



Prevent, Radicalisation and Extremism Policy

Policy Owner: Lets Make Change

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Approved by: Joseph Fitzpatrick

Version	Date	Author/Reviewed By	Summary of Changes	Approved By	Review Date
1.0	19/08/26	Alex Fitzpatrick	Initial policy created	Joseph Fitzpatrick	Sept 2027

Let's Make Change (LMC)

Prevent, Radicalisation and Extremism Policy

1. Policy Statement

Let's Make Change (LMC) is committed to safeguarding children and young people from the risk of radicalisation, extremism and terrorism.

LMC recognises that protecting learners from the risk of being drawn into terrorism forms part of the wider safeguarding responsibility of the organisation.

All staff, tutors, volunteers and contractors must remain alert to concerns that a learner may be vulnerable to extremist influence, exploitation or radicalisation and must report concerns promptly through LMC safeguarding procedures.

LMC will promote a safe, inclusive and respectful environment in which learners are supported to develop resilience, critical thinking and respect for others.

2. Purpose

The purpose of this policy is to:

- Set out LMC's responsibilities under the Prevent Duty;
- Help staff recognise potential signs of radicalisation;
- Establish clear reporting and referral procedures;
- Support early identification and intervention;
- Promote learner resilience to extremist influence;
- Ensure concerns are managed as safeguarding matters;
- Clarify the roles of the DSL, staff and management;
- Support appropriate partnership working with external agencies.

3. Scope

This policy applies to:

- Employees;
- Tutors;
- Volunteers;
- Contractors;
- Agency staff;
- Learners;
- All LMC educational and community-based provision.

It applies during:

- One-to-one tutoring;
- Group sessions;
- Online provision;
- Community-based activities;
- Educational visits;
- Learner transport;
- Outreach work;
- Any activity delivered on behalf of LMC.

4. Legislative and Guidance Framework

This policy should be read in conjunction with relevant legislation and statutory guidance, including:

- Counter-Terrorism and Security Act 2015;
- Prevent Duty Guidance;
- Keeping Children Safe in Education;
- Working Together to Safeguard Children;
- Children Act 1989;
- Children Act 2004;
- Equality Act 2010;
- Human Rights Act 1998.

LMC will review this policy whenever relevant statutory guidance changes.

5. Definitions

5.1 Prevent

Prevent is part of the UK Government's counter-terrorism strategy and aims to stop people becoming terrorists or supporting terrorism.

5.2 Radicalisation

Radicalisation is the process through which a person comes to support terrorism or extremist ideologies associated with terrorist groups.

5.3 Extremism

Extremism refers to ideologies or beliefs that may be opposed to fundamental democratic values and may, in some cases, create a pathway toward harmful or terrorist activity.

5.4 Terrorism

Terrorism includes the use or threat of serious violence or other serious harm for political, religious or ideological purposes, as defined in law.

6. Safeguarding Principles

LMC will approach concerns about radicalisation in the same way as other safeguarding concerns.

This means:

- Concerns must be taken seriously;
- Learners must not be stigmatised;
- Staff must avoid assumptions based on religion, ethnicity, culture or political views;
- Concerns must be based on behaviour, context and risk;
- The learner's welfare must remain central;
- Information must be shared lawfully and proportionately;
- Early help and support should be considered where appropriate.

7. Roles and Responsibilities

7.1 Director

The Director is responsible for:

- Ensuring LMC meets its Prevent responsibilities;
- Ensuring appropriate policies and training are in place;
- Supporting the DSL;
- Reviewing significant Prevent-related incidents;
- Ensuring organisational learning is implemented.

7.2 Designated Safeguarding Lead

The DSL is responsible for:

- Receiving and assessing Prevent-related concerns;
- Providing advice to staff;
- Liaising with local safeguarding partners;
- Considering Prevent or Channel referrals where appropriate;
- Maintaining safeguarding records;
- Ensuring staff receive relevant Prevent awareness training;
- Monitoring patterns and risks.

7.3 Staff, Tutors and Volunteers

All staff must:

- Be alert to possible indicators of radicalisation;
- Complete required Prevent training;
- Report concerns immediately to the DSL;
- Avoid investigating concerns themselves;
- Maintain professional curiosity;
- Promote respectful and inclusive learning;
- Challenge harmful or extremist narratives appropriately and safely.

8. Recognising Possible Indicators

There is no single profile of a person who may be vulnerable to radicalisation.

Possible indicators may include:

- Sudden significant changes in behaviour;
- Increasing isolation;
- Expressing support for extremist or terrorist groups;
- Repeated use of extremist language or symbols;
- Accessing extremist material online;
- Glorification of violence;
- Rejection of previously held relationships or activities;
- Increasing intolerance toward other groups;
- Expressing a desire to travel for concerning reasons;
- Secrecy around online activity;
- Association with individuals linked to extremist ideologies;
- Expressions of grievance combined with support for violent action.

Any indicator must be considered in context.

9. Online Radicalisation

LMC recognises that online environments can expose learners to:

- Extremist propaganda;
- Conspiracy-based radicalisation;
- Hate-based content;
- Violent extremist material;
- Recruitment attempts;
- Echo chambers;
- Manipulative online communities.

Staff should remain alert to:

- Sudden changes in online interests;
- Use of extremist symbols or slogans;
- Sharing extremist content;
- Obsession with violent events;
- Increased secrecy around online activity.

Concerns must be reported to the DSL.

This section should be read alongside the LMC Online Safety and Digital Technology Policy.

10. Vulnerability Factors

Certain circumstances may increase vulnerability, including:

- Social isolation;
- Bullying;
- Family conflict;
- Mental health difficulties;
- Trauma;
- Identity issues;
- Experiences of discrimination;
- Criminal exploitation;
- Feelings of injustice or grievance;
- Social exclusion;
- Peer pressure;
- Online grooming.

The presence of vulnerability factors does not mean a learner is being radicalised, but they may increase risk.

11. Equality and Non-Discrimination

LMC will not treat any learner as a safeguarding risk solely because of:

- Religion;
- Race;
- Ethnicity;
- Nationality;
- Culture;
- Political opinion;
- Family background.

Staff must avoid stereotyping or discriminatory assumptions.

Prevent concerns must be based on evidence, behaviour and context.

Any discriminatory response may itself require management action.

12. Promoting Resilience

LMC will support learners to develop resilience to extremist influence through:

- Critical thinking;
- Respectful discussion;
- Media literacy;
- Online safety;
- Understanding misinformation;
- Awareness of manipulation;
- Respect for different beliefs and backgrounds;
- Encouraging safe challenge and debate;
- Promoting positive relationships.

13. British Values

Where appropriate, LMC will promote fundamental British values, including:

- Democracy;
- Rule of law;
- Individual liberty;
- Mutual respect;
- Tolerance of different faiths and beliefs.

These values should be promoted in a balanced, age-appropriate and inclusive manner.

14. Responding to a Concern

Where a staff member has a concern that a learner may be vulnerable to radicalisation, they must:

1. Record the concern factually.
2. Report it to the DSL immediately.
3. Avoid confronting the learner in a way that may escalate risk.
4. Avoid investigating independently.
5. Preserve relevant information or evidence.
6. Follow any instructions from the DSL.

Where there is an immediate risk of serious harm, emergency services must be contacted.

15. DSL Assessment

The DSL will consider:

- What has been observed;

- The learner's circumstances;
- Vulnerability factors;
- Online risks;
- Existing safeguarding concerns;
- Whether Early Help is appropriate;
- Whether specialist Prevent advice is required;
- Whether a referral to Channel may be appropriate;
- Whether police or social care involvement is necessary.

The DSL will record decisions and rationale.

16. Prevent Referral

Where appropriate, LMC may make a Prevent referral.

A Prevent referral may be considered where there is concern that an individual is susceptible to radicalisation or may be drawn into terrorism.

The referral process should be proportionate and based on the available safeguarding information.

The learner and family should be involved where appropriate, unless doing so would create additional risk.

17. Channel

Channel is a voluntary, multi-agency safeguarding programme that supports individuals who may be vulnerable to being drawn into terrorism.

Where a learner is referred to Channel:

- LMC may be asked to contribute information;
- The DSL may attend multi-agency meetings;
- Appropriate support may be identified;
- Information will be shared lawfully and proportionately.

Channel is intended to provide support, not punishment.

18. Immediate Risk

Where there is information suggesting:

- An imminent terrorist act;
- Immediate risk of serious violence;
- A credible threat;
- Possession of a weapon;

- Immediate travel for terrorism-related purposes;

staff must contact the police or emergency services immediately and inform the DSL as soon as it is safe to do so.

19. Staff Conduct and Professional Boundaries

Staff must not:

- Promote extremist ideologies;
- Share extremist material;
- Encourage intolerance or hatred;
- Use their role to influence learners toward political or extremist beliefs;
- Engage in inappropriate ideological debate with learners;
- Normalise violent extremist content.

Where concerns relate to staff conduct, the matter may be considered under:

- Safeguarding procedures;
- Allegations Against Staff procedures;
- Employee Code of Conduct;
- Disciplinary Policy.

20. Political Impartiality

Staff must distinguish between:

- Legitimate discussion of political issues;
- Personal political opinions;
- Extremist or harmful ideological influence.

Educational discussion must be balanced and age-appropriate.

Staff must not present personal political views as organisational positions.

21. Visiting Speakers and External Contributors

Where LMC uses external speakers or contributors, management should consider:

- Suitability;
- Safeguarding risk;
- Content;
- Purpose;
- Supervision;
- Whether the person or organisation promotes extremist views.

LMC may refuse or cancel involvement where safeguarding concerns exist.

22. Community-Based Provision

Because LMC operates in community settings, staff should remain alert to contextual safeguarding risks, including:

- Local extremist activity;
- Peer influence;
- Online networks;
- Community tensions;
- Unsafe groups or associations.

Concerns must be reported to the DSL.

23. Transport and Off-Site Activities

Prevent-related concerns may arise during:

- Learner transport;
- Community sessions;
- Educational visits;
- Outreach activities.

Staff should:

- Maintain professional boundaries;
- Record concerning comments or behaviour;
- Avoid confrontational debate;
- Report concerns to the DSL.

24. Information Sharing

Information may be shared where necessary to protect a learner or others.

Information sharing must be:

- Relevant;
- Necessary;
- Proportionate;
- Accurate;
- Secure;
- Limited to those who need to know.

Data protection law must not prevent appropriate safeguarding action.

25. Confidentiality

Staff must not promise confidentiality where a learner discloses information indicating possible radicalisation or serious risk.

Information will only be shared with relevant professionals.

26. Recording

Prevent-related concerns must be recorded factually.

Records should include:

- Date;
- Time;
- Location;
- What was observed or disclosed;
- Exact words where important;
- Context;
- Action taken;
- DSL involvement;
- Referral decisions;
- Follow-up actions.

Records must avoid speculation and discriminatory assumptions.

27. Parents and Carers

Where appropriate, LMC will work with parents/carers to support the learner.

Parents may be informed where:

- It is safe to do so;
- It supports safeguarding;
- It does not increase risk;
- It is consistent with external agency advice.

Where informing parents may increase risk, the DSL will seek appropriate safeguarding advice.

28. Multi-Agency Working

LMC will work with relevant agencies where necessary, including:

- Local Authority safeguarding teams;

- Prevent professionals;
- Channel panels;
- Police;
- Children's Social Care;
- Referring schools;
- Commissioners.

29. Training

All relevant staff will receive appropriate Prevent awareness training.

Training should cover:

- Prevent Duty;
- Radicalisation;
- Vulnerability;
- Indicators;
- Online radicalisation;
- Reporting procedures;
- Equality and non-discrimination;
- Channel;
- Safeguarding links.

Training will be refreshed periodically.

30. Monitoring

The DSL and management will monitor:

- Prevent-related concerns;
- Referrals;
- Training compliance;
- Online safety issues;
- Emerging local risks;
- Recurring themes;
- Policy effectiveness.

Monitoring will be used to improve safeguarding practice.

31. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy;
- Online Safety and Digital Technology Policy;

- Behaviour, Relationships and Anti-Bullying Policy;
- Employee Code of Conduct;
- Whistleblowing Policy;
- Equality, Diversity and Inclusion Policy;
- Complaints Policy;
- Disciplinary Policy;
- Lone Working Policy;
- Learner Transportation Policy;
- Accidents, Incidents and Near Misses Policy.

32. Monitoring and Review

This policy will be reviewed:

- Annually;
- Following changes to Prevent guidance;
- Following significant safeguarding incidents;
- Following recommendations from Local Authorities, commissioners or safeguarding partners;
- Where monitoring identifies new risks.

Any significant amendments will be entered in the Record of Amendments and Reviews.