

# Prevent Policy

Document Summary

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## Policy for the Prevention of Extremism and Radicalisation (PREVENT Policy)

### 1. Our Commitment and Legal Duty

The City College is committed to providing a safe, inclusive, and supportive learning environment for all adult students and staff. This policy outlines our approach to fulfilling our duty under the Counter-Terrorism and Security Act 2015 to prevent people from being drawn into terrorism.

As a Higher Education provider, we also have a statutory duty to protect and promote freedom of speech and academic freedom under the Higher Education (Freedom of Speech) Act 2023, as overseen by the Office for Students (OfS). This policy is designed to balance these legal duties, ensuring that we uphold our commitment to open inquiry and expression while actively mitigating the risks of radicalisation.

### 2. Definitions

For the purposes of this policy, we define the following terms in line with official government guidance:

- Extremism: Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.
- Radicalisation: The process by which a person comes to support terrorism or extremism and, in some cases, participates in a terrorist or extremist group.

### 3. Key Roles and Responsibilities

The successful implementation of this policy relies on the clear roles and responsibilities of all staff and students.

Role	Core Responsibilities
Prevent Coordinator	Acts as the college's single point of contact for all Prevent-related matters. Maintains links with external agencies, assesses and manages risk, and coordinates staff training and compliance.
Senior Leadership	Has overall oversight of the policy, ensures compliance with statutory duties, and provides strategic direction.
All Staff	Required to complete Prevent training, be aware of vulnerability indicators, and know how to report concerns.
All Students	Expected to understand the college's commitment to British values, respect diverse opinions, and know how to report concerns.

### 4. Balancing Freedom of Speech and Safety

The College is dedicated to fostering a culture of open debate and discussion. This commitment to freedom of speech is a core part of our identity and a legal duty.

Events and External Speakers: We have a clear procedure for managing events and external speakers. This procedure ensures that we uphold our statutory duty to protect freedom of

speech within the law, while also complying with our safeguarding and Prevent duties. The college will only intervene to prohibit an event if the speech is unlawful.

Online Activity: In line with guidance from Jisc, the college uses an IT system to filter access to unlawful and inappropriate material. This system does not censor or monitor legitimate academic inquiry. Our IT policies are designed to protect students from online harms while also upholding the principles of academic freedom.

## **5. Inclusivity and Respect**

The City College is legally bound by the Equality Act 2010 and is committed to fostering a culture of mutual respect and tolerance. We have a zero-tolerance policy for all forms of discrimination, including gender-based discrimination.

Gender Segregation: It is made explicitly clear to all students that gender segregation is not permitted in our classrooms, common areas, or at any college-sanctioned events.

Reporting Concerns: Any student who feels uncomfortable or experiences harassment, bullying, or discrimination based on gender is encouraged to report it immediately. All such reports will be investigated under the college's dedicated Sexual Misconduct and Bullying Policy as mandated by the new regulations in effect since August 1, 2025.

## **6. Risk Management and Reporting**

The college operates a continuous risk assessment process to identify and mitigate risks related to radicalisation.

Vulnerability Indicators: All staff are trained to be aware of a range of risk factors that may make an individual vulnerable to radicalisation. These can include a sense of grievance, personal crises, or exposure to extremist influences.

Reporting Concerns: If a staff member or student has a concern, they should report it to the Prevent Coordinator or a Director. All reports will be handled with discretion and in accordance with our confidentiality policy.

Immediate Danger: If there is an immediate threat or danger to life, the correct procedure is to call 999 and then inform the Prevent Coordinator.

Channel Referral: If a concern meets the threshold for a security dimension, the Prevent Coordinator will work with police and other external agencies to make a referral to the Channel programme.

## **7. Useful Links and Resources**

- Office for Students (OfS): Provides official guidance and frameworks on the Prevent duty, freedom of speech, and student safeguarding.
- Link: <https://www.officeforstudents.org.uk/>
- Jisc: Offers resources and advice on cybersecurity and IT safety in the education sector.

- Link: <https://www.jisc.ac.uk/>
- Protect UK: The official counter-terrorism website with information on reporting suspicious activity.
- Link: <https://www.protectuk.police.uk/>
- Channel Programme Guidance: Official government guidance explaining the Channel referral process.
- ACT (Action Counters Terrorism): The police campaign providing information on how to report concerns.
- Link: <https://www.gov.uk/report-terrorism>
- Confidential Hotline: 0800 789 321