



Prevent Policy

Version 7

Directorate:	Poplar HARCA - Communities and Neighbourhoods Trust - Employment and Training Services
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This Policy applies to the Employment and Training Services of the Community and Neighbourhood (CaN) Trust which is a subsidiary charity of Poplar HARCA. The policy will be reviewed on an annual basis. Poplar HARCA reserves the right to amend this policy, following consultation, where appropriate.

Date last updated:	November 2025
Date of next review:	November 2026

1. Introduction

Prevent is part of a Government initiative to develop a robust counter terrorism programme – CONTEST. The UK faces a range of terrorist threats. All the terrorist groups who pose a threat to us seek to radicalise and recruit people to their cause. The Prevent strategy seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views
- Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which needs to be addressed, including education, criminal justice, faith, charities, the internet and health

The PREVENT duty, which requires the Education sector to have "due regard to the need to prevent people from being drawn into terrorism", supporting terrorism or being drawn into non-violent extremism. This is extended to Employers when working with learners. Our

expectation is that all employers with whom we work have shared ethos to keep learners safe. Our policies are available to both new staff and learners at initial induction and when relevant changes occur.

2. Counter-Terrorism and Security Act

[Prevent duty guidance: England and Wales \(2023\) - GOV.UK](#)

Section 26 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies ("specified authorities" listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This guidance is issued under section 29 of the Act. The Act states that the authorities subject to the provisions must have regard to this guidance when carrying out the duty.

Guidance is issued under Section 29 of the Act:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

Purpose of Prevent

- Prevent aims to safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities
- It also aims to support institutions, such as schools, colleges and universities where this may happen
- All frontline staff have a responsibility to report any instances where they think they have identified a Safeguarding issue to their Designated Safeguarding Lead

Responsibilities

All staff have a legal responsibility under the Prevent Duty to make sure that:

- They have undertaken training in the Prevent Duty as identified by their management
- They are aware of when it is appropriate to refer concerns about learners to the Prevent officer, usually the provider's Safeguarding officer
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice

The Prevent Strategy will specifically:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support and work with sectors and institutions where there are risks of radicalisation which we need to address

3. What is CONTEST?

CONTEST (2023) is the United Kingdom's counter-terrorism strategy. The aim of the strategy is "to reduce the risk to the UK and its interests overseas from terrorism so that people can go about their lives freely and with confidence."

CONTEST has four strands, often known as the four Ps. The aims of the 4 Ps are:

- **PREVENT** - to stop people becoming terrorists or supporting violent extremism
- **PURSUE** - to stop terrorist attacks through disruption, investigation and detection
- **PREPARE** - where an attack cannot be stopped, to mitigate its impact
- **PROTECT** - to strengthen against terrorist attack, including borders, utilities, transport infrastructure and crowded places.

[Counter-terrorism strategy \(CONTEST\) 2023 - GOV.UK](#)

4. What is Extremism?

The Government has defined extremism as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs". This also includes calls for the death of members of the British armed forces.

5. What is Terrorism?

An action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes with or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

6. What is radicalisation?

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified.

Potential indicators include:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

7. What is Channel?

Section 38 of the CT&S Act places a duty on local authorities to ensure that a Channel panel is in place for their area. This should constitute a single panel, with a single chair, covering the needs of adults and children, except in instances where combined arrangements have been agreed. The local authority Channel chair and panel members should have confidence that their arrangements are appropriate to cater for the unique vulnerabilities associated with those who may be drawn into or support terrorism.

[Channel Duty Guidance: Protecting people susceptible to radicalisation](#)

8. Identifying individuals vulnerable to risk of radicalisation

There is no single way of identifying who is likely to be vulnerable to being drawn into terrorism. Factors that may have a bearing on someone becoming vulnerable may include:

- peer or family pressure
- influence from other people or via the internet
- bullying
- being a victim or perpetrator of crime
- anti-social behaviour
- family tensions
- hate crime
- lack of self-esteem or identity
- personal or political grievances

All Channel Case Officers and local authorities should develop effective links between services, such as the education sector, social services, health, children's and youth services, offender management services and credible community organisations, so services are well placed to identify and refer individuals vulnerable to being drawn into terrorism with whom they have contact. Channel Case Officers and local authorities should use their networks to highlight the importance of protecting those who are susceptible to being drawn into terrorism and to raise

awareness about how Channel can offer support.

Details of available training for practitioners are provided in Section 7 of the guidance.

It is not expected that panel members, or professionals making a referral, should be experts in terrorism or radicalisation, however, they should be experienced practitioners in their own field. When assessing the vulnerabilities and risks of an individual being drawn into terrorism offending of any kind, consideration should be given to contextual safeguarding principles, and the full range of relevant indicators, influencing factors and relationships that may have an impact on an individual's level of risk and vulnerability at any given time. This may include direct contact with extremists, community, family influences or the influence of wider networks, such as materials sourced via online or social media platforms. Alignment and coordination with other support structures, available to address wider safeguarding needs (e.g. Multi-Agency Risk Assessment Conference (MARAC) or child in need), should be considered by the panel.

9. Risk

Risk is a theme that runs through the entire Channel process – risk to the individual, risk to the public, and risk to partners or organisations providing support to the individual

In assessing the terrorism vulnerability, consideration should be given to:

- the risk posed to the individual of being radicalised and exploited
- wider vulnerabilities and needs of the individual

10. Implementation

The successful delivery of Prevent is dependent on the engagement of national, regional and local partners across multiple sectors, including the community and voluntary sector. Public sector frontline staff have been identified as a key group that can make an important contribution to the identification and referral of individuals who may be vulnerable to being drawn into terrorism as a consequence of radicalisation.

Safeguarding and promoting the welfare of children, young people and adults is everyone's responsibility.

[Keeping children safe in education 2025](#)

Safeguarding partners have a statutory duty to work with relevant appropriate agencies within their locality to safeguard and protect children.

A safeguarding partner in relation to a local authority area in England is:

1. the local authority

2. a clinical commissioning group for an area any part of which falls within the local authority area
3. the chief officer of police for an area any part of which falls within the local authority area.

All three safeguarding partners have equal responsibility for fulfilling the role and for selecting the relevant agencies they will work with to safeguard and protect children in each locality, and to publish their local arrangements.

It is imperative that Prevent referrals are considered by the local authority and panel partners alongside their work to safeguard vulnerable individuals. Key links should be established with social services and other panel partners to ensure that an individual receives the most appropriate support available. Where a child or an adult is in receipt of social care support, as well as support through Channel, the social worker relevant to that local authority should be present at the panel and be involved in all decisions. Channel can run in tandem with, but must not be replaced by, other safeguarding meetings where safeguarding thresholds have been met.

11. Referral

Prevent referrals are often likely to be made in the first instance by individuals who come into contact with those who appear to be at risk of being drawn into terrorism, usually following a degree of deliberation on the part of the referrer. Individuals making a referral should follow the 'Notice, Check, Share' procedure before making a referral to the police.

'Notice, check, share' is the initial procedure applied when there is a concern that someone might be at risk of radicalisation. Details are provided in the Home Office training accessed here:

[Prevent duty training: Learn how to support people susceptible to radicalisation | Prevent duty training](#)

Local referral routes may include submission via local authority mechanisms, however, all Prevent referrals will be forwarded to police. All Prevent referrals are triaged in the first instance by specialist police officers and staff. These officers determine whether there is reasonable cause to suspect that an individual is vulnerable to being drawn towards any terrorism offences, and therefore appropriate for support through Prevent. This 'gateway assessment' draws upon police databases and other resources to determine the level of vulnerability and risk around the referred individual, and whether the referral/ case will move into (or out of) Prevent. After this gateway assessment, the primary route for individuals identified as having Prevent relevant vulnerabilities is support through local authority-led, multi-agency Channel panels. After the gateway assessment, individuals whom the police reasonably suspect pose a serious or imminent risk of terrorism offending, are unlikely to be

signposted onwards for support through Channel.

12. Vulnerability assessment framework

The assessment framework involves three dimensions: engagement, intent and capability, which are considered separately.

- Engagement with a group, cause or ideology.
 - Engagement factors are sometimes referred to as ‘psychological hooks’. They include needs, susceptibilities, motivations and contextual influences and together map the individual pathway into terrorism
- Intent to cause harm.
 - Not all those who become engaged by a group, cause or ideology go on to develop an intention to cause harm, so this dimension is considered separately. Intent factors describe the mindset that is associated with a readiness to use violence and address what the individual would do and to what end.
- Capability to cause harm.
 - Not all those who have a wish to cause harm on behalf of a group, cause or ideology are capable of doing so, and plots to cause widespread damage can take a high level of personal capability, resources and networking to be successful. What the individual is capable of is therefore a key consideration when assessing risk of harm to the public.

13. Vulnerability support hubs

The hubs use a formulation-based approach to jointly triage referrals (police and health) to rate the concern and urgency of each case based on the referral information and clarify whether individuals are known to mental health services. The Hub provides early assessment of an individual’s mental health and psychological needs, which may impact on levels of risk, inform the vulnerability assessment and aid the development of Channel support plans.

14. Responsibilities and mitigating risk

Section 26(1) of the Counter-Terrorism and Security Act 2015 (“the Act”) imposes a duty on “specified authorities”, when exercising their functions, to have due regard to the need to prevent people from being drawn into terrorism. There is an important role for further education institutions, including sixth form colleges and independent training providers, in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

The Employment and Training department incorporates risk to the service as part of the corporate risk register and has created a specific one relating to Safeguarding and Prevent and includes, as elements the duties relating to preventing people being drawn to terrorism and the risk of radicalisation. The Audit and Risk Committee monitors the Risk Register and all risks are reported to Poplar HARCA's Board and considered on a regular basis.

The Employment and Training Team has completed a Prevent risk assessment to review where and how students/staff might be at risk or drawn into terrorism or extremist groups, identifying actions to be taken and measures already in place.

It is a condition of funding that all further education and independent training providers must comply with relevant legislation and any statutory responsibilities associated with the delivery of education and safeguarding of learners.

[Prevent duty guidance: England and Wales \(2023\) - GOV.UK](#)

We share this with employers we work with. Our expectation is that all employers with whom we work have a shared ethos of keeping our learners safe. This policy can be viewed on our website.

All staff have a legal responsibility under the Prevent Duty to make sure that:

- They have undertaken training in the Prevent Duty as identified by their management
- They are aware of when it is appropriate to refer concerns about learners to the DSL
- They exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into their practice

It is our responsibility to protect learners and employees from radicalising influences. We do this by building learners' and employee's resilience to extreme narratives during our curriculum and ensuring this is embedded within the full learning journey. During support and supervision, we identify any vulnerabilities or worrying changes in behaviour and know what to do if we have concerns about an apprentice or employee. Our close communication with Employers ensures this ethos and commitment is shared as it is crucial for all education establishments and employers to be involved in the Prevent strategy. Poplar HARCA/CaN Trust has a part to play in fostering shared values and promoting cohesion. We focus on the risks of violent extremism, which represents the greatest threat at the national level while recognising that other forms of violence and extremism may manifest themselves within the organisation and other training settings.

The Prevent Strategy has five key objectives:

1. To promote and reinforce shared values; to create space for free and open debate, and to listen and support the learner's voice.

2. To break down segregation among different learner communities including by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners in playing a full and active role in wider engagement in society
3. To ensure learner safety and that all learners' are free from bullying, harassment and discrimination
4. To provide support for learners who may be at risk with appropriate sources of advice and guidance
5. To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism.

In order to achieve these objectives, our strategy will concentrate on four areas:

Leadership and Values

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

- Promoting core values of respect, equality and diversity, democratic society, learner voice and participation
- Building staff and learner understanding of the issues and confidence to deal with them
- Deepening engagement with local communities
- Actively working with local schools, local authorities, police and other agencies

Teaching and Learning

To provide a curriculum which promotes knowledge, skills and understanding to build the resilience of learners, by undermining extremist ideology and supporting the learner's voice. 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
- A curriculum adapted to recognise local needs, challenge extremist narratives and promote universal rights
- Encouraging active citizenship/participation and learner's voice

Learner Support

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities. This will be achieved through:

- Establishing strong and effective learner support services
- Listening to what is happening within the organisation and the community
- Implementing anti-bullying strategies and challenging discriminatory behaviour

- Helping learners and staff know how to access support from the Employment and Training team or through community partners
- Supporting at-risk learners through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all learners

Managing Risks and Responding to Events

To ensure that the Employment and Training Team monitor risks and are 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 the service
- Understanding and managing potential risks within the service 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 the service i.e. Safeguarding and Prevent risk assessment
- Ensuring plans are in place to respond appropriately to a threat or incident
- Developing effective ICT security and responsible user policies

See, Check and Notify (Hostile Reconnaissance)

See, Check and Notify (SCaN) aims to help businesses and organisations maximise safety and security using their existing resources. It recognises that people are the biggest advantage in preventing and tackling a range of threats, including criminal activity, unlawful protest and terrorism.

SCaN training empowers staff to correctly identify suspicious activity and know what to do when they encounter it. In addition to this, the skills staff learn will help them to provide an enhanced customer experience. It helps ensure that individuals or groups seeking to cause your organisation harm are unable to get the information they need to plan their actions.

For further information visit - [See, Check and Notify \(SCaN\) | Public Premises & Events | NPSA](#)

Stay Safe (Run Hide Tell)

Attacks in the UK and abroad remind us all of the terrorist threat we face. Police and security agencies are working tirelessly to protect the public, but it is also important that communities remain vigilant and aware of how to protect themselves if the need arises.

National Counter Terrorism policing is providing advice to the public on the steps they can take to keep themselves safe in the rare event of a firearms or weapons attack.

The police service has released the short public information film called 'Stay Safe: Firearms and Weapons Attack' which sets out the key options for keeping safe should the worst happen.

The video can be accessed via the following link - [STAY SAFE](#)

The film advises those who get caught up in an incident to 'run, hide and tell' - guidance which can be applied to any place. We know that from case studies and real life testimony based on the experiences of people who have survived attacks the advice given in the film has saved lives.

Action Counters Terrorism (ACT) E-Learning

The international award-winning ACT E-Learning was developed in partnership with retail giant Marks and Spencer and Highfields Learning. The interactive course, which is available to companies or private individuals, takes just 45 minutes to complete and can be done all in one go or in short modules.

It provides an overview of the current threat, explains how to spot the signs of suspicious behavior and what to do to help yourself, others, and the emergency responders if an attack should take place. Learners undertaking courses such as SIA Door Supervisor course are required to undertake this course. By providing our learners access to this course, we aim for them to be more informed and better prepared in the event of an incident.

To log on and learn, visit <https://ct.highfieldlearning.com/>

ACT App – Quarter of a million now plugged in to security advice

The ACT App is available to organisations across the UK to access up to date security information and guidance from the National Counter Terrorism Security Office.

The ACT App, provides organisations with access to the latest CT Policing information & guidance:

- Access accurate & trustworthy alerts and information directly from CT Policing:
 - Instant Messages should an incident occur
 - UK Protect Bulletins outlining latest CT news & campaigns to support organisational resilience
- Practical advice and guidance to help you protect your business, plus information on how to respond in the event of an attack.
- Information on CT Policing's suite of ACT training products, plus access to the online E-Learning package.
- Suite of NaCTSO guidance videos.
- Latest reference documents and publications.
- ACT online reporting form and confidential hotline.
- Emergency response and post-incident guidance.

For more information on adopting the App and for further security guidance please visit the App store relevant to your phone.



15. Online radicalisation risk and mitigation

All staff, associates and volunteers are trained in and receive regular updates in e-safety and recognising and reporting concerns. Our policies recognise that Internet Safety is a whole team/organisation responsibility which includes learners and their parents and carers where appropriate. Young people and adults at risk may expose themselves to danger, whether knowingly or unknowingly, when using the Internet and other technologies.

We therefore recognise our responsibility to educate all learners, teaching them the appropriate behaviours and critical thinking skills to enable them to remain both safe and legal when using the Internet and related technologies. These issues are addressed within the learner journey, within relevant policies and procedures and with parents and carers where appropriate.

We have adopted principles in line with government guidance that we expect all staff/volunteers to adhere to in order to safeguard those with whom we work, in respect of using all these forms of media, devices, apps and social networking sites. We have an I.T. / E-Safety policy to support this.

Post COVID-19 more people are spending extended period of time online. To ensure that individuals vulnerable to radicalisation are given the safeguarding support that they need, priorities for the Government include:

- encouraging people to practice digital safety so that vulnerable individuals are less exposed to online harms

- increasing awareness of the signs of radicalisation, enabling people to make informed choices
- and signposting parents, carers, family and friends to Prevent, or other appropriate safeguarding services

Radicalisation by extremist groups or individuals can be perpetrated via a number of means: face-to-face by peers, in organised groups in the community and, increasingly, online. Their targets are individuals or groups of people who can be easily led towards terrorist ideologies because of their experiences, state of mind or sometimes their upbringing.

16. Social Networking

It is important to make sure that social networking is safe, secure and responsible and we ensure our induction support us to achieve this.

However, extremists attempt to influence vulnerable people, the internet invariably plays some kind of role being widely used both to create initial interest, and as reinforcement to other means of communication. As is the case with everything it is used for, the internet enables considerably larger numbers of people to be reached, in a wider geographic area, and with less effort by the perpetrators.

The power of social media is well-known, and it is this that is the main channel for radicalisation activity– be it Facebook, Twitter or the multitude of other sites and apps. Other online channels include chatrooms, forums, instant messages and texts. All are also used by extremists for their day-to-day communication, as is the dark web.

Social media is also used for research by extremists, making it easy for them to identify those who may be vulnerable from what they reveal in their profiles, posts/tweets, photos and friend lists.

17. External (Guest) Speakers/ Visitors

An external speaker or visitor is used to describe any individual or organisation who is not a member of staff or learner working with us, or one of our contracted partners, who has been invited to speak to staff/learners. It is paramount that Safeguarding measures are in place including ensuring a reasonable notice period for checks to be made. Our Prevent Policy includes freedom of speech and our internal scrutiny and checks ensure that this is compliant with the Prevent Strategy. We do have workshop facilitators who are part of corporate CSR teams- these sessions always have a staff member present and usually cover topics such as CVs and interviews.

There is no risk re *inappropriate or extremist materials* (face to face or via weblinks) because sufficient checks are made of external speakers and materials that they promote or share as external speakers would not be able to access personal contact details of our learners and any material they want to distribute would be done through us. We would audit anything they send to ensure it does not contain any inappropriate material.

Events held off-site which are Employment and Training branded are subject to the same criteria outlined in the Prevent Strategy.

18. What do I do if I am worried about the radicalisation of a learner?

Speak to:

- DSL: Community Training Manager
 - Aledina.miah@poplarharca.co.uk
 - 02075105631
- Deputy DSL: Assistant Director
 - Tanzeem.ahmed@poplarharca.co.uk
 - 079575312780

If you're reporting a terrorist or extremist incident that's happening right now - or if there's a threat to someone's life - call 999 immediately. You can also report suspicious activity by contacting the police in confidence on 0800 789 321 without delay, or at **gov.uk/ACT**

19. Data Protection, Disclosure and Confidentiality.

The GDPR, DPA 2018 and Human Rights Act 1998 (HRA 1998) are not barriers to justified information sharing, but instead provide a framework to ensure that personal information about individuals is shared appropriately.

Under the GDPR and DPA 2018, information may be shared where there is a lawful basis to do so, for example when fulfilling a statutory function such as that set out in section 36 of the CTS&A. A full list of lawful bases, as published on the Information Commissioner's Office (ICO) website.

When requesting information from or sharing information with partners, the basis on which the request is being made should be stated clearly. When responding to a request to share information, the grounds for doing so must be legitimate and in accordance with the law.

Information should only be used for the purpose for which it was requested.

Where a request for information sharing is made, the DSL and senior management would

make a decision as to whether they are able to share the information and, if necessary, would seek relevant legal advice and advice from other bodies -all decisions taken about information sharing are expected to keep the safety of the young person or adult at risk of central and paramount importance.

We follow the 7 Golden Rules to Information Sharing as per the guidance document [Information sharing advice for safeguarding practitioners - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Channel is a voluntary programme through which individuals consent to receive support to address their vulnerabilities and reduce the risk to them. They should therefore not be subject to any negative consequences as a result of their involvement in Channel (unless criminality subsequently becomes apparent). Where a Prevent referral is adopted onto Channel, insofar as possible, the fact and the details of those interventions should remain confidential and should not be routinely disclosed outside of the partners involved in the Channel process. While Channel is a confidential and voluntary process, information shared for the purposes of Channel may be subject to disclosure to a third party when it is legal and proportionate to do so, e.g. to a family court.