

Prevent Policy

Version: 4

Effective date: March 2025

Prevent.docx

1. INTRODUCTION

1.1 The UK faces a range of potential terrorist threats, including religious extremism, far right extremism, animal rights extremism and some aspects of non-violent extremism.

1.2 The British Government definition of extremism is:

'The vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect of different faiths and beliefs. It also includes any calls for death of members of the armed forces.'

1.3 Extremist groups with violent tendencies are classified as terrorists. Terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.

1.4 The Prevent duty is intended to stop people from becoming terrorists or supporting terrorism. Prevent also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.

1.5 Prevent is one of the four elements of CONTEST, the Government's counter terrorism strategy.

1.6 The four elements are:

PREVENT: to stop people becoming terrorists or supporting terrorism

PURSUE: to stop terrorist attacks

PROTECT: to strengthen our protection against a terrorist attack

PREPARE: to mitigate the impact of a terrorist attack

1.7 This document is produced in accordance with the Prevent duty guidance¹ and outlines the MKCT response to that duty.

1.8 Prevent's objectives:

- Tackle ideological causes of terrorism

¹ [Prevent duty guidance: for England and Wales \(accessible\)](#) - GOV.UK (www.gov.uk) – updated March 2024.

- Intervene early to support people susceptible to radicalisation
- Enable people who have already engaged in terrorism to disengage and rehabilitate

1.9 The guidance recommends education settings consider ideology when delivering all aspects of Prevent. The guidance introduces a new theme² - 'Reducing Permissive Environments' to tackle the ideological causes of terrorism. For Further Education, this includes the existing considerations of having effective IT and visiting speaker policies, to reduce radicalising influences.

1.10 This guidance only applies to non-violent extremism where it can be reasonably linked to terrorism or could draw people into terrorism.

2. SCOPE AND AIM OF THE POLICY

2.1 This policy relates to the MKCT duty of care to non-military learners and apprentices, and actions we will take for concerns with respect to military personnel.

2.2 MKCT works in support of 1 RSME Regt. who retain the duty of care arrangements for the delivery of training to military staff. The 1 RSME Regt. Supervisor Care Directive takes precedence over this policy for soldiers.

2.3 MKCT recognises that staff and learners and some military personnel may be at risk from radicalisation. We will assess the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within other nearby schools, colleges and/or training providers.

² Prevent Duty Guidance - Further education and skills final (educateagainsthate.com) – released Sept 2023

2.4 On this basis, we have developed a strong culture of respect and a safe place of learning with our military colleagues, soldiers, other learners, staff, directors, and visitors. It is in this context that MKCT has considered its Prevent Duty and recognises the importance of working with all stakeholders to identify and safeguard all vulnerable people within MKCT and its areas of responsibility.

2.5 The Prevent duty is an integral part of our Safeguarding Policy and procedures and it is our duty to continue to safeguard our soldiers, other learners and staff by empowering them to protect themselves from harm.

2.6 Our Prevent strategy outlines how we will meet our statutory duty. It has the following key objectives:

- To promote our core values:
Collaborate through partnership.
Champion **Commitment** to learner success.
Invest in our **People**.
Innovate for tomorrow.
Be **Courageous** to embrace opportunities.
- To safeguard our soldiers, other learners and staff from the risk of radicalisation and empower soldiers, other learners and staff to protect themselves from harm.
- To support those at risk.
- To ensure that staff, soldiers, and other learners are aware of their responsibilities in preventing violent extremism.

2.7 In order to achieve these objectives, the strategy will concentrate on **four** areas:

Leadership and Values

2.8 To provide an ethos which upholds core values of shared responsibility and wellbeing for all learners, staff and visitors and promotes respect, equality, diversity inclusion and understanding. This will be achieved through:

- Promoting core values of respect, equality, diversity, inclusion, democratic society, learner voice and participation.

- Building staff and learner understanding of the issues and confidence to deal with them.

Teaching and Learning

2.9 To provide training that promotes knowledge, skills and understanding to build the resilience of individuals, by undermining extremist ideology and supporting the learner voice. Where relevant to the scope/requirement of our training delivery, this will be achieved through:

- Embedding equality, diversity and inclusion, wellbeing and community cohesion.
- Promoting wider skill development such as social and emotional aspects of learning.
- Use of external programmes or groups to support learning while ensuring that the input supports MKCT goals and values.
- Encouraging active citizenship and learner voice.

2.10 It is recognised that some staff and learners work remotely. The need for vigilance in respect of the Prevent agenda extends to remote engagements.

Learner Support

2.11 To ensure that staff are confident to take preventative and responsive steps. This will be achieved through:

- Implementing anti-bullying strategies and challenging discriminatory behaviour.
- Helping people understand how to access support within MKCT.
- Supporting at risk individuals through safeguarding processes.

Managing Risks and Responding to Events

2.12 To ensure that MKCT monitors risks and is ready to deal appropriately with issues which arise. It will do this through:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on MKCT.
- Understanding and managing potential risks within MKCT and from external influences.
- Responding appropriately to events in local, national or international news that may impact on learners and communities.
- Ensuring measures are in place to minimise the potential for acts of violent extremist within MKCT.
- Ensuring plans are in place to respond appropriately to a threat or incident in accordance with related policies.
- Developing effective ICT security and responsible user policies.

2.13 If staff have a concern about an individual who may be vulnerable to radicalisation, they are to immediately refer the matter to the Designated Safeguarding Lead.

2.14 If staff have a concern about a colleague vulnerable to radicalisation, they are to immediately refer the matter to the Senior People Business Partner or Designated Safeguarding Lead.

2.15 If a soldier has a concern about a fellow soldier or anyone else, they are to immediately refer their concerns through their military chain of command.

2.16 If a non-military learner has a concern about a fellow learner or anyone else, they are to immediately refer their concerns to their Programme Leader, Designated Safeguarding Lead, or any member of the Senior Leadership Team.

Reporting Prevent Referrals

2.17 All Prevent referrals are to be reviewed by the Designated Safeguarding Lead and, if the referral concerns a member of staff, the Senior People Business Partner.

2.18 In deciding what action is appropriate, there will be a discussion with the Kent Police Prevent Team. This discussion may lead to a formal referral through Kent Police who have a CHANNEL procedure in place.

2.19 The Police CHANNEL procedure is a partnership focused structure with the aim to support individuals and to protect them from harm, not only from radicalisation but also from involvement in drugs, knife, or gun crime.

Recording Prevent Referrals

2.20 All Prevent referrals, actions and outcomes will be kept securely by the Designated Safeguarding Lead, even if deemed 'a false alarm'.

2.21 Referrals will be documented and processed through the national Referral Form³.

3. DUTIES AND RESPONSIBILITIES

3.1 In order that the MKCT Prevent Policy is implemented at the heart of all training activities; that leaders and managers monitor any emerging risks related to Prevent and other safeguarding issues; and that staff are ready to deal appropriately with radicalisation issues; the Designated Safeguarding Lead, or Senior People Business Partner (staff related) will ensure:

- There is sufficient pastoral care, learning support and welfare support for all learners, especially for young people from ethnically diverse and socially and economically disadvantaged areas – **Soldiers and Learners**
- There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas – **Staff**
- All staff organising events and activities are proactively looking for any possibility or likelihood for learners or staff to have contact with or become involved in terrorism – **Events and Activities**
- Key staff and managers work in partnership with others (staff, director, the local authority, the local safeguarding board, the police, health professionals, Prevent professionals) to ensure learner and staff safety – **Partnership**
- There is effective IT security (including use of Wi-Fi) in place to filter and protect learners and staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites – **Security**
- Staff are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain learner and staff safety – **Training**

3.2 The above will be monitored through an Action Plan (Annex A).

³ At the time of the document update, the National Referral Form is still to be rolled out across the FE community.

4. ASSOCIATED POLICIES, STRATEGIES AND PROCEDURES

4.1 This policy should be read alongside our policies and procedures on:

Safeguarding
Quality
Complaint, Compliments and Appeals
Equality, Diversity, and Inclusion
Corporate Social Responsibility
Slavery & Human Trafficking statement
Bullying & Harassment
Recruitment
Combined Disciplinary
Data Protection
Combined Whistleblowing
Social media
Combined Staff Code of Conduct

4.2 For our work with military colleagues, the following policies and procedures are also relevant:

- Chatham Station Directives – Supervisory Care Directive
- Army Apprentice and Functional Skills Safeguarding
- Code of Practice for Trainers

5. KEY CONTACT DETAILS

Designated Safeguarding Lead – MKC Training

Jennifer Robertson

01634 822283 / jennifer.robertson@midkent.ac.uk

Department for Education

Dr Helene Morris

Dfe Regional Prevent Coordinator for South-East Counter-Extremism Division

Email: Helene.MORRIS@EDUCATION.GOV.UK

Desk: 02045 666324

Mobile: 07901 384401

Military safeguarding concerns for soldiers under training:

Duty Supervisory Care NCO – 0785 507 9207

Unit Welfare Officer – 0300 158 2154 or 07855 079084

Out of hours welfare support – 01634 822442 or 07855 079084

Other safeguarding concerns:

Medway Council Multi-Agency Safeguarding Hub (MASH) – Telephone 01634 334466

Kent County Council Safeguarding - Telephone 03000 41 11 11

Kent and Medway Out of Hours Social Services – Telephone 03000 41 91 91

Medway Local Authority Designated Officer (LADO) – 01634 331065

ANNEX A - Prevent Action Plan template

Organisation	MKC Training Services Ltd
Safeguarding Contact	Jen Robertson
Date last updated	April 2025
Date actions to be reviewed	
Next review due	April 2026

No.	Potential Prevent Vulnerability	Action Required / Evidence if in place	Who	When	RAG
1	Awareness	Mandatory training	All staff	Annual	
2	Safeguarding	Mandatory training	All staff	Annual	
3	IT systems	Cyber Essentials +	IT		
4	Security	DBS enhanced clearance, BPS security clearance	HR		
5	Events				
6	Communication	News feed comms, updates to LT	Designated Safeguarding Lead		
7	Funding & resources				
8	Policies & procedures	External facing policy	Designated Safeguarding Lead	Annual	
9	Information sharing / partnerships				
10	Dangerous substances / items				

11	Dealing with an incident				
12	Curriculum				

ANNEX B1 – Referral flowchart

Is there an immediate risk

Yes:

- Inform Designated Safeguarding Lead
- Inform SSO
- Report to Police via 101 or 999 depending upon the urgency
- Inform call handler that there is a counter-terrorism threat / risk
- Follow police instruction

All staff should consider

NOTICE

- Are you worried that someone is at risk of extremist behaviour or radicalisation?
- What are you noticing?
- If there is an immediate risk see the box to the left.

CHECK

- Record your concerns
- Notice any changed, or more visible behaviour
- Check with other staff (military or civilian)
- Are you aware of any potential influencers to radicalisation?

SHARE

- Inform the Designated Safeguarding Lead
- Designated Safeguarding Lead considers all information available to determine if there are indicators of a risk of radicalisation or support for terrorism
-

Making a referral

Designated Safeguarding Lead can make a Prevent Referral using the National Referral form.

[National Prevent Referral Form \(DOCX, 67.4 KB\).](#)

Once complete, email form to:
Prevent.referrals@kent.pnn.police.uk.

Following the referral:
Contact to discuss the referral may come from:

- Counter-Terrorism Police South East
- Neighbourhood Police

YES

NO

No referral made

Consider other safeguarding requirements

ANNEX B2 - Making a referral

For any direct reporting

If you have any immediate concerns about the welfare of anyone, contact the police, call 999.

To make a referral to Prevent, download and complete the [National Prevent Referral Form \(DOCX, 67.4 KB\)](#).

You can contact the police

- call 101 or [0800 789 321](#)
- [complete an online report for possible terrorist activity](#).

You can [report online material promoting terrorism or extremism](#).

When making any Prevent referral, the following points must be considered and included:

- How or why you came to be concerned.
- What happened if there was a specific event.
- The indicators that something is wrong.
- Any sympathetic interest in hate crimes, extremism or terrorism - including any extremist ideology, group or cause, support for 'school shooters' or public massacres, or murders of public figures.
- Any worrying use of mobile phone, internet or social media and how you found this out.
- Any contact with groups or individuals that cause you concern, including who and how often, and why you are concerned.
- Any expression of wanting to cause physical harm, or threats of violence, including who to, when and what was said or expressed.

- Any additional need, disability or special educational need, including what they are and if they're known or suspected.
- Any other safeguarding concerns about the family, peer group or environment
- Any discussions you've had with the learner, parent or carer (if under 18).
- The parental or carer support (if known and under 18).
- Why the referral is relevant to Prevent, for example, is there a presence or possible presence, of any terrorist or terrorism-linked ideology.
- What you are worried about, what may happen if the learner's needs are not met and how this will affect them.