

# Prevent Duty Policy

Protecting learners and staff from radicalisation

**CoreEd Limited**

Version 3.0 | Review Date: 31/07/2027

## 1. Purpose and Scope

CoreEd Limited is committed to providing a safe and respectful environment for its learners and staff. Preventing people from being drawn into terrorism is part of that commitment and is treated as a safeguarding matter, not as a separate exercise.

This policy sets out how CoreEd meets the Prevent duty under section 26 of the Counter-Terrorism and Security Act 2015, which requires specified authorities to have due regard to the need to prevent people from being drawn into terrorism.

It applies to all staff, learners, contractors and employers involved in the delivery of CoreEd programmes, and to all provision whether delivered remotely, at employer premises or elsewhere. Unlike our duties under Keeping Children Safe in Education, the Prevent duty applies in respect of learners of all ages, not only those under 18.

### Prevent is safeguarding

A Prevent concern is raised, recorded and managed through the same route as any other safeguarding concern. Staff do not need to decide whether something is a Prevent matter before reporting it. They report the concern, and the Senior DSL determines the route.

## 2. Legal and Regulatory Framework

- Counter-Terrorism and Security Act 2015, sections 26 and 36 to 41
- Prevent duty guidance for specified authorities in England and Wales (2023), in force from 31 December 2023
- Channel duty guidance: protecting people susceptible to radicalisation (2023)
- Key Principles of Prevent, published by the Home Office in February 2026
- Keeping Children Safe in Education 2026, which treats radicalisation as a form of extra-familial harm
- Working Together to Safeguard Children 2026
- Terrorism Act 2000 and Terrorism Act 2006
- Equality Act 2010 and the Human Rights Act 1998
- Data Protection Act 2018, UK GDPR and the Data (Use and Access) Act 2025

## 3. Definitions

|                         |                                                                                                                                                                                                                |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Terrorism</b>        | The use or threat of action designed to influence government or intimidate the public, for the purpose of advancing a political, religious, racial or ideological cause, as defined by the Terrorism Act 2000. |
| <b>Radicalisation</b>   | The process by which a person comes to support terrorism or forms of extremism that lead to terrorism.                                                                                                         |
| <b>Extremism</b>        | Vocal or active opposition to fundamental British values, including calls for the death of members of the armed forces.                                                                                        |
| <b>Susceptibility</b>   | The term used in current Prevent guidance in place of vulnerability, describing a person who may be open to being drawn into terrorism.                                                                        |
| <b>Channel</b>          | The multi-agency early intervention programme, led by the local authority, that provides support to people identified as susceptible to being drawn into terrorism.                                            |
| <b>Prevent referral</b> | A referral made to the local Prevent service or through the national referral route where there is a concern that a person may be susceptible to involvement in terrorism.                                     |

## 4. Roles and Responsibilities

| Role                                                 | Responsibility                                                                                                                                                                                                                                                      |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Head of Safeguarding and Welfare (Senior DSL)</b> | Holds the designated Prevent lead role at senior level. Receives all Prevent concerns, decides whether a referral is appropriate, makes the referral, engages with Channel panels, maintains the Prevent risk assessment and action plan, and leads staff training. |
| <b>Director and CEO</b>                              | Provides the status, authority, time, funding and resources for the Prevent lead role. Approves this policy and the Prevent risk assessment. Acts as Deputy DSL for Prevent concerns, subject to the conflict of interest arrangements in the Safeguarding Policy.  |
| <b>All staff</b>                                     | Complete Prevent training, remain alert to signs of susceptibility, promote fundamental British values through their own conduct and delivery, and report any concern to the Senior DSL without delay.                                                              |
| <b>Tutors and skills coaches</b>                     | Embed fundamental British values in delivery, create space for learners to discuss difficult issues safely, and challenge extremist narratives appropriately.                                                                                                       |
| <b>Employers</b>                                     | Report any concern about an apprentice to CoreEd promptly and cooperate with any referral or support plan.                                                                                                                                                          |

## 5. Assessing and Managing Risk

CoreEd maintains a Prevent risk assessment and action plan. It identifies the risk of learners being drawn into terrorism in the contexts in which we deliver, the controls in place, and the actions required. It is reviewed at least annually, and sooner where the local or national threat picture changes or where an incident indicates a gap.

The risk assessment takes account of the sectors and geographies in which our learners work and live, the fact that our delivery is predominantly remote and therefore online, the age profile of our learners, and any information shared by local Prevent coordinators or the police.

The risk assessment is approved by the Director and CEO, shared with all staff, and available for inspection.

## 6. Recognising Susceptibility

There is no single route into terrorism and no checklist that identifies it reliably. Staff should be alert to change over time and to combinations of factors rather than to any single indicator. Signs that may warrant a conversation include:

- expressing support for violence as a means of resolving grievance, or for a proscribed organisation
- a fixation on, or fascination with, extreme violence, mass-casualty events, weapons or previous attacks
- sudden change in behaviour, appearance, friendship group or online activity
- withdrawal from family, friends or previous social activity, or secrecy about online contacts
- possession or sharing of extremist material, symbols or language
- expressing a sense of grievance, injustice or persecution that is used to justify harm to others
- increasing isolation combined with a strong identification with a cause, group or individual
- travel or attempted travel that is unexplained or inconsistent with the learner's circumstances

These signs may also indicate other safeguarding concerns, or may have an entirely innocent explanation. Staff are not expected to reach a conclusion. They are expected to report what they have seen.

## 7. Referral Thresholds

The threshold for a Prevent referral was clarified in Home Office guidance issued in September 2025, following the Independent Prevent Commissioner's Lessons for Prevent review published in July 2025. The Home Office published the Key Principles of Prevent in February 2026, which confirm that while ideology is an important consideration, a clear identifiable ideology is not mandatory in order to make or adopt a Prevent referral.

### The absence of an ideology is not a reason to withhold a concern

The duty to refer is not limited to individuals showing signs of ideological radicalisation. It applies equally to an individual who holds no fixed ideology but who presents a fixation on or fascination with extreme violence or mass-casualty attacks.

Where staff are uncertain whether a concern meets the threshold, they must still raise it with the Senior DSL or the Deputy DSL, who decides whether a referral is appropriate. The presumption is to seek advice, not to filter concerns out at source.

## 8. Reporting and Referral

Any member of staff or learner with a concern shares it with the Senior DSL or the Deputy DSL. Concerns are reported on the day they arise and are not held over.

| Step      | What happens                                                                                                                                                               |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Report | The concern is raised with the Senior DSL or Deputy DSL, in person or through the confidential safeguarding mailbox, and recorded on MyConcern.                            |
| 2. Assess | The Senior DSL considers the concern alongside anything already known, seeks advice from the local Prevent coordinator or the police where helpful, and decides the route. |

| Step                        | What happens                                                                                                                                                                                                     |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3. Refer</b>             | Where a referral is appropriate, it is made to the dedicated local Prevent service in a designated priority area, or through the national referral route elsewhere. The Senior DSL informs the Director and CEO. |
| <b>4. Support</b>           | CoreEd cooperates with the local authority-led Channel panel where a referral is adopted, contributes to the support plan, and continues its own pastoral support alongside it.                                  |
| <b>5. Record and review</b> | The concern, the decision, the reasons and the outcome are recorded on MyConcern. Open cases are reviewed until closed.                                                                                          |

### Where there is an immediate risk

If a person is at immediate risk of harm, or is believed to be about to harm someone else, staff call 999 without delay and inform the Senior DSL afterwards. The Senior DSL must never be a reason to delay an emergency call.

For advice where there is no immediate emergency, the ACT Early support line is available on 0800 011 3764.

## 9. Channel and Consent

Channel is a voluntary programme. A person cannot be placed on Channel support without consent. For a learner aged 18 or over, that is their own consent. For a learner under 18, consent is sought from a person with parental responsibility.

The requirement for consent applies to receiving Channel support. It does not apply to making a referral. A concern is referred where the threshold is met, whether or not consent to subsequent support has been given, and staff should never delay a referral in order to seek consent first.

Where consent to Channel support is declined, CoreEd continues to provide pastoral support through its own arrangements and keeps the case under review.

## 10. Online Radicalisation

CoreEd delivers predominantly online, and radicalisation increasingly occurs online. Staff should be alert to what learners disclose about their online activity, to material shared during sessions, and to changes in how a learner engages in an online environment.

CoreEd maintains filtering and monitoring on CoreEd-provided devices and systems. The Director and CEO is the named senior lead for filtering and monitoring, and the effectiveness of those systems is reviewed at least once every academic year with a written record kept. Where filtering or monitoring identifies material of concern, it is reported to the Senior DSL in the same way as any other concern. Full arrangements are set out in the Online Safety and Remote Learning Policy and in the Safeguarding Policy.

## 11. Fundamental British Values

CoreEd actively promotes fundamental British values through its behaviours, policies and delivery. CoreEd values freedom of speech and freedom of expression, and balances it against the need to protect learners from harm. Concerns involving freedom of speech are considered by reference to the Human Rights Act 1998 and the Equality Act 2010.

| Value                                            | What it means                                                                                         |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Democracy</b>                                 | The right of every person to participate in fair and free elections and in decision-making processes. |
| <b>The rule of law</b>                           | The principle that all people and institutions are subject to and accountable under the law.          |
| <b>Individual liberty</b>                        | The freedom of individuals to hold their own beliefs and make their own choices within the law.       |
| <b>Mutual respect</b>                            | Treating all people with dignity and respect, regardless of difference or background.                 |
| <b>Tolerance of different faiths and beliefs</b> | Respecting and accepting the rights of others to hold different views, faiths and lifestyles.         |

Fundamental British values are embedded across programme delivery rather than taught as a separate topic. Tutors create space for learners to raise and discuss difficult issues safely, and challenge extremist narratives where they arise.

## 12. Training and Awareness

All staff complete Prevent training at induction and refresh it at least annually as part of safeguarding updates. Training gives staff a reasonable and appropriate understanding of extremist and terrorist ideologies, and covers:

- what the Prevent duty requires of CoreEd and of them personally
- recognising behaviour, language, symbols and material that should cause concern
- the referral threshold, including that a clear ideology is not required
- how to report a concern and what happens next
- online radicalisation and the role of filtering and monitoring
- promoting fundamental British values in delivery

The Senior DSL and the Deputy DSL undertake enhanced Prevent training appropriate to the designated lead role. Completion of all training is recorded and available for inspection.

Learners are made aware of the risks of radicalisation and of how to raise a concern, through induction, programme delivery and online resources.

## 13. Partnerships and Information Sharing

CoreEd delivers nationally. The Senior DSL identifies the relevant local Prevent arrangements for the area in which each learner lives or works, maintains contact with local Prevent coordinators and the police, attends regional meetings where invited, and shares relevant information with staff.

Information is shared with Prevent partners in line with the Channel duty guidance and the data protection laws. Concerns about data protection must not prevent the sharing of information necessary to protect a person from being drawn into terrorism. Where a person is at risk, the safeguarding processing conditions in the Data Protection Act 2018 permit sharing without consent. If in doubt, staff speak to the Senior DSL rather than withhold information.

## 14. Records

All Prevent concerns, decisions, referrals and outcomes are recorded on MyConcern, alongside the reasons for each decision. Access is restricted to the Senior DSL, the Safeguarding Team, the Learner Support Lead and the Director and CEO. Records are retained in line with the Document Retention and Secure Storage Policy.

## 15. Monitoring, Review and Evaluation

The Senior DSL monitors the operation of this policy and reports to the Director and CEO on the number and nature of concerns raised, referral decisions and outcomes, training completion, the currency of the Prevent risk assessment, and any themes arising.

This policy is reviewed at least annually, and sooner where there is a change in legislation or guidance, a change in the threat picture, or where an incident indicates a need. Any update is communicated to all staff. A copy is available to all staff via SharePoint and is published on the CoreEd website.

## 16. Associated Documentation

- Safeguarding Policy (P-013)
- Safer Recruitment Policy (P-011)
- Whistleblowing Policy (P-015)
- Equality, Diversity and Inclusion Policy (P-006)
- Online Safety and Remote Learning Policy (P-036)
- Pastoral Support and Inclusion Policy (P-037)
- General Data Protection Policy and Procedure (P-012)
- Document Retention and Secure Storage Policy (P-020)
- Prevent Risk Assessment and Action Plan
- Staff Code of Conduct

**CoreEd Limited is committed to safeguarding and promoting the welfare of all learners, including young people and adults at risk, and expects all staff and volunteers to share this commitment.**

**Policy owner:** Head of Safeguarding and Welfare

**Date of review:** 31/07/2026    **Next review:** 31/07/2027