

High Tunstall College of Science



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Prevent Duty Policy

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Responsibility for Review	-	Designated Safeguarding Lead

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Statement of intent

High Tunstall College of Science recognises that students can be vulnerable to extremist ideology and radicalisation, and we are committed to protecting students from this risk as part of our safeguarding responsibilities.

Our commitment to safeguarding students against extremism, radicalisation and terrorism includes interventions and collaboration with other agencies including the police and the LA where appropriate and as required.

We support and adhere to the latest guidance from the DfE which requires colleges to actively promote fundamental British values and to enable students to challenge extremist views and ensure that students are encouraged to regard people of all faiths, races and cultures with respect and tolerance.

[Updated] This policy relates to the potential radicalisation of students at High Tunstall College of Science. For guidance on specific terrorist incidents, please see our Major Incident Plan and other policies, procedures and documents as listed in section 2 below.

1. **[Updated]** Legal framework

1.1. This policy has due regard to relevant legislation and statutory guidance including, but not limited to, the following:

- Children Act 1989
- Education Act 1996
- The Counter-Terrorism and Security Act 2015
- The Childcare Act 2006
- **[New]** Equality Act 2010
- Data Protection Act 2018
- UK GDPR

1.2. This policy also has due regard to statutory and non-statutory departmental advice, including, but not limited to, the following:

- DfE (2015) 'The Prevent duty'
- Prevent duty guidance (2023): Guidance for specified authorities in England and Wales
- DfE (2023) The Prevent duty Departmental advice for schools and childcare providers June 2015
- DfE HM Government (2021) 'Revised Prevent Duty Guidance: for England and Wales'
- **[Updated]** DfE (2025) 'Keeping children safe in education'
- **[Updated]** DfE (2026) 'Working Together to Safeguard Children'
- **[Updated]** Home Office (2025) 'Channel Duty guidance: protecting people susceptible to radicalisation'

1.3. The policy operates in conjunction with the following college policies:

- **[Updated]** Emergency Evacuation, Invacuation and Lockdown Procedure
- **[New]** College Security Policy
- Safeguarding and Child Protection Policy
- Data Protection Policy
- Online Safety Policy
- Equality Information and Objectives Policy.

2. Definitions

For the purpose of this policy:

- 2.1. **Extremism** is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to:
- negate or destroy the fundamental rights and freedoms of others; or
 - undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or
 - intentionally create a permissive environment for others to achieve the results in (1) or (2).
- 2.2. **Radicalisation** – is defined as the process by which an individual or group comes to support terrorism and extremist ideologies associated with terrorist groups.
- 2.3. **Terrorism** - is defined as violent threats or actions designed to influence government or intimidate the public with the purpose of advancing a political, religious or ideological cause. This includes endangering or causing serious violence to a person or people, serious damage to property, and seriously interfering or disrupting an electronic system.

3. Roles and Responsibilities

3.1. The governing board

- Ensuring the appropriate measures are in place to protect students from radicalisation
- Ensuring the Prevent duty is seen as part of the college's wider safeguarding duties

3.2. The Headteacher is responsible for:

- The overall implementation and management of this policy
- Ensuring every staff member is familiar with the scope of this policy
- Ensuring students are taught about British values through the curriculum
- Ensuring the college is a safe space in which students can understand and discuss sensitive topics, including terrorism and extremism, and are able to challenge these ideas
- Identifying extremist risks in the local area
- Ensuring any visitors and speakers at the college are appropriate and vetted prior to them having access to students
- Ensuring appropriate prevent training is undertaken by each member of staff.

3.2 The DSL, and any deputies, are responsible for:

- Handling any referrals to the Channel programme and supporting staff who make referrals to Channel
- Following up any referrals made to the Channel programme
- Provide advice and support to staff on protecting students from the risk of radicalisation
- Ensure all staff complete training on the Prevent duty
- Working with external agencies to support students at risk of being drawn into terrorism
- Providing guidance to other staff members to help them support students at risk of being drawn into terrorism
- Understanding local procedures for making a Prevent referral and making Prevent referrals where appropriate
- Considering if it would be appropriate to share any information with a new school or college in advance of a student leaving, e.g. if the student is currently receiving support through the 'Channel' programme and the information would allow the new setting to have support in place for when the student arrives
- Undertaking specific prevent awareness training and providing advice and support to other staff on protecting students from the risk of radicalisation
- Maintaining an awareness of the risks relating to extremism in the local area
- Maintaining a clear understanding of prevent reporting and referral mechanisms.

3.3. All staff members are responsible for:

- Being alert to the risk factors of extremism and radicalisation and any changes in a student's behaviour which could indicate that they may be in need of help or protection
- Raising any concerns with the DSL (or any deputies, in their absence)
- Notifying the DSL (or any deputies, in their absence) when they make any referrals to the Channel programme
- Engaging in staff training on the Prevent duty
- Using their professional judgement to identify students who may be at risk of radicalisation and acting proportionately.

4. Safeguarding from extremism

4.1. The college protects the right to freedom of expression. This policy is not intended or designed to restrict or prevent legitimate and lawful congregation or debate.

- 4.2. The college has a dedicated designated safeguarding lead (DSL) who deals with any incidents of extremism and or terrorism within our college community. As is the college's responsibility under law, we will do our utmost to safeguard our students from being drawn into extremism and terrorism.
- 4.3. The college has strong relationships with our Local Safeguarding Children Board (LSCB) and local police and will not hesitate to involve them at the earliest opportunity if safeguarding issues arise.
- 4.4. The college encourages any student, parent, staff member or member of the wider college community to speak to our DSL know if they have concerns about:
- Students becoming radicalised.
 - Groups, clubs or societies with extremist or radical views.
 - Friends and/or families of students becoming radicalised or involved in extremism.
 - Students planning to visit known areas of conflict.
 - Members of the college and wider community attempting to draw young and/or vulnerable students into extremism.
- 4.5. Visitors and speakers coming into the college will be vetted prior to them having access to students, and all materials handed out to students will be checked by a member of staff. Due diligence checks will also be carried out on those hiring and using the college premises.
- 4.6. Student-led groups, clubs and societies will be subject to monthly unannounced inspections by our DSL.
- 4.7. The college will incorporate appropriate filtering and monitoring systems to limit students' exposure to online risks, including extremist content.
- 4.8. The DSL and ICT team will work together to ensure that there is a clear reporting process in place where filtering systems raise safeguarding or prevent-related concerns.

5. 'No Platform' Statement

- 5.1. High Tunstall College of Science (HTCS) devotes much time and energy ensuring that our college staff, governors, students, and local communities are confident that the college operates in a fair and democratic way, demonstrating the highest standards of equality and social justice.
- 5.2. This 'No Platform' statement forms part of the Prevent policy and aims to ensure that HTCS balances the right of freedom of speech against the potential use of its facilities for the promotion of extremist ideological, religious, or political beliefs.
- 5.3. HTCS values freedom of speech as a fundamental right underpinning our society's values. However, free speech is not an unqualified privilege and must be subject to laws and policies governing equality, human rights, community safety and community cohesion. Both private citizens, HTCS

college staff, governors and students have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that leads to violence and harm to others goes against the moral principles on which free speech is valued.

5.4. This 'No Platform' Statement ensures that HTCS college staff and governors uphold their duty of care towards all our students and the wider community by seeking to ensure no discrimination on the grounds of political opinion, age, colour, disability, ethnic or national origin, gender, marital status, race, religion or sexual orientation shall be exercised by any individual on HTCS college premises.

5.5. The use of HTCS facilities by groups holding extreme religious, ideological or political views may pose a threat to this confidence as extremist groups may seek to create or exploit grievances and community tensions to the detriment of the whole community. This presents a complex problem for HTCS staff, governors and students who need to uphold freedom of speech and values of tolerance and respect whilst retaining the trust of local communities.

5.6. HTCS will not allow the use of the school website, ICT facilities or information management processes to:

- Promote discriminatory views in relation to the protected characteristics listed in the Equality Act 2010;
- Promote or glorify terrorism; or
- Promote extreme ideological, religious or political beliefs.

5.7. The college has a right to exercise control over all activities on its ICT facilities, including printed or printing and electronic communications associated with the name of the college and use of college equipment to access external resources. This includes the right to monitor the use of college resources.

6. 'Channel' and 'Prevent'

6.1. Channel, a key element of the Home Office's Prevent strategy, is a multi-agency approach to protect people at risk from radicalisation.

6.2. As a college we will work with the LA, local law enforcement, and religious and community leaders, to identify children vulnerable to radicalisation and to stamp out extremism if it arises. This includes identifying students to whom any of the following criteria applies:

- Displaying feelings of grievance and injustice
- Feeling under threat
- Searching for identity, meaning and belonging
- Displaying a desire for status amongst their peers
- Displaying a desire for excitement and adventure
- Displaying a need to dominate and control others
- Displaying a susceptibility to indoctrination

- Displaying a radical desire for political or moral change
 - Appearing susceptible to opportunistic involvement
 - Having family or friends involved in extremism
 - Appearing susceptible to being influenced or controlled by a group
 - Displaying relevant mental health issues.
- 6.3. Referrals made to Prevent will first be handled by Prevent Case Management, which will screen for genuine vulnerabilities. The Prevent Case Management will decide whether further action is required and, if so, will either refer the issue to mainstream services as required or carry the investigation forward to a Channel panel which will gather further information from partners and agree on the support required. The school will ensure that information is shared as required.
- 6.4. The college will cooperate with local panels involved in the Channel process. A representative of the college will attend meetings as required to aid the mitigation of identified risk and vulnerabilities. This includes contributing towards the support plan and sharing information necessary and proportionate to the effective working of the panel.

7. Preventing radicalisation

- 7.1. The college will assess the risk of students being drawn into terrorism through identifying the factors that affect children in the local area and knowing how to identify those at risk.
- 7.2. Allegations and concerns of radicalisation and/or terrorism will always be taken seriously, and staff will act proportionately, which may include making a Prevent referral.
- 7.3. Where appropriate, the college will help students channel their desire for excitement and adventure into suitable and healthy activities.
- 7.4. Extremist propaganda is widely available online – the college will ensure that British values are promoted regularly to encourage students to develop an appreciation of society. The college will work with local religious and cultural organisations to instil a strong sense of identity in our students, as well as a clear place and purpose within the college.
- 7.5. The college recognises that students' parents and families are best placed to spot signs of radicalisation and, as such, will promote effective engagement with parents and families.
- 7.6. The college will record all internet activity that takes place on site, and where possible on any college owned computers, laptops and tablets off site, and appropriate filters will be installed to protect children from terrorist and extremist material online, in accordance with the Online Policy.

- 7.7. In accordance with Keeping Children Safe in Education and our Safeguarding and Child Protection Policy, students will be taught about the importance of staying safe online through PSHCE lessons.
- 7.8. The college is stronger thanks to our open, multi-faith and multi-racial community. We will always aim to integrate and engage every child within the college community, and in the wider community.
- 7.9. The college will celebrate a range of different religious and cultural festivals across the year giving every student the opportunity to take part.
- 7.10. The college will monitor and assess incidents which suggest students are engaging, or are at risk of engaging, in extremist activity and/or radicalisation.
- 7.11. Where a student has been identified as at risk of radicalisation, the college will take action proportionate to the incident/risk.

8. Making a judgement

8.1. Although extremist behaviour can be presented in many forms, the college recognises the following as potential indicators or radicalisation or a susceptibility to radicalisation:

- Disclosure about extremist or radicalised behaviour by students – this could include exposure to materials outside of college
- Use of specific terms associated with certain ideological views, e.g. 'hate' language
- Intelligence reports from local and national agencies regarding the radicalisation of groups of people in the local area
- Focus on specific narratives that highlight particular extremist views
- Evidence of accessing online materials that include extremist materials
- Refusal to accept views expressed by others which is counter to the school's Equality Information and Objectives Policy
- Documented concerns raised by parents or family members about the changing behaviour of the student
- References to an extremist narrative in students' work
- Disassociation from existing friendship groups
- A loss of interest in activities in which they previously engaged
- Behavioural characteristics, such as low self-esteem, isolation, and perceptions of failure and injustice
- Family tensions
- Events affecting their country or region of origin
- Alienation from UK values
- Grievance triggered by personal experience of discrimination
- Property damage

- Refusal to cooperate with the requests of teachers or other adults.

8.2. When assessing whether a student is at risk of radicalisation, staff will ask themselves the following questions:

- Does the student have access to extremist influences through the internet?
- Does the student possess or actively seek extremist material?
- Does the student sympathise or support extremist groups or behaviour in their speech or written work?
- Does the student's demeanour suggest a new social, religious or political influence? E.g. through jewellery or clothing
- Has the student previously been a victim of a race hate or religious crime?
- Has the student experienced any major disagreements with their peers, family or faith groups, leading to rejection, isolation or exclusion?
- Does the student display an irregular and distorted view of religion or politics?
- Does the student display a strong objection towards specific cultures, faiths or race?
- Is the student a foreign national awaiting a decision regarding deportation or immigration?
- Is there an irregular pattern of travel within the student's family?
- Has the student witnessed or suffered from trauma or violence in a war zone or through sectarian conflict?
- Is there evidence of a relative or family friend displaying extremist views?
- Has the student travelled for extended periods of time to international locations?
- Does the student have experience of poverty, disadvantage, discrimination or social exclusion?
- Does the student display a lack of affinity or understanding for others?
- Is the student a victim of social isolation?
- Does the student have insecure, conflicted or absent family relationships?

8.3. Critical indicators include where a student is:

- In contact with extremist recruiters
- Articulating support for extremist causes or leaders
- Accessing extremist websites
- In possession of extremist literature

- Using extremist narratives and a global ideology to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Making significant changes to their appearance and/or behaviour.

8.4. The DSL and any deputies will undergo annual Prevent awareness training in order to provide advice and support to staff on protecting students from the risk of radicalisation.

8.5. Staff will undergo biennial Prevent awareness training, in order to ensure that they are up to date to recognise indicators of radicalisation.

8.6. Staff, including the DSL and any deputies, will also undergo regular training in response to any updates.

8.7. The college will encourage staff to engage with online government resources, including the website Educate Against Hate, and the Prevent e-learning modules provided by the Home Office.

8.8. Staff will be trained to be vigilant toward the push and pull factors that could make a student vulnerable to being drawn into extremism or radicalisation.

8.9. Staff will look out for 'push factors' including where a student may be feeling:

- Isolated
- That they do not belong
- That they have no purpose
- Low in self-esteem
- That their aspirations are unmet
- Angry or frustrated
- A sense of injustice
- Confused about life or the world
- Real or perceived personal grievances.

In conjunction with these push factors, staff will be aware of the 'pull factors' that could make extremist or terrorist groups and ideologies attractive to those experiencing the above feelings.

Staff will be aware that pull factors can include where extremist or terrorist groups:

- Offer a sense of community and a support network
- Promise fulfilment or excitement
- Make the student feel special and part of a wider missions

- Offer a very narrow, manipulated version of an identity that often supports stereotypical gender norms
- Offer inaccurate answers or falsehoods to grievances
- Encourage conspiracy theories
- Promote an 'us vs. them' mentality
- Blame specific communities for grievances
- Encourage the use of hatred and violent actions to get justice
- Encourage ideas of supremacy.

9. Making a referral

- 9.1. In accordance with the college's Child Protection and Safeguarding Policy, if any member of staff has concerns about a student, they will raise this with the DSL.
- 9.2. Parents/Carers will be contacted to discuss the issue and investigate where there are any mitigating home circumstances, unless doing so would put the student at further risk of harm. A decision will be made at this meeting to determine whether a referral should be made to the Channel programme. In most cases, the DSL will refer case to the Channel programme where there is a radicalisation concern, as appropriate.
- 9.3. Staff members may make referrals using the Prevent national referral form if they deem it necessary – the DSL will be notified in all cases and will support staff members who do so.
- 9.4. Following a referral made to Prevent, a Channel panel will meet to discuss the referral, assess the risk and decide whether the person should be accepted into channel. The panel will be chaired by the LA and attended by multi-agency partners including the police, education professionals, health services, housing and social services. Staff members will be notified if they are required to attend a Channel panel following a referral made to Prevent.
- 9.5. The DSL will follow up any referrals and the student will be monitored for a period of time to determine whether there have been any changes in behaviour. Parents will be consulted during this period, unless doing so would put the student at further risk of harm.
- 9.6. If any concerns are raised, the DSL will contact the Channel programme to discuss further steps.
- 9.7. The DSL will record and retain all incidents for college records in accordance with the Data Protection Act 2018 and the UK GDPR, as outlined in the Data Protection Policy.
- 9.8. The police will be notified immediately if someone is about to put themselves or others in immediate danger, or if they appear to be involved in planning to

carry out a criminal offence and the college's emergency procedures will be followed.

10. Promoting fundamental British values

10.1. Through the national curriculum, the college will:

- Teach our students a broad and balanced international history
- Represent the cultures of all of our students
- Teach a wide range of English and non-English literature
- Commemorate World War 1 and 2
- Discuss the UK's relations with the rest of Europe, the Commonwealth and the wider world.

10.2. Through our social, moral, spiritual & cultural programme, the college will:

- Enable students to develop their self-knowledge, self-esteem and self-confidence
- Enable students to distinguish right from wrong and to respect the civil and criminal law of England
- Encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the college and to society more widely
- Enable students to acquire a broad general knowledge of, and respect for, public institutions and services in England
- Further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of, and respect for, their own and other cultures
- Encourage respect for other people.
- Encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

10.3. The college will do this by:

- Including material on the strengths, advantages and disadvantages of democracy, and how democracy and the law work in Britain as part of our curriculum.
- Ensuring that all students within the college have a voice that is listened to, thus demonstrating how democracy works via a college council whose members are voted for by the students.
- Using opportunities such as general or local elections to hold mock elections to offer students the chance to engage in politics from an early age.
- Offering a debate club to provide students with the opportunity to learn how to argue and defend points of view.

- Using teaching resources from a wide variety of sources to help students understand a range of faiths.
- Considering the role of extra-curricular activities, including any activity run directly by students, in promoting fundamental British values.

11. Training

- 11.1. All staff will attend safeguarding training including that which concerns preventing people from being drawn into terrorism or extremist groups. Prevent training will be provided annually and will be updated as required. Training will focus on the importance of following the 'Notice, Check, Share' protocol.
- 11.2. Staff will be provided with regular updates, notices and emails regarding Prevent and anti-extremism as required.
- 11.3. The SLT and DSL will receive additional support from local partnerships and training on local processes for Prevent. When identifying training needs, consideration will be given to the level of knowledge needed for different roles.
- 11.4. Records will be maintained of training provided to ensure that training needs are being met and kept up to date.
- 11.5. Training will be quality assured by the DSL and its effectiveness reviewed regularly. The college will make use of government quality assured prevent training resources.
- 11.6. Staff will be trained to be aware of and to identify concerning behaviour that may indicate a student is susceptible to radicalisation, e.g. voicing intolerant narratives.
- 11.7. Training will take account of, and be proportionate to, the risk of terrorism and extremism in the local area.
- 11.8. Further advice on training will be sought from the LA safeguarding team as appropriate.

12. Community links

- 12.1. The college will include discussion about extremism and terrorism in our governing body meetings.
- 12.2. The college will operate an open-door policy for community members to report concerns.
- 12.3. The college will, where appropriate, partake in community festivals, religious celebrations and other events. The college will select a range of charities to support across the year which represent our college community, including local community groups.

- 12.4. The college will develop effective partnerships with local prevent leads, the police and the LA through multi-agency forums.
- 12.5. The college will maintain an up-to-date awareness of the risk and threat posed in the local area and the latest developments in best practice through local partnerships.

13. [Updated] Monitoring and review

- 13.1. This policy is reviewed biennially by the Designated Safeguarding Lead.
- 13.2. **[Updated]** The scheduled review date for this policy is July 2028.

14. **[Updated]** Appendix A Prevent Action Plan

Action	By When	By Whom	Impact of Action	Achieved Y/N	Date achieved
1. The PREVENT Agenda to be included within the College's Safeguarding Policy and procedures. To include contact details of the PREVENT Lead / Designated Safeguarding Lead.	Sept. 23	Headteacher & Governing Body	Extremism, terrorism and radicalisation to be treated as a safeguarding issue in terms of internal reporting. (Safeguarding & Child Protection policy to was updated in Sept 23 with KCSIE updates).	Y	Sept. 23
2. College to adopt policies that secure and protect free expression and academic freedom whilst protect the rights of students and staff to hold, articulate and act upon their political, religious and ideological opinions at all times, within the law, are in the strictest accordance with the Equality Act 2010 and with the Public Sector Equality Duty , and do not undermine, existing rights including under the Education (No. 2) Act 1986, the Human Rights Act 1998, the Equality Act 2010 and data protection legislation. These are subject only to relevant college policies or their contractual agreements and terms of employment.	Sept. 23	Headteacher & Governing Body	Headteacher & Governing Body to ensure that it is understood by all key individuals, and by the College community as a whole, that principles of free expression, academic freedom, autonomy, confidentiality, privacy, and equality of rights, according to law, provide the overarching context within which the PREVENT duty is to be considered; and that the duty must be implemented in a manner that is proportionate and positively secures and protects those rights. (Enshrined in the college Prevent Policy & Safeguarding policies).	Y	June 23
3. College's Designated Senior Safeguarding Lead / PREVENT Lead to attend seminars and to receive briefings and information as required including gangs and knife crime/county lines.	Sept. 23	Headteacher & Governing Body	To understand the PREVENT Duty to establish the necessary policies, procedures and training throughout the college. (Curriculum & PSCE/SMSC & BV topics).	Y	June 23
4. Staff Development sessions for staff to inform and provide more detail to staff of the PREVENT Agenda and their responsibilities.	Sept. 23	Headteacher & Governing Body	Heighten awareness of staff to recognise early signs of extremism. (National College Prevent Training performed by ALL staff on an annual basis)	Y	June 23
5. Briefing of all HTCS staff during induction to raise awareness of PREVENT agenda, College strategy, Prevent Duty Policy, risk assessment and reporting procedure.	Sept. 23	Headteacher & Governing Body	Headteacher & Governing Body to heighten awareness of staff to the PREVENT Agenda. (Revised Prevent & Safeguarding & Child Protection policy & Risk Assessment being rolled out to ALL staff.)	Y	June 23

Action	By When	By Whom	Impact of Action	Achieved Y/N	Date achieved
6. Provide Governors with a sound understanding of the PREVENT Duty and how they can contribute to and monitor the impact of the college PREVENT policy.	Sept. 23	Headteacher & Governing Body	To provide Governors with the information and confidence to challenge managers and staff on how the College is fulfilling its PREVENT Duty Policy. (Prevent Policy & Risk Assessment approved & read by Governors)	Y	June 23
7. Continue to raise HTCS student awareness of the PREVENT Agenda through College promotions and tutorials.	Sept. 23	Headteacher & Governing Body	HTCS students to recognise signs of extremism in themselves and others. (Curriculum & PSCE/SMSC & BV cover topics & awareness).	Y	June 23
8. Ensure all HTCS staff and students are aware of reporting procedures.	Sept. 23	Headteacher & Governing Body	Individuals know how to report concerns. (Prevent Policy & PSCE/SMSC & BV reporting).	Y	June 23
9. Provide opportunity for HTCS students discussion by inclusion of the PREVENT Agenda in the themed weeks.	Sept. 23	Headteacher & Governing Body	Develop an open culture in respect of discussion about extremism in all its guises. (Curriculum & PSCE/SMSC & BV cover topics & awareness).	Y	June 23
10. HTCS PREVENT Lead retains links with external agencies and receives information through the LA, or other agencies, as required.	Sept. 23	Headteacher & Governing Body	The College to work with the LA and other agencies to agree protocols for providing this category of information in a manner that secures and protects the existing rights of students and staff,	Y	June 23
11. All HTCS policies to be reviewed considering information and training received to ensure the inclusion of the PREVENT Agenda as required.	Sept. 23	Headteacher & Governing Body	College processes to include the PREVENT Agenda. (Safeguarding & Child Protection policy & Prevent policy included).	Y	June 23
12. Include PREVENT on College wide posters, website and graphics to inform readers, promote awareness of PREVENT duties and openness of issues.	Sept. 23	Headteacher & Governing Body	Provide awareness of extremism and staff contacts for HTCS students, visitors, governors, and staff. (To be increased to raise awareness).	Y	June 23
13. Revise staff recruitment, selection and induction policies and procedures to ensure that prospective and new employees are aware of the PREVENT Duty, the College's stance and their responsibilities.	Sept. 23	Headteacher & Governing Body	Applicants and new staff aware of PREVENT within all recruitment and induction documentation and activities. (Prevent included in the induction pack).	Y	June 23

Action	By When	By Whom	Impact of Action	Achieved Y/N	June 23
14. Ensure that e-platforms reflect the College's safeguarding culture including PREVENT.	Sept. 23	Headteacher & Governing Body	Consistent approach to PREVENT via ICT management of access, training of HTCS staff and students.	Y	June 23
15. Continue to review the overall risk assessment for the College covering the potential risks associated with extremism, radicalisation and terrorism. Ensure that risks identified within the Police's 'Local Counter Terrorist Profile' are included.	Sept. 23	Headteacher & Governing Body	Headteacher & Governing Body to assure that risks to the College are known and understood by Managers, staff and Governors. (Prevent Risk Assessment rolled out to all staff.)	Y	June 23
16. Prepare and implement Risk Assessment – PREVENT Duty and communicate results.	Sept. 23	Headteacher & Governing Body	Headteacher & Governing Body to review the risk assessments and guidance and to adopt an action plan, as required. Staff are familiar with the risk assessment and recognise the factors involved.	Y	June 23
17. Compliance Team perform PREVENT Audit & review results.	Dec. 23	Headteacher & Governing Body	Headteacher & Governing Body to review the PREVENT Audit results and adopt an action plan, as required.		Sept. 23
18. College Admissions and Safeguarding, and Staffing, Staff Welfare & Finance Committee to oversee the work of the Compliance Team to ensure the performance of audits, issuing of guidance, templates for risk assessments, action plans and policy changes, as required.	Dec. 23	Headteacher & Governing Body	Headteacher & Governing Body to review the work of the Compliance Team and report results of their performance and adopt an action plan, if required. (Compliance Team activities subject to review by Governors on a quarterly basis with Compliance Report provided monthly).	Y	June 23
19. Review the PREVENT Strategy and Action Plan annually to assure that the application of PREVENT is current and aligned to governmental guidelines.	Jun. 24	Headteacher & Governing Body	Headteacher & Governing Body to review the PREVENT Strategy & Action Plan annually.	Y	June 23
20. Events and Venue Hire - All bookings to be approved by a key individual/process to assure that no risk or exposure to the college from external parties that may use the facilities to promote extremism, terrorism, or anti-British propaganda.	Sept. 23	Headteacher & Governing Body	Regularly check and update policy on bookings. Regularly update policy on booking of events to ensure the implementation of college policies. (Safeguarding & Child Protection and Prevent policy		