

Prevent Duty Policy

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Document Control

Owner	Executive Director Student Support and Wellbeing (DSL)
Audience	All Moulton College Stakeholders
Confidentiality	Low

Version Control

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1.0	Release	DQI	June 2016
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3.3	Review	EDSSW	July 2025

Approval

Approved By	Meeting Date	Next Review Due
Board of Governors	13 October 2021	
Senior Leadership Team	31 August 2022	
Senior Leadership Team	11 October 2023	October 2024
TLA Committee	12 October 2023	November 2024
Corporation	21 October 2023	
Senior Leadership Team	21 October 2024	21 October 2024
TLA Committee	25 November 2024	25 November 2025
Executive Leadership Team	July 2025	August 2026

Related Policies

Ref.	Policy
SLT-08	Freedom of Speech Policy
SGP-03	Visiting Speaker Policy
SGP-01	Child Protection and Safeguarding Policy
IT-02	Student Acceptable use of IT policy
IT-01	Staff Acceptable use of IT Policy
SGP-07	Anti-bullying Policy
SS-02	Visitors Policy

Prevent Duty Policy

Policy Statement

1. The Counter-Terrorism and Security Act 2015 identifies the College as a 'specified authority' that has to have due regard to the need to prevent people from being drawn into terrorism. The College is expected to do the following;
 - Demonstrate that there is active engagement from governors, the Principal, managers and leaders and Designated Safeguarding Leads with other partners including the police and regional higher and further education prevent co-ordinators.
 - Carry out a risk assessment which assesses where and how students or staff may be at risk of being drawn into terrorism.
 - Demonstrate that appropriate training is provided for the Principal, governors, leaders and staff.
2. The College recognises its duties with regard to the act and the National Prevent Strategy.

Policy Standards

3. The College will embed the core values of respect, equality, diversity, inclusion, democratic principles and the importance of learner voice and participation within its activities.
4. The College will support staff and students in understanding the issues that may lead individuals to be drawn into terrorism and equip them with the knowledge and skills to protect themselves and identify others who may require support.
5. The College will engage fully with local partners including the Police Local Prevent Coordinators and Local Authorities in developing partnership approaches to prevent terrorism.
6. The College will provide a curriculum and pastoral programme for all students that promotes knowledge, skill and comprehension of its core values so as to undermine extremist ideologies and support students to challenge such views.
7. The College will provide a curriculum that promotes shared (British) values including democracy, the rule of law, individual liberty and tolerance of different faiths and beliefs.
8. The College will, through its safeguarding and wellbeing procedures, ensure that staff are confident in taking preventative and responsive steps to support students and colleagues at risk of radicalisation. This will include working with other partners and referring to the Channel process, if appropriate.
9. The College will develop a Prevent risk assessment and action plan to ensure that it complies fully with the Prevent Duty. This will be reviewed at least annually and informed by the police counter-terrorism local profile.
10. The College will ensure that procedures are in place to approve requests for visiting speakers or external group bookings to prevent it from inadvertently providing a platform for extremist groups.

11. The College will ensure that clear procedures are in place for the use and supervision of any multi-faith facility.
12. The College will ensure an effective web-filtering and monitoring protocol operates to restrict access to harmful and extremist content.
13. This Policy does not infringe upon students, employees or visiting speakers from enjoying freedom of speech within the law. It also does not conflict with obligations under the education reform act 1988 which asserts: "academic staff have freedom within the law to question, and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges they may have at their institutions".

Responsibilities

14. The Corporation Board are responsible for ensuring that the College complies with its legal responsibilities under the Counter-terrorism and Security Act 2015.
15. The Senior Leadership Team are responsible for ensuring that College activities support the fulfilment of the Prevent Duty.
16. The Executive Director Student Support and Wellbeing, as the designated safeguarding lead, is responsible for preparing the Prevent risk assessment and action plan and for its regular review. They will also act as the single point of contact for Prevent.
17. The Heads of Faculty and the Executive Director, Excellence and Innovation are responsible for ensuring that the curriculum delivery provides students with the knowledge and skills to challenge extremist ideologies and promote shared values and mutual respect.
18. The Director of Facilities is responsible for ensuring that external events hosted at the College do not compromise its Prevent duty responsibilities and that site security arrangements are sufficient to restrict access by unauthorised individuals and groups.
19. The Executive Director of Human Resources is responsible for supporting staff including providing guidance in relation to concerns about colleagues or referral to external services including Channel as appropriate.
20. Executive Director Student Support and Wellbeing (DSL) is responsible for oversight of any Multi Faith facility. They also oversee support for vulnerable students including referral to external services including Channel as appropriate.
21. The Executive Director Customer Experience is responsible for ensuring the provision of an effective web filtering and monitoring service.
22. All staff are responsible for promoting equality, diversity, inclusion, mutual respect and tolerance through their language, behaviours and operating practices.

Definitions

23. **Extremism** is defined as a vocal or active opposition to British values including democracy, the rule of law, individual liberty and mutual respect and tolerance for different faiths and beliefs. It also includes calls for the death of members of the UK armed forces whether in this country or overseas.
24. **Radicalisation** is defined as the process by which an individual is driven to develop extreme views or beliefs that reflect extremist ideologies.
25. **Terrorism** is defined as the use or threat of serious violence against a person or serious damage to property where that action is:
- Designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public; and
 - For the purpose of advancing a political, religious, racial or ideological cause
26. The Counter-terrorism and Security Act 2015 contains a duty on specified authorities to have due regard to the need to prevent people from being drawn into terrorism. This is also known as the **Prevent Duty**.
27. The Prevent strategy has three strands. These are:
- to tackle the ideological challenge of terrorism and the threat we face from those that promote it,
 - to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support and
 - to work with sectors and institutions where there are risks of radicalisation that we need to address.
28. The **Channel** programme is part of the Prevent strategy. It focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It is a multi-agency approach to protecting vulnerable people by:
- Identifying individuals at risk,
 - Assessing the nature and extent of the risk and
 - Developing the most appropriate support plan for the individual concerned.
29. Channel is about ensuring vulnerable people receive support before they are exploited by those who would want them to embrace terrorism and before they become involved in criminal terrorist related activity.

Appendix 1 – Equality Impact Assessment

Policy name: Prevent Duty policy

Assessment date: July 2025

What are the aims of the policy?	To ensure that the college fulfils its statutory responsibilities under the Counter – terrorism and Security Act 2015
Who does the policy affect?	Staff, students, Governors, and external visitors
Who is involved in implementing the policy?	Governors, SLT, managers and college staff
What information is currently available about the impact of this policy and its associated procedures?	Visiting speaker approval forms External booking approvals
Do you need more information to help you make an assessment about the impact of this policy and its associated procedures?	No
Do you have any examples that show how this policy will have a positive impact on any of the equality characteristics listed in the table below?	No
Which other policies does this policy link with?	Freedom of Speech Policy, Visiting Speaker Policy, Child Protection and Safeguarding Policy, Student Acceptable use of IT Policy, Staff Acceptable use of IT policy, Anti-bullying Policy, Visitors Policy, Equality and Diversity Policy
What consultation has taken place in the development of this policy?	Developed in response to statutory guidance

Use the table below to assess the impact of this policy on each of the listed characteristics. Your decision must be evidence based. Sources of evidence might include success rates, achievement gaps, application and enrolment data, student voice, consultation outcomes, recruitment and employment data, customer feedback or complaints, meeting minutes.

*Characteristics 1-9 are protected under the Equality Act 2010

Characteristic*	Negative impact? Y / N	Evidence to support your impact assessment decision	Requires further action? Y/N
Race	Y	There is potential for this policy to result in discrimination against different races. However careful monitoring of decisions relating to visiting speakers or external bookings will be sufficient to identify emerging trends. Careful review of the handling of any incidents involving allegations of bullying will also identify any potential discrimination against this group.	N
Disability	N	No identified impact from this policy	N
Gender	N	No identified impact from this policy	N
Gender re-assignment	N	No identified impact from this policy	N
Age	N	No identified impact from this policy	N
Sexual orientation	N	No identified impact from this policy	N
Religion / belief	Y	There is potential for this policy to result in discrimination against different religions or beliefs. However careful monitoring of decisions relating to visiting speakers or external bookings will be sufficient to identify emerging trends. Careful review of the handling of any incidents involving allegations of bullying will also identify any potential discrimination against this group.	N
Pregnancy / maternity	N	No identified impact from this policy	N
Marriage / civil partnership	N	No identified impact from this policy	N
Socio-economic	N	No identified impact from this policy	N

Overall EIA judgement

Tick one	
✓	No change required – the assessment is that the policy is/will be robust. There is no evidence of potentially unlawful discrimination and all reasonable opportunities to advance equality and foster good relations have been taken, subject to continuing monitoring and review
	Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations. This may involve removing or changing the aspect of the policy that creates any negative or unwanted impact. It may also involve introducing additional measures to reduce or mitigate any potential negative impact
	Continue the policy – this means adopting/continuing with the policy despite the potential for adverse impact. Set out the rationale for this decision, including how the decision is compatible with our legal obligation. Where there is discrimination, but it is considered not to be unlawful – the objective justification must be recorded
	Stop the policy – if there would otherwise be unlawful discrimination or adverse effects that are not justified and cannot be prevented/mitigated