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Prevent & Radicalisation Policy

Commitment to Safeguarding

Best Practice Network (BPN) is committed to providing a safe, inclusive, respectful, and supportive learning and working environment for all learners, staff, partners, and visitors. We recognise the vital role that education plays in safeguarding children, young people, and adults from radicalisation and extremism, in line with the UK Government’s Prevent Strategy and wider safeguarding duties. Prevent is part of safeguarding, and BPN will respond to concerns about radicalisation in the same way it responds to other safeguarding risks, through proportionate, lawful, and timely action.

Official guidance: [Prevent duty guidance: England and Wales](#)

Prevent Strategy Overview

The Prevent Strategy is a key part of the UK’s counter-terrorism approach and aims to:

- Tackle the ideological causes of terrorism.
- Protect vulnerable individuals from being drawn into extremist ideologies or terrorism.
- Provide early intervention and appropriate support to those at risk.
- Work in partnership with education providers, local authorities, safeguarding partners, police, and communities to reduce the risk of radicalisation.

Associated Policies

- Digital and Online Safeguarding Policy
- Child Protection and Safeguarding Policy

Best Practice Network’s Commitment to the Prevent Duty

Under the Counter-Terrorism and Security Act 2015, all UK education providers, including Best Practice Network, have a legal duty to have due regard to the need to prevent people from being drawn into terrorism.

This Prevent Duty forms a key part of the government's CONTEST counter-terrorism strategy, which focuses on four key areas:

1. Prevent – Stopping people from becoming terrorists or supporting terrorism.
2. Pursue – Disrupting and stopping terrorist attacks.
3. Protect – Strengthening the UK's defences against terrorist threats.
4. Prepare – Reducing the impact of attacks that cannot be prevented.

Reference: [Counter-terrorism strategy \(CONTEST\) 2023](#)

Understanding the Current Terrorist Threat in the UK

The UK's terrorism threat environment continues to evolve and includes risks from a range of ideologies, including Islamist extremism, Extreme Right-Wing terrorism, and mixed, unstable, or unclear ideologies. The current threat picture increasingly includes self-initiated individuals, lone actors, or small groups whose activity may be influenced by online content, grievance narratives, conspiracy material, or extremist propaganda. BPN recognises that radicalisation can occur online as well as offline, and that individuals may be vulnerable for a wide range of personal, social, emotional, political, or psychological reasons.

Key Trends in UK Terrorism (2018–Present)

- Islamist extremism remains a significant domestic threat.
- Extreme Right-Wing terrorism also remains a significant concern within the UK threat picture.
- Individuals may adopt a combination of ideological influences rather than one clear or fixed belief system.
- Online spaces, encrypted platforms, gaming environments, and social media can all be used to spread extremist content, reinforce grievances, and normalise harmful narratives.

Changing Ideological Influences

While al-Qa'ida and Daesh (ISIS) remain influential, contemporary radicalisation may also be driven by:

- Online propaganda and fragmented extremist narratives.
- Grievance-based ideologies, including anti-Western, anti-democratic, antisemitic, Islamophobic, misogynistic, or racist rhetoric.
- Proscribed terrorist organisations and affiliated support networks.
- Mixed, unclear, or shifting ideologies that draw from multiple extremist narratives.

This shift has resulted in a broader and more complex range of ideological influences, sometimes combining traditional extremist views with newer or less clearly defined beliefs.

Accessing the Full CONTEST Strategy

The updated CONTEST 2023 strategy outlines the UK's approach to counter-terrorism and can be accessed here: [Counter-Terrorism Strategy \(CONTEST 2023\)](#)

Additional Resources

- [Prevent duty guidance: England and Wales \(2023\) – GOV.UK](#)
- [Channel duty guidance: protecting people susceptible to radicalisation – GOV.UK](#)
- [Educate Against Hate – Government-backed resources for schools and colleges](#)
- [ACT Early – advice on spotting concerning behaviour and seeking support](#)

Roles and Responsibilities

BPN's Responsibilities

As an education provider, BPN upholds its statutory duty under the Counter-Terrorism and Security Act 2015 by:

5. Risk Assessment – Regularly assessing and reviewing the risk of radicalisation and extremism across our provision, delivery models, learner groups, subcontractor arrangements, events, and online environments.
6. Staff Training – Ensuring all staff understand Prevent, can recognise signs of vulnerability to radicalisation, know how to record and escalate concerns, and understand the importance of acting proportionately and without discrimination.
7. Student Support – Promoting British values (democracy, the rule of law, individual liberty, mutual respect, and tolerance of those with different faiths and beliefs) through our curriculum, learner support, and organisational culture.
8. Reporting Procedures – Maintaining clear and accessible procedures for reporting concerns to the designated safeguarding lead and, where necessary, to local authority Prevent teams, police, or the Channel programme.
9. Safe Environments – Taking reasonable steps to ensure that BPN's physical and online learning environments do not provide a platform for extremist narratives, unlawful content, or intimidation.

10. Partnership Working – Working appropriately with employers, subcontractors, safeguarding partners, and relevant agencies to respond to risk, share information lawfully, and secure support where required.

Collaborative Approach

We work closely with partners, stakeholders, employers, subcontractors, and statutory agencies to ensure a coordinated and effective safeguarding response. By promoting an environment of respect, curiosity, open dialogue, and critical thinking, we support learners to challenge extremist views lawfully and constructively, while maintaining safety and professional boundaries.

Whistleblower Protection

Staff acting in good faith to report concerns will not face disciplinary action, even where concerns are not substantiated following appropriate review or investigation. Concerns raised under this policy will be treated seriously, sensitively, and in line with BPN's Whistleblowing and Safeguarding procedures.

Best Practice Network's Prevent Duty Objectives

As a leading training provider, Best Practice Network is committed to upholding the Prevent Duty under the Counter-Terrorism and Security Act 2015. Our key objectives are:

1. Training and Awareness

- Ensure all employees complete Prevent Duty training, as mandated by their leaders and managers.
- Equip staff with the knowledge, confidence, and professional curiosity to recognise signs of radicalisation and extremism.
- Provide regular updates on emerging risks, online harms, and safeguarding best practice.

2. Safeguarding Referrals

- Ensure all employees understand when and how to escalate concerns about learners, colleagues, employers, or visitors to the designated safeguarding officer.
- Maintain clear reporting procedures in line with safeguarding processes and Channel guidance.
- Foster a culture in which safeguarding concerns are taken seriously, recorded accurately, and acted upon promptly.

3. Promoting British Values

- Democracy – Encouraging participation, debate, respectful disagreement, and understanding of democratic processes.

- Rule of law – Emphasising accountability, rights, responsibilities, and the importance of lawful behaviour.
- Individual liberty – Supporting personal freedoms while safeguarding individuals from coercion, grooming, or harm.
- Mutual respect and tolerance – Valuing diversity, challenging discriminatory behaviour, and encouraging respectful engagement with those who hold different views, faiths, and beliefs.

Our Commitment in Action

- Prevent training integrated into staff inductions and continuing professional development (CPD).
- Robust safeguarding protocols aligned with DfE, Home Office, and relevant sector guidance.
- Partnerships with subject experts and agencies to ensure our approach remains effective, proportionate, and up to date.
- Appropriate online safety measures to reduce the risk of exposure to extremist or harmful content in digital learning spaces.
- A clear “notice, check, share” culture in which concerns are observed, recorded factually, and shared through safeguarding routes rather than investigated by individual staff members.

By fulfilling these objectives, we contribute to a safer education sector and a more resilient society.

Scope of the Prevent Duty Policy

This policy applies to all staff, learners, and partners associated with Best Practice Network, including:

- Permanent and temporary employees (trainers, assessors, support staff).
- Learners across all programmes, including apprenticeships and funded courses.
- Subcontracted training providers and their personnel.
- Visitors, contractors, guest speakers, and third-party suppliers engaged in delivery or services.

Key Coverage

- Prevent Duty Training – Mandatory for all staff and subcontractors, as appropriate to role.
- Safeguarding Referrals – Clear escalation routes for concerns about radicalisation or extremism.
- British Values Integration – Embedded in curriculum design, delivery, learner support, and organisational culture.
- Compliance Monitoring – Regular review and oversight of subcontractors and partners to ensure adherence.

- Online Safety – Proportionate oversight of digital platforms, online classrooms, and systems used for teaching, communication, and learner engagement.
- Events and External Speakers – Appropriate due diligence and risk assessment where external input, events, or speakers are involved, to ensure lawful and balanced delivery and to prevent the promotion of extremist views.

Accountability

- Leadership team oversees implementation of this policy and the wider Prevent framework.
- Designated Safeguarding Lead (DSL) manages referrals, advice, and training compliance.
- Partners & Subcontractors must evidence alignment with this policy and cooperate with monitoring activity.

This policy operates in conjunction with our:

- Safeguarding Policy
- Equality, Diversity & Inclusion (EDI) Policy
- Whistleblowing Policy

Key Safeguarding Contacts

Best Practice Network's Designated Safeguarding Team is available to support staff, learners, and partners with any Prevent Duty or safeguarding concerns:

Designated Safeguarding Officers

Sian Marsh

Email: sianmarsh@bestpracticenet.co.uk

Phone: 07795 683297 (Out of hours: 07799 072872)

Chris Garcia

Email: chrisgarcia@bestpracticenet.co.uk

Phone: 07584 310068

General Safeguarding Enquiries

Email: safeguarding@bestpracticenet.co.uk

Phone: 0117 920 9200

When to Contact the Safeguarding Team

- Concerns about radicalisation, extremism, terrorism risk, or exposure to extremist content (Prevent Duty).

- Risks to learner or staff welfare, safety, or wellbeing.
- Support needed with safeguarding referrals, including possible Prevent or Channel referrals.
- Advice on responding to online content, disclosures, behavioural changes, or concerns raised by employers or partners.

Urgent Concerns

- Police: 999 (Emergency) / 101 (Non-emergency)
- Counter-Terrorism Hotline: 0800 789 321

Leadership and Governance: Prevent Duty Commitment

Strategic Oversight

- Advisory Board Engagement: Prevent is a standing agenda item at BPN Advisory meetings, enabling regular review, scrutiny, and escalation of risks.
- Director-Level Leadership: A nominated Director oversees Prevent implementation and reports to the Senior Leadership Team (SLT).
- SLT Accountability: The SLT actively monitors Prevent compliance and ensures that Prevent is aligned with broader safeguarding, quality, and learner welfare objectives.

Policy Integration

- Safeguarding Policy: Explicit linkage to radicalisation risks, response expectations, and referral pathways.
- IT & Digital Policies: Monitoring online safety, acceptable use, and risk linked to extremist or harmful content.
- Social Media Guidelines: Reducing exposure to harmful narratives and maintaining professional standards in public and private digital spaces.
- Subcontractor Oversight: Ensuring partner organisations understand and implement Prevent expectations.

Governance Actions

Responsibility	Action
Programme Board	Quarterly review of Prevent themes, referrals, trends, and training compliance.

Responsibility	Action
Nominated Director	Annual Prevent risk assessment and reporting to SLT.
SLT	Ensure Prevent is sufficiently resourced, monitored, and embedded across BPN.
DSL / Safeguarding Team	Maintain referral oversight, staff support, and quality assurance of case management.

Alignment with National Standards

- [Prevent Duty Guidance: England and Wales \(2023\)](#)
- [Channel Duty Guidance](#)
- [Educate Against Hate resources and wider safeguarding expectations](#)

Staff Training on the Prevent Duty

Mandatory Prevent Training

All Best Practice Network staff receive Prevent training to support compliance with the Counter-Terrorism and Security Act 2015. This includes:

- Initial Training: Delivered via SEG Learning as part of onboarding.
- Annual Refreshers: Incorporated into SEG Essentials training to reinforce knowledge and reflect current guidance.
- Government-Approved eLearning: Recommended supplementary training via official Prevent and safeguarding resources.

Key Training Components

- Recognise possible signs of radicalisation (for example behavioural changes, fixation on extremist material, intolerant language, or justification of violence).
- Understand the Prevent Duty's role within safeguarding and how it aligns with BPN policies and procedures.
- Follow referral protocols for concerns, including timely escalation to the Designated Safeguarding Lead.
- Apply British values appropriately in teaching, learner interactions, and professional decision-making.
- Respond proportionately, objectively, and without making assumptions based on faith, ethnicity, culture, politics, or protected characteristics.

Why Early Intervention Matters

- Prevent is most effective when concerns are identified early, before vulnerability is exploited further.
- Channel is a voluntary, supportive, multi-agency process for people who may be susceptible to being drawn into terrorism.
- Timely, proportionate action can help divert individuals from harm through mentoring, safeguarding support, and other interventions.

Monitoring & Compliance

- Training records are maintained to support full staff compliance, and refresher training is required annually.
- Updates are provided as risks evolve, including changes in extremist narratives, online harms, or national guidance.
- Prevent compliance is reviewed through safeguarding quality assurance, audits, and leadership oversight.

Radicalisation Risk Indicators: Early Warning Signs

Contributory Factors	Vulnerabilities	Key Indicators
Rejection by peers/family/faith group	Social isolation	Withdrawn behaviour
Pressure from extremist influences	Susceptibility to manipulation	Sudden change in social circles
Poverty, disadvantage, social exclusion	Identity confusion	Drop in engagement levels
Family conflict over religion/politics	Unsettled home life	Aggressive defence of extremist views
Recent religious conversion	Need to belong/fit in	Preaching extremist ideologies
Exposure to extremist material	Influence from harmful media	Possession of extremist literature
Bullying or victimisation	Low self-esteem	Sudden changes in appearance/dress
Trauma (personal/global events)	Desire for revenge	Expressing justification of violence

Contributory Factors	Vulnerabilities	Key Indicators
Academic/work disengagement	Seeking purpose/direction	Obsession with extremist figures/groups

Additional Practice Guidance

- No single indicator confirms radicalisation.
- Concern should be based on professional observation, context, and safeguarding judgement.
- Changes may relate to other welfare, mental health, social, or family issues; however, concerns must still be shared through safeguarding procedures.
- Staff must not investigate concerns themselves or attempt to test a learner’s beliefs.
- Records should be factual, objective, dated, and shared promptly.

Engagement with external partners on the prevent duty

Employer Awareness & Collaboration

Best Practice Network ensures all employer partners understand their shared safeguarding and Prevent-related responsibilities through:

- Formal Communications: Programme Directors explicitly outline Prevent expectations in employer onboarding packs, partnership agreements, and annual safeguarding updates.
- Dedicated Employer Briefings: Regular opportunities to develop understanding of radicalisation risks in apprenticeships and workplace settings.
- Escalation Routes: Clear guidance on how employers should raise concerns about learners, staff, or workplace influences that may create safeguarding risk.

Strategic Partnerships for Prevent Delivery

- Local Authority Prevent Coordinators: To support advice, referral pathways, and local partnership working.
- Police Counter-Terrorism Teams: Where required, for advice on risk and emergency concerns.
- FE/Sector Bodies: Participation in networks and information-sharing opportunities to strengthen effective practice.
- Subcontractors and Delivery Partners: To ensure consistent standards, training expectations, and referral practice across the supply chain.

Learner Engagement, Safety and Curriculum

Best Practice Network actively embeds the Prevent Duty within its educational programmes to build learner resilience, challenge extremism, and promote British values.

Core British Values in Curriculum & Practice

- Democracy – Encouraging participation in Learner Voice surveys, feedback mechanisms, and representation.
- Rule of Law – Teaching legal rights, responsibilities, and professional standards within apprenticeship frameworks.
- Mutual Respect & Tolerance – Celebrating diversity through Equality & Diversity (E&D) training, reflective discussion, and respectful challenge.
- Individual Liberty – Supporting personal development, informed choice, and safe self-expression while safeguarding against harmful influences.

How We Deliver This

- Embedded in Learning Resources: Prevent awareness integrated into Safeguarding and E&D modules, including case studies on extremism, online safety, misinformation, and critical thinking.
- Apprentice Reviews: 1:1 discussions to consider wellbeing, belonging, resilience, and any safeguarding concerns.
- Learner Voice Initiatives: Surveys and forums to empower learners in shaping a tolerant, democratic, and respectful learning culture.
- Safe Learning Spaces: Policies and moderation processes to monitor and address extremist rhetoric, harassment, or harmful narratives in classrooms, forums, and online learning platforms.

Building Resilience Against Radicalisation

- Critical Thinking Skills – Supporting learners to question extremist narratives, misinformation, and manipulation constructively.
- Digital Literacy – Helping learners identify propaganda, harmful content, conspiracy narratives, and disinformation online.
- Support Networks – Providing access to safeguarding teams and appropriate support for confidential concerns.
- Confidence to Speak Up – Encouraging learners to report concerns about safety, coercion, discrimination, or extremist content.

Referral Pathways

Emergency Reporting

- Call 999 for emergency police response.
- Contact the Counter-Terrorism Hotline: 0800 789 321 (24/7).

Standard Reporting Procedure

- 1. Staff Identification – Report any concerns about potential radicalisation, extremism, or terrorism risk immediately, whether observed through behaviour, disclosures, written work, conversations, attendance patterns, or online activity.
- 2. Escalation to Safeguarding Lead – Email: safeguarding@bestpracticenet.co.uk | Phone: 0117 920 9200 | Include names, dates, context, specific observations, relevant disclosures, online concerns where applicable, and reasons for concern.
- 3. Safeguarding Lead Action – Conduct an initial safeguarding and risk assessment, seek advice from relevant Prevent or police contacts if required, consider whether a referral to Channel or other safeguarding intervention is appropriate, and maintain an accurate record of actions, rationale, and outcomes.

Important Notes

- The Channel process is a supportive, voluntary, non-criminal intervention designed to safeguard individuals susceptible to radicalisation.
- Single indicators do not necessarily mean radicalisation; however, all concerns should still be reported through safeguarding channels.
- Staff should never investigate concerns independently, attempt surveillance, or confront the individual in a way that could escalate risk.
- Information sharing must be lawful, proportionate, and necessary for safeguarding purposes.

Staff Responsibilities

- Report all concerns promptly using the correct safeguarding route.
- Maintain accurate, factual, objective, and timely records of observations.
- Follow advice given by the Safeguarding Team and ensure follow-up on all reports.
- Undertake required Prevent and safeguarding training.
- Model respectful behaviour and challenge extremist or discriminatory language appropriately and safely.

Safeguarding Referrers and Staff Members

While the risk of retaliation following a Prevent or Channel referral is generally low, Best Practice Network and statutory authorities will take appropriate action to protect staff and learners where concerns arise.

Protective Measures

- 1. Police Risk Assessment – If a threat is identified, whether reported by the individual or identified through safeguarding or police processes, local police may conduct a threat assessment, implement proportionate protective measures, and apply safeguarding interventions where necessary.
- 2. Anonymity & Confidentiality – Referrals are handled sensitively, and staff names will not be disclosed unnecessarily. Where possible and appropriate, concerns will be managed without revealing the identity of the person raising the concern.
- 3. Ongoing Monitoring – Police or safeguarding partners may monitor ongoing risk, provide advice on personal safety measures, and take enforcement or safeguarding action in serious cases.

Staff Support

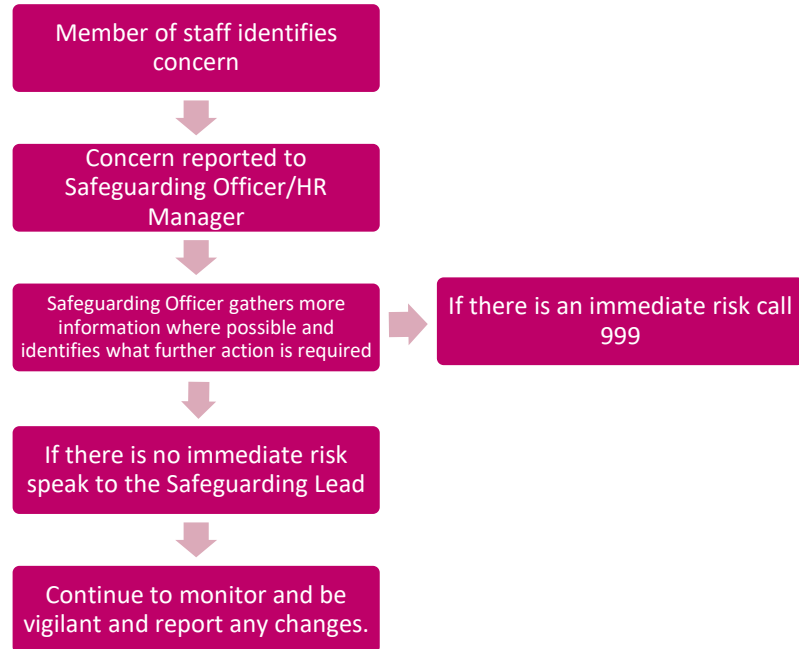
- Inform your Safeguarding Lead immediately if you feel at risk after making a referral.
- Contact your local police Prevent team for advice.
- Use Safe Lives or Victim Support if needed (0808 1689 111).

Key Reminder

- Do not withhold concerns because of fear of repercussions—safeguarding processes exist to protect all parties.
- The priority is early intervention, support, and risk reduction, not blame.
- Prevent should always be applied in a way that is lawful, proportionate, evidence-informed, and consistent with equality, safeguarding, and human rights principles.

External references included in this document were checked against official GOV.UK and Educate Against Hate sources on 8 April 2026.

Appendix 1 – Prevent Referrals



For full guidance on submitting a **Prevent referral**, including:

- **Eligibility criteria**
- **Required information**
- **Multi-agency processes**

Refer to the official **UK Government Prevent guidance**:

- [🔗 Making a Referral to Prevent](#)
- [🔗 Channel and Prevent Multi-Agency Panel \(PMAP\) Guidance](#)

Key Notes for Staff

- All referrals from Best Practice Network must be **approved by the Designated Safeguarding Lead (DSL)** before submission.
- Consult the DSL for **case-specific advice** – do not submit independently.
- Remember: **Channel is a support process**, not a criminal investigation.

Policy Annex: Prevent Duty Definitions

Core Concepts

Term	Definition	Relevance to Education
British Values	Democracy, rule of law, individual liberty, mutual respect/tolerance. [<i>Prevent Duty 2015</i>]	Embed in curricula and staff training to foster resilience against extremism.
Radicalisation	Process where individuals adopt extreme views justifying violence.	Staff must recognise early signs (e.g., sudden ideological rigidity).
Extremism	Vocal/active opposition to British values, including calls for violence.	Report concerns to DSL even if no immediate threat exists.

Safeguarding Mechanisms

Term	Definition	Action Required
Channel Programme	Multi-agency support for at-risk individuals. [<i>CONTEST 2023</i>]	Refer via DSL if grooming or extremist influence is suspected.
Vulnerability Factors	Isolation, grievances, mental health struggles, online exposure.	Use safeguarding assessments to identify risks early.
Online Radicalisation	Grooming via social media, encrypted apps, or hate content.	Monitor digital spaces (e.g., forums used by learners).

Procedural Terms

Term	Definition	Example
Prevent Duty	Legal duty to prevent terrorism under <i>Counter-Terrorism Act 2015</i> .	Mandatory staff training; challenge extremist narratives in classrooms.
Referral Pathway	1. Report to DSL → 2. Channel assessment → 3. Tailored support.	Follow [Best Practice Network's Safeguarding Flowchart].
Ideological Extremism	Islamist, far-right, or single-issue (e.g., eco-terrorism).	Context matters: far-right extremism now 22% of UK cases [<i>Home Office 2023</i>].