

Prevent Policy

Policy Ref	Version	Date Issued	Review Date
T8-POL-008	2.0	22 July 2026	22 July 2027

1. Policy Statement

T8 Learning and Development Ltd Ltd is committed to fulfilling its responsibilities under the Prevent duty as set out in the Counter-Terrorism and Security Act 2015. We recognise that training providers play an important role in protecting learners from radicalisation and extremism, and we are committed to creating a safe learning environment where British values are actively promoted.

This policy should be read alongside the T8 Safeguarding Policy (T8-POL-002), as safeguarding and Prevent are closely linked.

2. Legal Framework

- Counter-Terrorism and Security Act 2015
- Prevent Duty Guidance for Further Education Institutions in England and Wales (HM Government, updated 2023)
- Channel Duty Guidance (HM Government)
- Keeping Children Safe in Education (DfE, 2023)
- Working Together to Safeguard Children (2023)

3. Scope

This policy applies to:

- All learners enrolled on programmes delivered by T8 Learning and Development Ltd
- All staff, associates, contractors, and volunteers
- All delivery settings including face-to-face, workplace, and online environments

4. What is Prevent?

Prevent is one of four strands of the Government's counter-terrorism strategy, CONTEST. Its aim is to stop people from becoming terrorists or supporting terrorism. The Prevent duty requires specified authorities — including training providers — to have due regard to the need to prevent people from being drawn into terrorism.

Radicalisation is the process by which an individual comes to support terrorism or extremist ideologies associated with terrorist groups. It can happen quickly or gradually, and can affect people of any age, background, faith, or ethnicity.

5. Definitions

5.1 Extremism

Extremism is the 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. It also includes calls for the death of members of the armed forces.

5.2 Radicalisation

Radicalisation refers to the process by which a person comes to support extremist ideologies and, potentially, terrorism. There is no single profile of a person who is radicalised — it can affect anyone.

5.3 British Values

The fundamental British values that T8 Learning and Development Ltd actively promotes are:

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

6. Roles and Responsibilities

6.1 Prevent Lead

The Prevent Lead for T8 Learning and Development Ltd is:

Role	Details
Name	Darren Tate
Position	Director / Prevent Lead
Contact	darren@t8training.co.uk

The Prevent Lead is responsible for:

- Implementing this policy and ensuring all staff are aware of their responsibilities
- Receiving and acting on concerns about radicalisation or extremism
- Making referrals to the local authority Prevent team or Channel programme where appropriate
- Maintaining records of all Prevent-related concerns and actions
- Keeping up to date with Prevent guidance and sharing relevant updates with staff

6.2 All Staff and Associates

All staff and associates are responsible for:

- Completing Prevent awareness training before working with learners

- Being alert to signs that a learner may be at risk of radicalisation
- Reporting concerns promptly to the Prevent Lead — never investigating independently
- Promoting British values through their delivery and behaviour
- Creating an inclusive learning environment where learners feel safe to discuss sensitive topics

7. Recognising Signs of Radicalisation

There is no single indicator that a learner is being radicalised. Staff should be alert to a combination of the following signs, particularly where there is a noticeable change from a learner's normal behaviour:

- Expressing sympathy for extremist causes or ideologies
- Justifying the use of violence to solve political or social grievances
- Showing a sudden disengagement from their peer group or previous interests
- Accessing, viewing, or sharing extremist content online
- Expressing a desire to travel to conflict zones
- Showing an increased sense of grievance, injustice, or persecution
- Becoming increasingly intolerant of others' views, faiths, or backgrounds
- Using language associated with extremist groups

It is important to note that many of these signs could have explanations unrelated to radicalisation. Staff should not make assumptions and should always seek guidance from the Prevent Lead.

8. Reporting a Concern

If a member of staff or associate has a concern that a learner may be at risk of radicalisation, they must:

- Report the concern to the Prevent Lead (Darren Tate) as soon as possible
- Record what they have observed or heard, using factual language and the learner's own words where relevant
- Not discuss the concern with other learners or share information unnecessarily
- Not challenge the individual directly or attempt to 'de-radicalise' them

If the Prevent Lead is unavailable and the concern requires immediate action, staff should contact the local authority Prevent team directly.

9. Channel

Channel is a voluntary, confidential programme which provides support to individuals who are identified as being vulnerable to radicalisation. Referrals to Channel are made through the local authority and are assessed by a multi-agency panel.

The Prevent Lead will make a referral to Channel where there is reasonable cause to believe a learner is at risk. The learner's consent will be sought where appropriate and the referral will be handled sensitively and confidentially.

Local authority Prevent contacts for the Tees Valley area:

- Redcar and Cleveland Prevent Team: via Redcar and Cleveland Borough Council main switchboard — 01642 774774
- Tees Valley Prevent: preventreferrals@cleveland.police.uk
- National Prevent Referrals: via ACT (Action Counters Terrorism) — act.campaign.gov.uk
- Non-emergency police: 101 | Emergency: 999

10. Online Safety

T8 Learning and Development Ltd recognises that radicalisation increasingly takes place online. Where learners access the internet as part of their learning — including during remote or blended delivery — T8 Learning and Development Ltd will:

- Ensure learners are aware of online safety and the risks of extremist content
- Include online safety awareness within induction activities
- Act on any reports of learners accessing or sharing extremist content online

11. Promoting British Values

T8 Learning and Development Ltd actively promotes fundamental British values through its training delivery and organisational culture. In practice this means:

- Encouraging learners to express their views and opinions respectfully
- Discussing diverse perspectives on topics without endorsing extremist positions
- Challenging discriminatory language or behaviour in the learning environment
- Providing learners with information about how to seek help and report concerns
- Modelling respectful, inclusive behaviour in all interactions

12. Staff Training

All staff and associates working with learners on behalf of T8 Learning and Development Ltd must complete Prevent awareness training before commencing delivery. The recommended minimum is the free online WRAP (Workshop to Raise Awareness of Prevent) training, available at:

www.elearning.prevent.homeoffice.gov.uk

The Prevent Lead will maintain records of staff training completion. Training will be refreshed where significant updates to guidance are issued.

13. Confidentiality

Information shared in connection with a Prevent concern will be handled sensitively and shared only on a need-to-know basis. However, confidentiality cannot be guaranteed where there is a risk to the safety of the individual or others. The Prevent Lead will make decisions about information sharing in line with the Data Protection Act 2018, UK GDPR, and relevant safeguarding guidance.

14. Monitoring and Review

The Prevent Lead will maintain a log of all Prevent concerns raised, actions taken, and outcomes. This log will be reviewed annually. This policy will be reviewed annually and updated to reflect changes in government guidance, legislation, or local risk assessments.

15. Sign-off

Approved by	Position	Date
Darren Tate	Director / Lead Trainer	June 2026