The UK School of Professional Studies

Prevent Duty Policy

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Contents

1. Introduction: The Prevent Duty

1.1. This Prevent Duty Strategy sets out how The School of Professional Studies (SPS) will fulfil its statutory obligations under the Counter-Terrorism and Security Act 2015 (CTSA 2015) to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty"). The Prevent duty is a key part of the UK's counter-terrorism strategy CONTEST, and its overarching aim is to stop people from becoming terrorists or supporting terrorism, including by addressing the ideological causes of terrorism and supporting individuals who may be vulnerable to radicalisation.

1.2. The statutory guidance for England and Wales, issued under Section 29 of the CTSA 2015 and updated in 2023, applies to specified authorities and organisations that have a role in safeguarding and educating individuals. This Strategy reflects best practice and proportionate application of the Prevent duty guidance to our context, reinforcing our commitment to safeguarding students, staff and communities from risks associated with radicalisation and extremism.

1.3. This Strategy:

- Aligns with the statutory Prevent duty guidance for England and Wales and associated safeguarding obligations;

- Sets out our approach to identifying, assessing and mitigating risks of radicalisation in our training environment;

- Establishes leadership, staff responsibilities and training arrangements to ensure early identification of risk and appropriate support pathways;

- Promotes a safe and inclusive learning environment that respects freedom of expression within the law and fosters resilience to extremist influences.

2. Safeguarding

2.1. SPS recognises that the Prevent duty forms an integral part of our wider safeguarding responsibilities. Safeguarding is defined as the action we take to promote the welfare of learners, protect them from harm, and ensure they can learn in a safe and supportive environment. This includes protecting students from the risk of being drawn into terrorism or extremist ideology.

2.2. In line with the Counter-Terrorism and Security Act 2015 and the statutory Prevent duty guidance for England and Wales, we acknowledge that radicalisation is a safeguarding

concern and that individuals of any age, background or circumstance may be vulnerable. As a training provider working primarily with adult students, we adopt a proportionate, risk-based approach that reflects the nature of our provision, learner profile and learning environments.

2.3. Prevent considerations are embedded within our overarching safeguarding framework and operate alongside our Safeguarding Policy, Safer Recruitment Policy, Equality and Diversity Policy, and Behaviour and Conduct expectations. This integrated approach ensures that concerns relating to radicalisation or extremism are identified early and addressed appropriately, consistently and sensitively.

2.4. The Designated Safeguarding Lead (DSL) also holds responsibility for Prevent oversight, acting as the main point of contact for Prevent-related concerns. All staff, associates and contractors are responsible for:

- Remaining vigilant to indicators of vulnerability to radicalisation;

- Creating a learning environment that promotes respect, inclusion and lawful freedom of expression;

- Reporting concerns promptly in line with safeguarding and Prevent procedures

3. Embedding British Values

3.1. SPS is committed to promoting and embedding British values as part of our wider safeguarding and Prevent duty responsibilities. In accordance with the Counter-Terrorism and Security Act 2015 and the statutory Prevent duty guidance for England and Wales, we recognise that promoting British values supports students to develop resilience to extremist narratives and contributes to a safe, inclusive and respectful learning environment.

3.2. The fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs are actively promoted through our organisational culture, policies and learning activities. These values underpin our approach to learner engagement and behaviour and are consistent with our commitment to equality, diversity and inclusion.

3.3. British Values are embedded across our provision through student induction, curriculum delivery, staff conduct, and organisational policies. These values support resilience to extremist narratives and contribute to a safe, inclusive, and respectful learning environment.

3.4. **Democracy** – Students are encouraged to engage in open discussion, express views, and participate in decision-making where appropriate. Opportunities are provided for students to give feedback on their learning experience through surveys and review mechanisms.

3.5. **Rule of Law** - Students are made aware of key policies such as safeguarding, Prevent, behaviour expectations, equality and diversity, and health and safety. These are reinforced throughout the programme to ensure students understand acceptable conduct, legal responsibilities, and the consequences of unlawful or harmful behaviour.

3.6. **Individual Liberty** - We encourage students to express their views and beliefs, while ensuring that these do not undermine the rights, safety, or freedom of others. Appropriate support and guidance are provided where students may be vulnerable, in line with our safeguarding and Prevent referral processes.

3.7. **Mutual Respect and Tolerance** - We promote mutual respect and tolerance of different faiths, beliefs, cultures, and lifestyles, reflecting the diverse nature of British society and modern workplaces. Discrimination, harassment, or extremist behaviour is not tolerated. Students are encouraged to challenge stereotypes and prejudice respectfully, helping to build resilience against extremist ideologies.

3.8. **Staff Responsibility and Training** - All staff understand their role in preventing radicalisation and receive appropriate Prevent training to recognise signs of vulnerability, challenge extremist views proportionately, and respond through safeguarding procedures.

3.9. **Risk Awareness and Safeguarding** - We adopt a risk-based approach in line with Prevent Duty guidance, recognising that students may face external influences both online and offline. Concerns related to extremism or radicalisation are managed through established safeguarding procedures and, where appropriate, referrals are made in line with local Prevent and Channel arrangements.

3.10. **Monitoring and Review** - The effectiveness of embedding British Values is monitored through quality assurance processes, student feedback, staff observation, and policy review.

4. External Speakers and Events

4.1. SPS ensures that external speakers and events do not undermine the values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.

4.2. This policy applies to all external speakers, guests, employers, partners, and organisations engaged in learning activities, whether delivered face-to-face or online.

4.3. All external speakers and events must be subject to a proportionate risk assessment prior to approval. This includes consideration of the background and reputation of the speaker or organisation, purpose of the event and any previous concerns, affiliations, or publicly available information that may indicate extremist views.

4.4. Where appropriate, speakers will be informed in advance of the standards expected and may be asked to provide an outline of content or materials. External speakers are required to act in accordance with our safeguarding, Prevent, equality and diversity, and behaviour policies and avoid promoting any views which undermine British Values.

4.5. All external speaker events must be appropriately supervised by a member of staff. Online events must be delivered using approved platforms and monitored in the same way as face-to-face sessions.

4.6. SPS staff are also responsible, within reason, for the conduct of their events whilst on the premises: for example, they must ensure that external speakers do not:

- incite hatred, violence or call for the breaking of the law

- encourage, glorify, or promote any acts of terrorism including individuals, groups or organisations that support such acts

- gather donations for any external organisation or cause without express permission of SPS to do so

4.7. Any concerns arising before, during, or after an external speaker event must be reported immediately to the Designated Safeguarding Lead (DSL). Concerns will be recorded and managed through established safeguarding processes and, where appropriate, referred in line with local Prevent and Channel arrangements.

5. Partnership

5.1. SPS recognises that effective delivery of the Prevent Duty relies on strong partnership working with a range of external agencies and stakeholders. We are committed to working collaboratively to safeguard students from the risk of radicalisation and extremism.

5.2. We actively engage with relevant local Prevent partnerships, including:

- Local authority Prevent teams

- Regional Prevent coordinators

- Police Prevent / Counter Terrorism Policing representatives

- Channel panels, where appropriate

Channel

5.3. 'Channel' is the safeguarding process which takes a multi-agency case management role in managing the risk of those who have been or are at harm of becoming radicalised. Regional

Channel Coordinators are responsible for providing support and expert advice to all police forces and local authorities across the region. The Designated Prevent Lead (DPL) will discuss cases referred to them as Prevent concerns, and where appropriate the Regional Channel Coordinators, and decide whether it is appropriate for SPS to refer the case to Channel.

6. Risk Assessment and Action Plan

6.1. As with other training providers, SPS is required to carry out a risk assessment of where and how its students and staff are at risk of being drawn into violent extremism. This includes exposure to an environment of non-violent extremism that may foster acceptance or encouragement of violent extremism.

6.2. In carrying out this Risk Assessment, the following are considered:

- Institutional policies

- Policies and procedures regarding the campus and student welfare, including equality and diversity and the safety and welfare of students and staff

- IT policies

- Policies and procedures concerning the physical management of the School estate, including policies and procedures for events held by staff, students or visitors and relationships with external bodies and community groups

- Staff, student and board members' training and knowledge of the Prevent duty

- Partnership and leadership

- External speakers and events

- Freedom of speech

- Staff training

- Welfare and pastoral care/chaplaincy support

- Student Unions/ organisations

6.3. An associated Prevent Action Plan is maintained to address risks identified through an assessment. The action plan:

- Sets out clear actions, timescales, and named responsibilities

- Identifies success measures or outcomes

- Is aligned with safeguarding, IT, staff training, and quality assurance processes

6.4. Actions may include, but are not limited to:

- Staff Prevent awareness training and refreshers

- Updates to policies and procedures

- Strengthening IT filtering, monitoring, or online safety arrangements

- Learner awareness and welfare initiatives

- Partnership engagement with local Prevent or safeguarding teams

6.5.   The Prevent Risk assessment and action plan can be reviewed and amended if there are significant changes to provision or delivery method, a serious safeguarding/ prevent related issue or significant updates to guidance/ regulations.

7.   Reporting Process

7.1.   Prevent concerns can be raised by any staff member or student by speaking in confidence to your campus Designated Safeguarding Officer (you can ask the Student Support team if you don't know who this is), or the Dean; contact information can be found here:

- Zerka Sahak

- Zerka.sahak@schoolofprofessionalstudies.co.uk
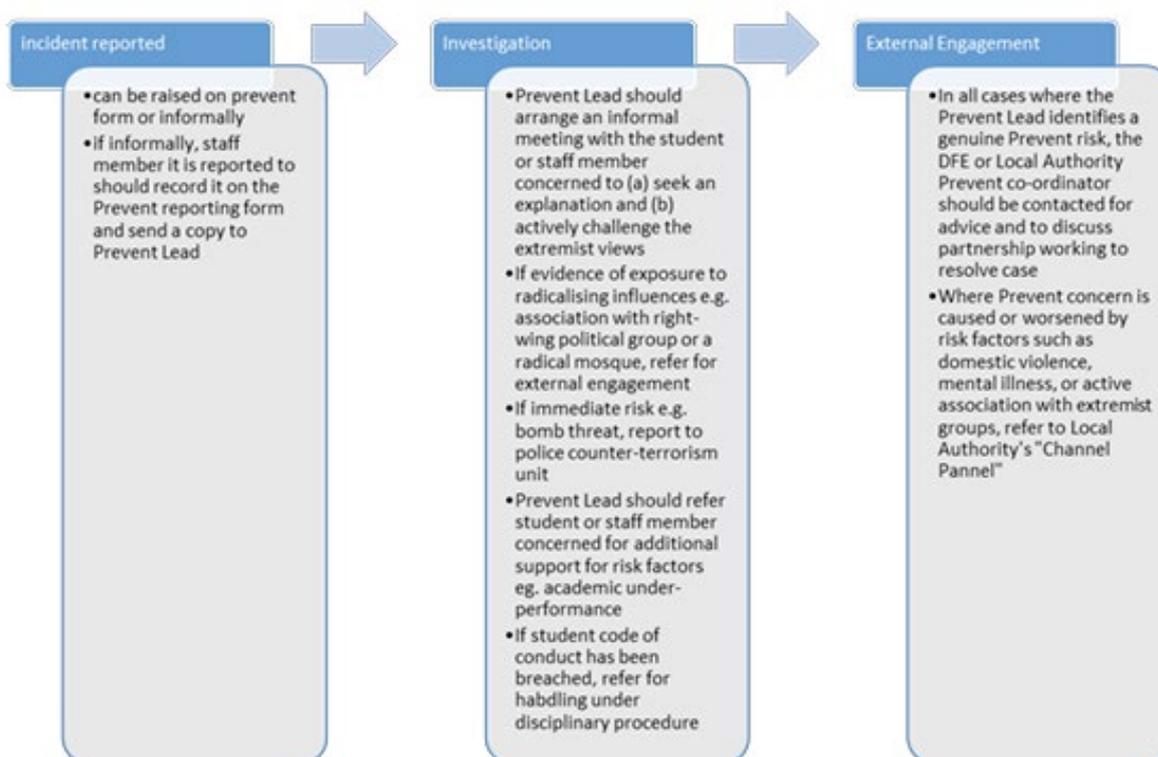
- 020 8774 1150 (9am – 6pm)

7.2.   Alternatively, staff or students may approach the Prevent Leads in person for a discreet meeting or raise Prevent concerns in the course of disciplinary, complaints/grievance or safeguarding procedures. IT may also refer Prevent concerns through this procedure as a result of a firewall alert.

7.3.   A disciplinary matter or complaint will automatically be referred to the DPL where it reveals a potential Prevent concern – e.g. identity fraud or excessive absences that raise concerns about who a student is associating with, or complaints/disciplinary issues concerning racist/ homophobia/ Islamophobia/ anti-Semitism. Disciplinary/ grievance/ complaints meetings in such cases will usually be chaired by the DPL or Campus Prevent Lead.

7.4.   Where a Prevent concern is raised with a Prevent Lead, they should arrange an informal meeting with the student or staff member who is the subject of the concern, in order to get an explanation and to challenge any extremist views. This meeting should take place within 10 working days from the day when the report is received.

7.5.   The key responsibility of the Prevent Lead in investigating a Prevent case is to (a) identify the underlying cause or explanation for the behaviour, (b) challenge the extremist views and (c) identify whether the student or staff member needs to be referred for additional support or to the Channel.

7.6.   Where, as in most Prevent cases, there is an overlap with safeguarding or the general welfare of the student or staff member concerned, the Designated Safeguarding Officer should be consulted and should attend the meeting.

7.7.   Where the informal meeting identified a genuine Prevent risk, the Prevent Lead should contact the Local Authority Coordinator or DfE Regional Coordinator for advice on how to proceed and to notify them of the incident. Where appropriate, a Channel Referral should be made through the Local Authority Designated Officer.

7.8.   Prevent risks should be treated primarily as a welfare and safeguarding issue, rather than a disciplinary one. However, where there is an imminent terrorism threat, violence, or illegal activity, the Police should be called on the Counter-Terrorism hot-line or 999.

7.9.   Suspension and student or staff disciplinary processes should only be used where the Prevent case is genuinely violent, disruptive or poses an immediate risk of radicalisation for other staff or students, for example where:

- The bullying is motivated by extremist ideology

- The person in question is preaching or otherwise disseminating extremist materials on campus

- The violence is motivated by extremist ideology

- The person in question is accessing extremist material from SPS computers

Incident reported	Investigation	External Engagement
• can be raised on prevent form or informally • if informally, staff member it is reported to should record it on the Prevent reporting form and send a copy to Prevent Lead	• Prevent Lead should arrange an informal meeting with the student or staff member concerned to (a) seek an explanation and (b) actively challenge the extremist views • If evidence of exposure to radicalising influences e.g. association with right-wing political group or a radical mosque, refer for external engagement • If immediate risk e.g. bomb threat, report to police counter-terrorism unit • Prevent Lead should refer student or staff member concerned for additional support for risk factors eg. academic under-performance • If student code of conduct has been breached, refer for habdling under disciplinary procedure	• In all cases where the Prevent Lead identifies a genuine Prevent risk, the DFE or Local Authority Prevent co-ordinator should be contacted for advice and to discuss partnership working to resolve case • Where Prevent concern is caused or worsened by risk factors such as domestic violence, mental illness, or active association with extremist groups, refer to Local Authority's "Channel Pannel"

8.   Training and Awareness

8.1.   SPS is required as part of its Prevent Duty to ensure all staff are aware of their responsibilities under the Prevent Duty to report concerns and to embody and promote fundamental British values. SPS also raises awareness of Prevent amongst its students through presentations at their induction and webinars.

8.2.   Line managers and staff in key Prevent related roles (Prevent Leads, Security, HR, Designated Safeguarding Officers, Student Support, and the Work Placements Officers) must undertake 'WRAP' training provided online and prove this by providing their certificate of completion.

8.3.   In addition to the formal external training above, staff are given an annual refresher presentation at the Staff Development Training Day covering the following key topics:

- What is Prevent

- Indicators of vulnerability to radicalisation

- The process of radicalisation

- External speaker screening process

- internal reporting processes and key contacts

9. Welfare and Pastoral Care

9.1. SPS is committed to promoting the welfare, wellbeing, and personal development of all students. We recognise that effective welfare and pastoral support plays a vital role in reducing vulnerability to radicalisation and extremism and is therefore a key component of our Prevent Duty responsibilities.

9.2. We provide an inclusive learning environment in which students feel safe, respected, and supported. Welfare and pastoral care arrangements are designed to:

- Promote student wellbeing, resilience, and confidence

- Support students to manage personal or social, challenges that may affect engagement or progression

- Encourage positive relationships, mutual respect, and shared values consistent with equality, diversity, and inclusion

9.3. Students are encouraged to raise concerns about their own wellbeing or that of others and are supported to do so without fear of stigma or discrimination.

9.4. Where concerns are identified, appropriate pastoral support is offered at an early stage and this may include one to one support, referral to internal welfare or safeguarding support, and signposting to external services where appropriate.

9.5. Welfare concerns are handled with due regard to confidentiality and data protection. Information is shared only where necessary to safeguard the student or others and in line with legal and safeguarding requirements.

9.6. Students are made aware of how to access welfare and pastoral support, who to contact if they have concerns about their own wellbeing or that of others, and the students role in contributing to a safe, respectful, and supportive learning environment.

10. IT Facilities and Online Safety

10.1. SPS recognises that access to digital technology and online learning environments is essential to the delivery of our courses. We also recognise that online spaces can present risks, including exposure to extremist, radicalising, or harmful content. We therefore take a proactive and proportionate approach to online safety as part of our wider safeguarding and Prevent Duty responsibilities.

10.2. Where we provide access to IT systems, devices, or online platforms, these are intended to support learning and professional development.

10.3. Staff and students are required to:

- Use IT facilities for legitimate educational purposes

- Comply with relevant policies, including safeguarding and Prevent

- Refrain from accessing, sharing, or promoting extremist or harmful material

10.4. Reasonable steps are taken to ensure that IT systems and networks used for learning are appropriately filtered and monitored.

10.5. Filtering systems are designed to restrict access to extremist, terrorist, and harmful content.

10.6. Monitoring arrangements are proportionate and focused on safeguarding and student welfare, rather than routine surveillance.

10.7. Any concerns identified through monitoring are reviewed by authorised staff and managed in accordance with safeguarding procedures.

10.8. Online platforms are moderated to ensure they remain safe and respectful learning environments.

10.9. Staff monitor discussion forums, chats, and collaborative spaces where appropriate and inappropriate, offensive, or extremist content is addressed promptly.

10.10. Concerns are escalated to the DSL/DPL in line with safeguarding and Prevent procedures.

11. IT Monitoring and Enforcement

11.1. IT monitoring and enforcement arrangements form part of our wider safeguarding and Prevent Duty responsibilities and are applied in a lawful, transparent, and proportionate manner.

11.2. Monitoring is focused on identifying risk and promoting welfare, not on routine or intrusive surveillance of individuals.

11.3. Monitoring may include, where appropriate:

- Use of network and platform logs

- Alerts generated by filtering or security systems

- Review of content shared on SPS-managed learning platforms

- Investigation of reported concerns or incidents

11.4. SPS is transparent about its approach to IT monitoring. Staff and students are informed that use of organisational IT systems may be monitored for safeguarding, security, and Prevent

purposes. This information is communicated through policies such as the Acceptable Use Policy, student induction, and staff training.

11.5. Where monitoring identifies potential misuse of IT systems or concerns relating to online safety or Prevent, the matter is reviewed promptly and proportionately. The DSL is informed where there is a safeguarding or Prevent-related concern and appropriate action is taken in line with safeguarding procedures.

11.6. Misuse of IT facilities, including accessing, creating, or sharing extremist or harmful material, is taken seriously.

- Alleged breaches are investigated fairly and consistently.

- Actions taken may include restricted access to IT systems, additional support or training, or disciplinary procedures, depending on the nature and severity of the issue.

- Prevent-related concerns are managed as safeguarding matters rather than disciplinary issues, unless there is clear evidence of deliberate or repeated misuse.

11.7. All monitoring and enforcement activity is conducted in accordance with data protection legislation and SPS data handling policies.

11.8. Information is accessed only on a need-to-know basis, records are stored securely and retained only for as long as necessary, and information is shared externally only where lawful and necessary to safeguard individuals or the wider community.

Appendix A: Legal Framework

Children and young people continue to make up a significant proportion of Channel cases, and in recent years there have been concerns regarding increased numbers of learners being arrested for terrorism-related offences.

Educators are often in a unique position, through interacting with learners on a regular basis, to be able to identify concerning behaviour changes that may indicate they are susceptible to radicalisation. Settings should not only be alert to violent extremism but also non-violent extremism, including certain divisive or intolerant narratives which can reasonably be linked to terrorism. Educate Against Hate and GOV.UK Prevent duty training provide further information on extremist narratives.

Education settings that are subject to the Prevent duty should understand these requirements as part of their wider safeguarding and welfare responsibilities. For schools and colleges, this guidance should be read alongside relevant safeguarding guidance. In England, this includes 'Working together to safeguard children' and 'Keeping children safe in education' In Wales, it should be read alongside 'Keeping learners safe'

The Department for Education has also published supporting advice for schools and further education settings on managing the risk of radicalisation in their education setting.

Compliance with the Prevent duty will reflect existing good practice on safeguarding. For example, it will ensure susceptibility to radicalisation is incorporated into safeguarding training, policies and risk assessments. It is not anticipated that compliance will result in additional burdens on settings.

This guidance uses the term 'setting' to refer to all education providers who are specified authorities subject to the Prevent duty, and the term 'learner' to refer to pupils and students across all phases of education provision.

The full Statutory Prevent Duty Guidance can be found here: Prevent duty guidance: for England and Wales (accessible) - GOV.UK

Appendix B: Related Policies

This Prevent Policy should be read in conjunction with the following organisational policies and procedures.

- Data Protection Policy

- Equality, Diversity and Inclusion Policy

- Health and Safety Policy

- Online Safety Policy

- Safeguarding Policy

- Safer Recruitment Policy

- Whistleblowing Policy

Version History

Version	Changes	Date	Approved by:
1.0	First Approved versions	July 2025	Board of Governors