

WMC Training Prevent Agenda Policy and Guidance

Last updated: 15th October 2025

Review date: July 2026 (or earlier if legislation changes)

Introduction

Protecting learners from radicalisation remains a core element of our safeguarding responsibilities. The current threat from terrorism and extremism in the United Kingdom continues to be **substantial**, with vulnerable individuals—including children, young people, and adults—at risk of exploitation.

Under the **Counterterrorism and Security Act 2015** (as amended), all specified authorities have a legal duty to “**have due regard to the need to prevent people from being drawn into terrorism.**” This duty is commonly known as the **Prevent Duty**.

This policy provides a clear framework for identifying, reporting, and responding to concerns that an individual may be vulnerable to extremist narratives. It also outlines how we work with local safeguarding partners through multi-agency arrangements, including the **Channel programme**, where appropriate.

Radicalisation is the process through which individuals come to support terrorism and extremist ideologies. Extremism refers to **vocal or active opposition to fundamental British values**, which include:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of different faiths and beliefs

It also includes calls for the death of members of the armed forces, whether in the UK or overseas, as defined in the **HM Government Prevent Strategy**.

Equality, Diversity, and Community Cohesion

We are committed to:

- Promoting shared values and mutual respect,
- Encouraging understanding and participation in life in modern Britain,
- Valuing diversity and human rights,
- Building community cohesion by fostering a shared sense of belonging and inclusion.

We aim to equip all learners with the knowledge, skills, and confidence to contribute positively to a diverse society, respecting the rights and beliefs of others.

National Guidance and Strategies

Prevent is one of the four key elements of the **UK Government** counter-terrorism strategy, **CONTEST**. Its purpose is to **safeguard individuals at risk of radicalisation and divert them from supporting terrorism or extremist ideologies**.

The three key objectives of the Prevent strategy are:

1. **Ideology:** To respond to the ideological challenge of terrorism and those who promote it.
2. **Individuals:** To prevent people from being drawn into terrorism and ensure they are given appropriate support.
3. **Institutions:** To work with organisations and sectors where there are risks of radicalisation that need to be addressed.

All staff must have an awareness of Prevent, understand the signs of radicalisation, and know how to respond appropriately to concerns.

Current statutory guidance:

- **Counter-Terrorism and Security Act 2015** (Prevent Duty)
- **Department for Education** Prevent Duty guidance for education providers (updated 2023)
- **Ofsted** Education Inspection Framework and safeguarding expectations
- **Home Office** Channel Programme Guidance (2023)

In addition, the forthcoming Terrorism (Protection of Premises) Bill (“Martyn’s Law”) introduces a new legal duty on premises and events to consider the threat from terrorism and implement proportionate protective security measures. This strengthens our responsibility to protect learners, staff, and visitors not only from radicalisation but also from the impact of potential terrorist incidents.

This policy outlines:

- Our responsibilities in identifying and responding to radicalisation,
- How we work with external agencies through multi-agency safeguarding and security arrangements,
- Processes for intervention and support through the Channel programme,

Vulnerability and Risk Indicators

Potential indicators that a child, young person, or adult may be vulnerable to extremism include:

- **Vulnerability/Identity Crisis:** Distancing from cultural or religious heritage; discomfort with their place in society.

- **Personal Crisis:** Family tensions, feelings of isolation, low self-esteem, adolescence.
- **Social Changes:** Disengaging from existing friendship groups and joining new, ideologically motivated circles.
- **Personal Circumstances:** Migration issues, community tensions, perceived discrimination or injustice.
- **Unmet Aspirations:** Feelings of failure, grievance, or rejection of civic life.
- **Criminality:** History of offending, imprisonment, or gang involvement.
- **Access to extremist influences** through online content or peer networks.

Heightened risk factors may include:

- Direct contact with extremist recruiters.
- Expressing support for extremist causes or leaders.
- Accessing extremist websites or material.
- Justifying violence to address perceived grievances.
- Significant changes in appearance or behaviour.
- Possession of extremist literature or symbols.
- Association with extremist organisations.

Referral and Intervention Process

Any **concerns, observations, or disclosures** that suggest support for terrorism or extremism must be reported **immediately** to the Designated Safeguarding Lead (DSL):

- **Sarah Fulford** – Designated Safeguarding Lead
Email: sarah.fulford@wmctraining.co.uk
- **Emma Grimshaw** – Safeguarding Officer
Email: emma.grimshaw@wmctraining.co.uk

A safeguarding concern form must be completed within 24 hours.

Where there is an immediate risk of harm or suspected criminal activity, contact should be made directly with the **police on 999**. For Prevent-related concerns, referrals may be made via **Channel programme** or **Children's Social Care** in line with the organisation's safeguarding procedures.

Regional Prevent Education Coordinators (FE/HE) (as of 2025):

- East Midlands – Sam.SLACK@education.gov.uk
- West Midlands – Hifsa.HAROON-IQBAL@education.gov.uk
- East – David.LAYTON-SCOTT@education.gov.uk
- Southeast – alamgir.sheriyar@education.gov.uk

For those who are deaf or hard of hearing, textphone: **0800 032 4539**.

Channel Referral Process

If a security dimension is identified, early liaison with the **UK police forces** is essential. The police will conduct an initial assessment and, if appropriate, convene a multi-agency Channel panel.

The **Channel process** provides:

- Early intervention and support,
- A multi-agency safeguarding approach,
- Bespoke support plans addressing factors such as education, employment, health, housing, and mentoring.

Participation in Channel is **voluntary and consent based**.

Further Links and Contacts

- Prevent Duty guidance (DfE): www.gov.uk
- DfE Counter Extremism Helpline: counter.extremism@education.gov.uk | 020 7340 7264
- National Anti-Terrorist Hotline: 0800 789 321
- Childline: 0800 1111
- Local Police (non-emergency): 101
- Emergency: 999