



Prevent Duty Policy and Procedure

Preventing extremism and radicalisation

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Policy written by:			Patsy Crocker
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Version	Date	Author	Changes
1.0	06/08/2024	P Crocker	-
1.1	26/08/2025	P Crocker	Reviewed for completeness; dates updated re government policy together with associated links

Aim:

- To provide a due regard preventing staff and students from being drawn into extremism and radicalisation.
- To build into the curriculum opportunities that promote critical thinking and media literacy, equipping students with the skills to critically analyse information, question sources and recognise propaganda or extremist narrative.
- To create a culture where students and staff feel comfortable reporting concerns about radicalisation, fostering a safe and inclusive learning environment.

Hybrid Training Centre (HTC) is committed to providing a secure environment for students, where they feel safe and are kept safe. Preventing Extremism and Radicalisation is one element to safeguarding and promoting the welfare of all students in line with our statutory duties. This policy also draws upon the Government's 'Prevent' agenda and associated guidance document, Prevent Duty Guidance, ([Prevent duty guidance - GOV.UK](#)) and Keeping Children Safe 2025 ([Keeping children safe in education 2025: part one information for all school and college staff](#)).

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 for 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/apprentices. Our expectation is that all employers with whom we work have a shared ethos to keeping apprentices safe.

Hybrid Training Centre have a zero tolerance of extremism of any kind. Hybrid Training Centre currently communicates with our regional Prevent Officer who support us with implementing a robust and effective strategy, to ensure we can identify red flags and support needs throughout our organisation including, recruitment process, induction, main delivery process, work-based learning and to support us with the integration of British values, ensuring this is embedded within the full learning journey.

Staff responsibilities

It is the responsibility Hybrid Training Centre and all employees and associates to protect learners/apprentices from radicalising and extremist influences. Our starting point is to develop clear and SMART actions highlighted through our prevent duty risk assessment, which feed into our policies, procedures, and staff training. We have built robust relationships with external agencies, particularly referral agencies, and local councils.

All staff involved in carrying out interviews must have completed the Safer Recruitment training and update as necessary. (see recruitment and selection policy)

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

- They have undertaken bi-annual training in Prevent Duty as identified by their management.
- They are aware of when it is appropriate to refer concerns about learners/apprentices or staff to the Prevent officer, 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

Staff are responsible to be alert to:

- Students or other members of staff voicing opinions drawn from extremist ideologies and narratives
 - Use of extremist or 'hate' terms to exclude others or incite violence
 - Attempts to impose extremist views or practices on others
 - Changes in behaviours, friendships, or actions
 - Intolerance of difference, whether secular or religious or, in line with our Equalities Policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
 - Use of graffiti symbols or artwork promoting extremist images
 - Accessing extremist materials online, and through social media networks
 - Updates from government, local authorities and police which may affect students or others

Hybrid Training Centre will dutifully follow any locally agreed procedure set out by the Local Authority and Liverpool Safeguarding Childrens partnership for safeguarding.

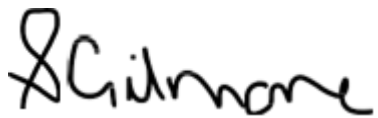
Raising Concerns

Where there are concerns of extremism or radicalisation, students and staff will be encouraged to discuss them with the DSL or Managing Director. The procedure for reporting a concern will follow the safeguarding procedures. (see safeguarding policy and procedures and cause for concern form)

Designated Safeguarding and Prevent Lead	DSL Landline: 0151-524 2951 Mobile: 07887 492832
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Local and Regional Authority Contact Information: For under 18 s (and those up to the age of 24 with an EHCP- education and health care plan) For over 18 s without an EHCP, identified as vulnerable – Social Care Merseyside Police Prevent Team Regional Prevent Coordinator	Telephone number: Care-line Children’s Services– 0151-233-3700 (Available 24/7) Telephone number: Care-line Adult Service Services- 0151-233-3800 (Available 24/7) Telephone number: 0151 777 4878. Claire Little Claire.little@education.co.uk 07385114867
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Governors of Hybrid Training Centre will challenge the senior leadership team on their delivery of this policy and monitor its effectiveness. Governors will review this policy annually and may amend outside of the timeframe to update with any new legislation or guidance.



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Sophie Gilmore
Managing Director

10th September 2025
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Date