback to improve practice and ensure concern reporting remains supportive, fair and focused on protection.

11 | POLICY CONTROL AND REVIEW

Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Scheduled review: September 2027, or sooner after relevant changes, incidents or feedback. Record actual governance approval and implementation decisions and brief staff on their duties. These policy dates do not assert that approval, staff training or operational checks have already occurred. Use the Complaints or independent reporting route for concerns about implementation.

12 | SOURCES AND RELATED DOCUMENTS

Prevent duty guidance 2023; current local safeguarding/Prevent procedures; Impact Safeguarding and Online Safety policies.

gov.uk/government/publications/prevent-duty-guidance

Check current versions and apply according to Impact's legal and commissioning status.