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**\*\*Major change is defined as:**

*Anything that represents a significant change of working practice, legal requirement, procedure or process within the organisation, or a change that impacts an employee's terms and conditions of employment.*

**\*\*Minor change is defined as:**

*Any change of dates, job titles or terminology that do not represent a significant change to working practice. Examples changes of terminology to reflect current legislation/ DfE/Ofsted such as the change of terminology in the safeguarding policy from peer-on-peer abuse to child-on-child abuse.*

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## Contents

1.	Introduction.....	4
2.	Scope and Aim of the Policy.....	6
3.	Procedures .....	7
4.	Duties and Responsibilities.....	11
5.	Associated MidKent College Policies, Government Guidance, Strategies and Procedures .....	11
6.	Policy Validity .....	12
7.	Policy Owner and Reviewer.....	12
8.	Policy Monitoring, Review and Evaluation .....	12
	APPENDIX A: MidKent College Prevent Safeguarding Referral Pathway.....	13

## 1. Introduction

### 1.1 The new (2023) Government definition of extremism:

Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:

1. Negate or destroy the fundamental rights and freedoms of others;
2. Undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or
3. Intentionally create a permissive environment for others to achieve the results in (1) or (2).

Behaviour that could constitute extremism:

Aim 1: Behaviour against a group, or members of it, that seeks to negate or destroy their rights to live equally under the law and free of fear, threat, violence, and discrimination, including:

- Using, threatening, inciting, justifying, glorifying or excusing violence towards a group in order to dissuade them from using their legally defined rights and freedoms.

Aim 2: Attempts to undermine, overturn, or replace the UK's system of liberal parliamentary democracy and democratic rights, including:

- Advocating that the UK's parliamentary democracy and democratic values and rights are not compatible with their ideology, and seeking to challenge, overthrow, or change our political system outside of lawful means.
- Using, threatening, inciting, justifying, glorifying or excusing violence towards citizens, in order to dissuade them from participating freely in the democratic process.
- Subverting the way public or state institutions exercise their powers, in order to further ideological goals, for example through entryism, or by misusing powers or encouraging others to do so.
- Using, threatening, inciting, justifying, glorifying or excusing violence towards public officials including our armed forces, police forces and members of local, devolved or national legislatures, in order to dissuade them from conducting their obligations freely and fearlessly, without external interference.
- Establishing parallel governance structures which, whether or not they have formal legal underpinning, seek to supersede the lawful powers of existing institutions of state.

Aim 3: Intentionally creating a permissive environment for behaviour in aim 1 or aim 2, including:

- Providing an uncritical platform for individuals or representatives of groups or organisations that have demonstrated behaviour in either aim 1 or aim 2.
- Facilitating activity of individuals or representatives of groups or organisations that have demonstrated behaviour in either aim 1 or aim 2, including through provision of endorsement, funding, or other forms of support.
- The dissemination of extremist propaganda and narratives that call for behaviour in either aim 1 or aim 2.
- Attempts to radicalise, indoctrinate and recruit others to an ideology based on violence, hatred or intolerance, including young people.
- Consistent association with individuals or representatives of groups or organisations that have demonstrated behaviour in either aim 1 or aim 2 without providing critical challenge to their ideology or behaviour.
- If any behaviour listed in aim 1 or aim 2 has occurred previously, a refusal by the individual, group or organisation that conducted the behaviour to rescind, repudiate or distance themselves from the behaviour.

1.2 All extremist groups with violent tendencies are classified as terrorists. All terrorist groups show tendencies to recruit people to their cause. This is known as 'radicalisation'.

1.3 The Government's Prevent Agenda is one of the four elements of CONTEST, the Government's counter terrorism strategy. The four elements are:

- **PREVENT**: to stop people becoming terrorists or supporting terrorism
- **PURSUE**: to stop terrorist attacks
- **PROTECT**: to strengthen our protection against a terrorist attack
- **PREPARE**: to mitigate the impact of a terrorist attack

1.4 The UK faces a range of potential terrorist threats, including religious extremism, far right extremism, animal rights extremism and some aspects of non-violent extremism.

1.5 The current threat level from terrorism remains at 'Substantial'. Up to date threat levels can be obtained from the following website:

<https://www.mi5.gov.uk/threat-levels>

1.6 Section 21 of the Counter Terrorism and Security Act 2015 (the Act) places a duty on certain bodies, listed in Schedule 3 of the Act, to have "due regard to the need to prevent people from being drawn into terrorism". The Act states that those authorities on Schedule 3, including Further Education institutions, must have regard to this guidance when carrying out their duties.

1.7 The adequacy and effectiveness of this ‘due regard to the need to prevent...’ is measured by Ofsted.

## 1.8 Government Prevent Duty

1.9 The Prevent duty aims to:

- Stop people from becoming terrorists or supporting terrorism.
- Support the rehabilitation and disengagement of those already involved in terrorism.

1.10 The Prevent duty requires specified authorities such as education, health, local authorities, the police and criminal justice agencies to help prevent the risk of people becoming terrorists or supporting terrorism.

1.11 It sits alongside long-established safeguarding duties on professionals to protect people from a range of other harms, such as substance abuse, involvement in gangs, and physical and sexual exploitation.

1.12 The duty helps to ensure that people who are susceptible to radicalisation are supported as they would be under safeguarding processes.

1.13 The objectives of Prevent are to:

- Tackle the ideological causes of terrorism.
- Intervene early to support people susceptible to radicalisation.
- Enable people who have already engaged in terrorism to disengage and rehabilitate.

## **2. Scope and Aim of the Policy**

2.1 MidKent College recognises that some students and staff may be at risk from radicalisation. MidKent College will assess the risks of violent extremism, which represents the greatest threat at national level, while recognising that other forms of violence and extremism can and do manifest themselves within other nearby schools, colleges and/or training providers.

2.3 On this basis, the College has developed with its students, staff, Governors, and visitors a strong culture of respect and a safe place of learning. It is in this context that the College has considered its Prevent duty and recognises the importance of working with staff, Governors, the local authority, the police, the local safeguarding board, health professionals, local Prevent experts and others to identify and safeguard vulnerable students and staff in the College.

2.4 It is our duty to continue to safeguard our students and staff, empowering them to protect themselves from harm. The Prevent duty is therefore an integral part of the College's Safeguarding Policy and procedures.

2.5 The College's Prevent strategy outlines how we will meet our statutory duty.

Our strategy has five key objectives:

- To promote and reinforce our core values of inclusiveness, integrity, involvement and, in so doing, promote fundamental British Values.
- To promote community cohesion, support open dialogue, support the student and staff voice, and eliminate discrimination.
- To safeguard our students and staff from the risk of radicalisation and empower students and staff to protect themselves from harm.
- To support those at risk.
- To ensure that staff and students are aware of their responsibilities in preventing violent extremism.

2.6 In line with changes to the National Curriculum that require the inclusion of Prevent, the College will ensure that tutorial provision reflects and reinforces the Prevent agenda.

### **3. Procedures**

3.1 In order to achieve these objectives, the strategy will concentrate on five areas:

- Leadership and Partnership
- Capabilities
- Student Support
- Managing Risks and Responding to Events
- Reducing Permissive Environments

#### **3.2 Leadership and Partnership**

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

- Promoting core values of respect, equality, diversity, inclusion, democratic society, student voice and participation.
- Building staff and student understanding of the issues around Equity, Diversity and Inclusion and the confidence to deal with them.
- Deepening engagement with local communities.

- Actively working with local schools, local authorities, the police and other agencies, apprentice student employers and employers, supporting learning activity within the college and supporting industry placements.
- Designated Safeguarding Lead is an active member of the Kent & Medway Prevent Delivery Board.
- Designated Safeguarding Lead attends Counter Terrorism Local Partners' briefings and updates.
- Designated Safeguarding Lead is in partnership with the Kent & Medway Education Prevent Officer.

### 3.4 Capabilities

3.5 Provide a curriculum which promotes knowledge, skills and understanding to build the resilience of students, by undermining extremist ideology and supporting the learner 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.
- Teaching and learning strategies which explore controversial issues in a way which promotes critical analysis and pro social values.
- Use of external programmes or groups to support learning while ensuring that the input supports college goals and values.
- Encouraging active citizenship and learner voice.
- Relevant staff have training that helps them prevent students from being radicalised into terrorism.
- Relevant staff have training that helps them understand the factors that lead people to support terrorist ideologies or engage in terrorist-related activity.

### 3.6 Student Support

3.7 Ensure 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 student support services.
- Listening to what is happening in the College and the community.
- Implementing anti-bullying strategies and challenging discriminatory behaviour.

- Helping students and staff know how to access support in college and/or through community partners.
- Supporting problem solving and repair of harm.
- Supporting at risk students through safeguarding and crime prevention processes.
- Systematically reviewing its performance to ensure it narrows the attainment gap with vulnerable or disadvantaged groups/communities.
- Developing, through training and support, a number of staff who will have the knowledge, skills and confidence to lead debates about controversial issues through tutorial and forums.
- Continually reviewing and adapting the tutorial programme to further raise awareness of different faiths and cultures alongside developing the critical thinking skills required to make informed decisions.

### 3.8 Managing Risks and Responding to Events

3.9 Ensure the College monitors risks and is ready to deal appropriately with issues that arise. It will do this through:

- Having robust safeguarding policies in place to ensure that those at risk of radicalisation are identified and appropriate support is provided.
- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on the College.
- Understanding and managing potential risks within the College and from external influences.
- Responding appropriately to events in local, national or international news that may impact students and communities.
- Ensuring measures are in place to minimise the potential for acts of violent extremist within the College.
- Ensuring plans are in place to respond appropriately to a threat or incident within the College and relating policies.
- Developing effective ICT security and responsible user policies.

### 3.10 Reducing Permissive Environments

3.11 Ensure the College takes action to limit the potential harm and influence of radicalisers, as well as extremist narratives and content which can be reasonably linked to terrorism by:

- Seeking to ensure any event spaces or IT equipment is not being used to facilitate the spread of extremist narrative which encourage people into participating in or supporting terrorism.
- Taking due diligence to understand any risks around visiting speakers. Ensuring that speakers do not undermine the fundamental British

Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

- 3.7 If staff have a concern about a student vulnerable to radicalisation, they are to immediately refer the matter to the Director of Safeguarding or a member of the Safeguarding team.
- 3.8 If staff have a concern about a colleague vulnerable to radicalisation, they are to immediately refer the matter to the Group Director of People and the Director of Safeguarding.
- 3.9 If students have a concern about a fellow student or anyone else, they are to immediately refer their concerns to their course tutor, member of the Safeguarding team, any member of the Progression and Performance Tutor team or use the 'report a concern' form on the Student MyDay page. Students can choose to report anonymously using this online form.
- 3.10 Once a staff member is informed, the staff member needs to follow the previous point i.e. refer the matter to a member of the Safeguarding team.
- 3.11 Reporting Prevent Referrals
- 3.12 All Prevent referrals are to be reviewed by the Designated Safeguarding Lead (DSL) and, if the referral concerns a member of staff, the Group Director of People.
- 3.13 In deciding what action is appropriate, there will be a discussion with the Kent & Medway Prevent Team. This discussion may lead to a formal referral through Kent Police who have a CHANNEL procedure in place.
- 3.14 The CHANNEL procedure is a multi-agency partnership led by the Counter Terrorism Police focused structure with the aim to assess the susceptibility, vulnerabilities, risk and support needs in relation to radicalisation and extremism.
- 3.15 Recording Prevent Referrals
- 3.16 All Prevent referrals, actions and outcomes will be kept securely.
- 3.17 The Principal, Executive Director of Student Experience and Governing Body will be notified of these referrals, even if it is deemed 'a false alarm'.

## 4. Duties and Responsibilities

4.1 To ensure the College Prevent Strategy is implemented at the heart of all College activities, that leaders and managers monitor any emerging risks related to Prevent and other safeguarding issues, and that staff are ready to deal appropriately with radicalisation issues, the Designated Safeguarding Lead, Executive Director of Student Experience and Group Director of People (staff related) will ensure:

- Students: There is sufficient pastoral care, learning support and welfare support for all students, especially for young people from ethnically diverse and socially and economically disadvantaged areas.
- Staff: There is sufficient duty of care for staff, especially for those from ethnically diverse and socially and economically disadvantaged areas.
- Events and Activities: All staff organising events and activities (off and on site, use of faith room, external speakers and College visitors) are proactively looking for any possibility or likelihood for students or staff to have contact with or become involved in terrorism.
- Partnership: Key staff and managers work in partnership with others (staff, governors, the local authority, the local safeguarding board, the police, health professionals, Prevent professionals etc.) to ensure student and staff safety.
- Security: There is effective IT security (including the use of Wi-Fi/BYOD) in place to filter and protect students and staff from inappropriate use of the internet and social media or the possibility of being exposed to radicalisation content on websites.
- Training: Staff (curriculum, support and facilities) are trained in understanding the causes of radicalisation, their duty in the prevention of radicalisation and how to report potential radicalisation incidents to maintain student and staff safety.
- The policy is promoted to employers of apprentice students, including how to identify and report concerns.

4.2 The above will be monitored through an internal Risk Assessment.

4.3 Please see **Appendix A** for the MidKent College Referral Pathway.

## 5. Associated MidKent College Policies, Government Guidance, Strategies and Procedures

- Counter Terrorism and Security Act 2015
- Working Together to Safeguard Children 2023
- Keeping Children Safe in Education 2024
- Prevent Duty Guidance (England & Wales) 2023
- New Definition of Extremism 2024

- Managing the risk of radicalisation in your education setting 2023
- [Threat Levels | MI5 - The Security Service](#)
- MidKent College Safeguarding Policy (Child Protection Policy)
- MidKent College Equality, Diversity and Inclusion Policy
- MidKent College Anti-bullying and Harassment Policy
- MidKent College ICT Policy
- MidKent College Access, Visitors and Speakers Policy
- MidKent College Admissions Policy
- MidKent College Student Charter
- MidKent College Employment Policies and Procedures
- MidKent College Health and Safety Policy
- MidKent College Security procedures
- MidKent College Emergency Evacuation procedure
- MidKent College's Student Engagement Policy

## **6. Policy Validity**

- 6.1 This policy is valid for the academic year 2025-2026 and is due for review August 2026.

## **7. Policy Owner and Reviewer**

- 7.1 The Senior Manager responsible for this policy is the Executive Director of Student Experience.
- 7.2 The current writer responsible for this policy is the Director of Safeguarding & Student Welfare.

## **8. Policy Monitoring, Review and Evaluation**

- 8.1 A review of this policy and Action Plan will be undertaken by the review date by the policy writer and will be approved by the person responsible.

## APPENDIX A: MidKent College Prevent Safeguarding Referral Pathway

**Prevent** – *To stop people supporting terrorism or becoming a terrorist. It is a multiagency approach to support individuals in a proportionate manner.*

Below is the referral pathway flowchart that MidKent College follow:

