

# P75 Prevent Policy

This should be read in conjunction with our P63 Safeguarding & Child Protection Policy.

## Table of Contents

1	KEY INTERNAL CONTACT DETAILS .....	1
2	KEY EXTERNAL CONTACT DETAILS .....	2
3	POLICY STATEMENT .....	2
4	How to report a concern .....	3
5	REPORTING TO CHANNEL .....	4
5.1	Channel process .....	4
6	GLOSSARY OF TERMS .....	5
	British Values: .....	5
7	THE COUNTER-TERRORISM AND SECURITY ACT & PREVENT DUTY GUIDANCE .....	5
8	CURRENT THREAT LEVEL IN THE UK.....	6
9	HATE CRIME.....	6
10	SIGNS OF RADICALISATION.....	7
	.....	7
	<i>*Source educate against hate.....</i>	7
11	TEACHING AND LEARNING + RESOURCES .....	8
	POLICY REVIEW AND SIGN OFF .....	8

## 1 KEY INTERNAL CONTACT DETAILS

E-mail: [safeguarding@tchc.net](mailto:safeguarding@tchc.net)

Phone: 01923 698430

Role	Name	Contact	Area(s) covered
Designated Safeguarding Lead / Safeguarding Manager	Alex Pazik	07732 684738	All Watford Watford Head Office
Safeguarding Administrator	Marie Dennis	07522 329868	All Watford Head Office
Restart Scheme Delivery Manager	Karen Palmer	07701 311549	Aylesbury
Centre Deputy Designated Safeguarding Lead	Lynn Jackson	01923 698443	Dunstable
Centre Deputy Designated Safeguarding Lead	Jodie Thomas	07597 565626	Ipswich

Centre Deputy Designated Safeguarding Lead	Sophie Jones	01733 301164	Peterborough
Centre Deputy Designated Safeguarding Lead	Ella Collet	07568 136564	Thurrock
Centre Deputy Designated Safeguarding Lead	Kirsty Negus	07587 037361	Basildon – Bowlers Croft
Centre Manager	Harriet Brown	07720 090204	Basildon - Southgate
Centre Manager	Caroline Parker-Meadows	07522 347017	Fengate
Deputy Designated Safeguarding Lead	Chris Lewington	07710 691017	Kent
Deputy Designated Safeguarding Lead / Director of Youth Programmes	Wayne Taylor	07738 771769	GAPs Centres
Managing Director	Yuen-Man Yau	07720 090207	All
CEO	Courtney Grinham	07813 348258	All

## 2 KEY EXTERNAL CONTACT DETAILS

Role	Role
Support and Advice about Extremism	<p>Police EMERGENCY: 999 NON-EMERGENCY NUMBER: 101 PREVENT ADVICE LINE 0800 011 3764 ANTI-TERROR HOTLINE 0800 789 321 ONLINE: met.police.uk</p> <p>Local Authority See external key contacts– List of Multi-Agency Safeguarding Hubs</p>
Making a referral to Prevent	<a href="https://www.gov.uk/guidance/making-a-referral-to-prevent#contents">https://www.gov.uk/guidance/making-a-referral-to-prevent#contents</a>
ACT: Action, Counters, Terrorism	<a href="https://act.campaign.gov.uk/spotting-the-signs-of-terrorism/">https://act.campaign.gov.uk/spotting-the-signs-of-terrorism/</a>

## 3 POLICY STATEMENT

This policy, applicable to TCHC Group Ltd, is updated annually and accessible on the company website. We prioritise safeguarding and the well-being of children, young people, and vulnerable adults, striving to prevent abuse. This commitment is ingrained in our company culture, and we maintain a vigilant "it could happen here" approach. **Safeguarding is everyone's responsibility, regardless of job role, hours, or**

**department.** TCHC risk assess the risks to extremism and radicalisation which is reviewed throughout the year.

The objectives of this policy are as follows:

- Establish an awareness of Prevent
- Provide a structure for safeguarding concerns, including a supportive referral process
- Ensure practice which adds to the Prevent agenda including embedding British values into all curriculum

## 4 How to report a concern

CPOMS is our electronic safeguarding system, essential for reporting concerns [CLICK HERE](#)

If you have seen or experienced something which you don't think is right and is concerning you, support is available, and we want to prevent this from reoccurring. We can only do this if concerns are shared, and we know that this can be challenging. You can now share your concerns with the Safeguarding Team by completing the Call Out a Concern online form and this can be completed anonymously if you wish to.

All concerns will be treated sensitively and confidentially. However, if an individual is at serious risk of harm, we may share information with other agencies such as the emergency services or social care.



StaffSafe is our electronic safeguarding system, essential for reporting concerns about other employees at TCHC Group Ltd [CLICK HERE](#)

Not reporting concerns can lead to personal and organisational consequences, including disciplinary action. Remember, if you're called to an inquest or child safeguarding review, both your decision-making and TCHC's reputation may be scrutinised.

While reporting concerns might be worrisome, failing to act could have more severe consequences. Always respond appropriately to any concerns, no matter how they come to your attention.

Top tips:

- Remain calm and reassure the person that they have done the right thing by speaking up
- Listen carefully and give the person time to speak
- Explain that only the professionals who need to know will be informed, never promise confidentiality if the learner is at risk of harm or danger
- Act immediately, and **do not** try to address the issue yourself

- Remember that it is not for you to decide whether a suspicion or claim is true; all instances must be taken seriously
- Remember it is not your role to ask the person lots of questions: it's the responsibility of the social care or the police to find out more information

Step 1	You must <b>FIRST</b> contact our internal safeguarding team by telephone as soon as possible and within 2 hours of the incident/disclosure, before any external agency. <b>Unless there is immediate danger to the person/s concerned or public.</b>
Step 2	If for any reason the safeguarding team does not answer the telephone call within the 2 hours, you must contact Alex Pazik and if you still cannot reach anyone as the event is not immediately life-threatening contact Yuen-Man Yau, Wayne Taylor or Courtney Grinham.
Step 3	CPOMS is our electronic safeguarding system, essential for reporting concerns <a href="#">CLICK HERE</a>
Step 4	The DSL will update CPOMS as soon as possible after the case has been raised and may contact you to discuss involving professional services such as social care.
Step 5	Any further updates to the incident must be recorded on our electronic safeguarding system under the existing case file.

**Note: should you feel a learner, colleague, yourself, or any members of the public are in immediate danger, report to the police immediately and then contact the internal Safeguarding team.**

## 5 REPORTING TO CHANNEL

### 5.1 Channel process

Educate against hate have outlined the channel process simply:

Channel is a voluntary, confidential programme which safeguards people identified as vulnerable to being drawn into terrorism. It is a multi-agency process, involving partners from the local authority, the police, education, health providers and others.

Referring possible cases of early-stage radicalisation is similar to safeguarding processes designed to protect people from gang activity, drugs, and physical or sexual abuse. Many types of support are available as part of the Channel programme, addressing educational, vocational, mental health and other vulnerabilities.

The Channel programme is:

- voluntary
- confidential
- a support programme – not a criminal sanction and it will not affect a person's criminal record

A referral can come from anyone who is concerned about a person they know who may be at risk of radicalisation, whether a family member, friend, school leader, colleague or from a wide range of partners. Channel addresses all forms of terrorism, including Islamist, extreme right-wing, mixed and unclear ideologies, and others.

When someone makes a referral, lots of agencies work together to offer support where they consider it necessary and proportionate to do so. This involves a number of steps:

- The local authority and the police carefully assess all referrals to see if they are suitable for Channel or whether a different type of support is more appropriate, such as mental health support.
- If suitable, the referral is discussed with all relevant partners at a meeting called a Channel panel to decide if an intervention is necessary. The individual who has been referred to Prevent is informed and must give their consent (or via a parent or guardian if they are children) before an intervention can take place.
- If Channel intervention is required, the panel works with local partners to develop an appropriate tailored support package.
- The support package is monitored closely and reviewed regularly by the Channel panel.

The type of support available is wide-ranging, and can include help with education or career advice, dealing with mental or emotional health issues, drug or alcohol abuse, and theological or ideological mentoring from a Channel intervention provider (a specialist mentor).

**Email:** [counter.extremism@education.gsi.gov.uk](mailto:counter.extremism@education.gsi.gov.uk). **Telephone:** 020 7340 7264.

## 6 GLOSSARY OF TERMS

Please [click here](#) to read the definitions by the home office.

### British Values:

- Democracy
- Rule of Law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs

## 7 THE COUNTER-TERRORISM AND SECURITY ACT & PREVENT DUTY GUIDANCE

“The overall aim of our counter-terrorism strategy, CONTEST, is to reduce the risk from terrorism to the UK, its citizens and interests overseas, so that people can go about their lives freely and with

confidence. Prevent remains one of the key pillars of CONTEST, alongside the other three 'P' work strands:

- 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"

Which is an extract from the 2023 Prevent Duty Guidance.

[CLICK HERE to read more](#)

## 8 CURRENT THREAT LEVEL IN THE UK

The metropolitan police have published information to the public, including;

- How likely is a terrorist attack?
- Threat levels
- What are the police doing to keep us safe?
- Do police target specific communities when investigating terrorism?
- Why to police stop passengers at ports?

The level is set by the Joint Terrorism Analysis Centre and the Security Service (MI5).

Threat levels do not have an expiry date. They can change at any time as different information becomes available.

[CLICK HERE to read more and view the current threat level](#)

## 9 HATE CRIME

- Hate crime is any offence against a person or property, which is motivated by the offender's hatred of people because they are seen as being different
- People do not have to be a member of a minority community to be a victim of hate crime
- Any incident where an individual or group of people are targeted because they are believed to be of a different race, religion/belief, sexual orientation, gender identity or have a disability can be reported as a hate crime.

[Government advice and trusted resources to help safeguard students from radicalisation, build resilience to all types of extremism and promote shared values.](#)

## 10 SIGNS OF RADICALISATION

### Signs of radicalisation

**There is no single route to radicalisation. However, there are some behavioural traits that could indicate that your child has been exposed to radicalising influences.**

Radicalisation in children can happen over a long period of time. In some cases it is triggered by a specific incident or news item and can happen much quicker. Sometimes there are clear warning signs of radicalisation, in other cases the changes are less obvious.

The teenage years are a time of great change and young people often want to be on their own, easily become angry and often mistrust authority. This makes it hard to differentiate between normal teenage behaviour and attitude that indicates your child may have been exposed to radicalising influences.

The following behaviours listed here are intended as a guide to help you identify possible radicalisation:

#### Outward appearance

- Becoming increasingly argumentative
- Refusing to listen to different points of view
- Unwilling to engage with children who are different
- Becoming abusive to children who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- Distancing themselves from old friends
- No longer doing things they used to enjoy
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and groups

#### Online behaviour

- Changing online identity
- Having more than one online identity
- Spending a lot of time online or on the phone
- Accessing extremist online content
- Joining or trying to join an extremist organisation

You know your child better than anyone, so trust your instincts if something feels wrong. You are in the best position to notice if they're acting out of character.

For more information on spotting the signs of radicalisation in young people visit [ACT Early](#).

*\*Source educate against hate*

## 11 TEACHING AND LEARNING + RESOURCES

All teaching staff, volunteers, associates must provide a curriculum that promotes British Values, knowledge, skills, and behaviours that build resilience of learners by undermining extremist ideology and supporting the learner voice.

- Embedding British Values, equality, diversity and inclusion, wellbeing into the curriculum
- Promoting wider skills development such as social and emotional aspects of learning
- A curriculum adapted to identify local needs, challenge extremist narratives, and promote rights
- Exploration of teaching, learning and assessment strategies that explore controversial issues which promotes critical analysis
- Networks or groups to support learning
- Encouraging learner voice

Useful resources:

[Side-by-side \(ETF\): Prevent courses for learners](#)

[Prevent e-learning for further education \(FE\) practitioners](#)

[Further Education Practitioners Advice and teaching resources](#)

[twinkl](#)

[Lesson Resources](#)

### POLICY REVIEW AND SIGN OFF

This policy has been developed in accordance with the following guidance and legislation:

[Keeping children safe in education 2024](#)

[Counter-Terrorism and Security Act 2015](#)

[Education and Training \(Welfare of Children\) Act 2021](#)

[Working Together to Safeguard Children](#)

[Revised Prevent duty guidance: for England and Wales](#)

[Channel and Prevent Multi-Agency Panel \(PMAP\) guidance](#)

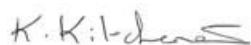
[Protection of Freedoms Act 2012](#)

[Children Act 2004](#)

[Childcare Act 2006](#)

[Safeguarding Vulnerable Groups Act 2006](#)

[Information sharing advice for safeguarding practitioners](#)



---

Kim Kitchener – Head of Quality

---



## Document History

Reference No	Version	Date	Author	Classification	Review Date
P75	1.0-1.2	26/11/2019	Claire Jeens	Unclassified	08/05/2020
P75	1.3	26/05/2020	Claire Jeens	Unclassified	26/05/2021
P75	1.4	26/04/2021	Claire Jeens	Unclassified	26/04/2022
P75	1.5	28/06/2021	Claire Jeens	Unclassified	28/06/2022
P75	1.6	11/08/2021	Claire Jeens	Unclassified	11/08/2022
P75	1.7	11/04/2022	Claire Jeens	Unclassified	11/04/2023
P75	1.8	26/04/2022	Claire Jeens	Unclassified	26/04/2023
P75	1.9	16/05/2022	Claire Jeens	Unclassified	16/05/2023
P75	2.0	09/08/2022	Claire Jeens	Unclassified	09/08/2023
P75	2.1	10/11/2022	Claire Jeens	Unclassified	10/11/2023
P75	2.2	25/07/2023	Claire Jeens	Unclassified	25/07/2024
P75	2.3	14/09/2023	Claire Jeens	Unclassified	14/09/2024
P75	2.4	29/01/2024	Kim Kitchener Alex Pazik	Unclassified	29/01/2025
P75	2.5	29/01/2025	Yuen-Man Yau Kim Kitchener	Unclassified	29/01/2026

## Revision and Amendment Register

Date	Procedure Number	Revision Details	Version Number	Author
29/01/2025	1	Internal contact details updated.	2.5	Kim Kitchener
	2	Link to ACT updated.		
	4	Added Courtney Grinham to step 2		