Prevent and Anti-Radicalisation Policy

Document Control

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1. Purpose and statutory basis

This policy sets out how South Cumbria Skills Exchange (SCSE), operated by Whamos Training and Development CIC, complies with the Prevent duty under section 26 of the Counter-Terrorism and Security Act 2015. The Prevent duty requires us to have due regard to the need to prevent people from being drawn into terrorism. This policy should be read alongside the Safeguarding Policy and the SCSE Acceptable Use Policy.

2. Scope

This policy applies to all staff, volunteers, contractors, learners and visitors at SCSE. It covers all learners placed with us by commissioning schools or local authorities as part of our Alternative Provision offer, learners attending courses, and any other persons engaging with the provision.

3. Named Prevent Lead

The Prevent Lead at SCSE is **Elizabeth Amos-Milburn**, Co-Director and Designated Safeguarding Lead. The Deputy is Alexandra Gager-Liebhart, Co-Director and Deputy DSL. The Prevent Lead is responsible for:

- Maintaining strategic oversight of SCSE's Prevent duty
- Ensuring all staff receive appropriate Prevent training (WRAP — Workshop to Raise Awareness of Prevent)
- Acting as the first point of contact for any Prevent concern raised by staff, learners, parents or external partners
- Liaising with Cumberland Council's Prevent Coordinator and local police Prevent officers
- Considering Channel referrals where appropriate
- Reviewing and updating this policy annually

4. Definitions

- **Extremism** — 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.
- **Radicalisation** — the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
- **Terrorism** — an action that endangers or causes serious violence to a person or people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

5. Indicators of radicalisation

There is no single profile of a person likely to be drawn into terrorism. Staff are trained to be alert to a combination of behaviours, attitudes and circumstances that, taken together, may suggest a learner is being or has been radicalised. Indicators include:

- Out-of-character changes in behaviour, friendship groups, dress or appearance
- Becoming withdrawn, secretive or losing interest in previous activities
- Expressing sympathy for extremist causes or justifying violence as a way to address grievances
- Sudden distancing from family, friends, or trusted adults
- Accessing extremist material online, including via social media or messaging platforms
- Possession of extremist literature
- Use of extremist or ‘hate’ language
- Heightened interest in conflicts and travel to areas of conflict
- Increased levels of anger, particularly directed at a specific group or community
- Talking about being subject to influence by a ‘mentor’ or ‘recruiter’

Staff are reminded that none of these indicators alone confirms radicalisation. The Prevent duty is a safeguarding duty: the appropriate response to a concern is to share it, not to investigate it independently.

6. Staff training

All SCSE staff complete:

- **WRAP** (Workshop to Raise Awareness of Prevent) training at induction and at least every two years thereafter
- Annual safeguarding refresher which includes Prevent indicators and reporting routes
- Updates whenever the threat picture or statutory guidance changes

The Prevent Lead and Deputy complete additional Prevent training annually, including familiarity with the Channel process.

7. Reporting a Prevent concern

Any member of staff with a concern about a learner being drawn into terrorism, extremism or radicalisation must:

- Record the concern factually, including what was seen, heard or disclosed, the date and time, and any other relevant context.
- Report it to the Prevent Lead (Elizabeth Amos-Milburn) the same day. In her absence, report to the Deputy (Alexandra Gager-Liebhart).
- Do not investigate further, confront the learner, or share the concern with others including family members until directed by the Prevent Lead.

The Prevent Lead will then assess the concern, consult external partners where necessary, and decide on next steps including whether to make a Channel referral.

8. Channel referral process

Channel is the multi-agency early-intervention programme for individuals who are vulnerable to being drawn into terrorism. A Channel referral does not result in a criminal record and participation by the individual is voluntary.

Channel referrals from SCSE are made by the Prevent Lead. The referral routes are:

- **Cumberland Council Prevent Coordinator** — preventcoordinator@cumberland.gov.uk
- **Cumbria Police Prevent Team** — prevent@cumbria.police.uk; non-emergency 101
- **National Police Prevent Advice Line** — 0800 011 3764
- **In an emergency** (immediate risk of harm) — call 999

For learners placed with SCSE by a commissioning school or local authority, the Prevent Lead will also notify the commissioning body’s Designated Safeguarding Lead in line with placement information-sharing agreements.

9. Online safety and Prevent

Radicalisation increasingly takes place online. SCSE uses filtered and monitored internet access on all its devices. The Acceptable Use Policy reinforces expectations around safe use. Where a learner is identified as accessing extremist content on SCSE devices, this is treated as a Prevent concern and reported to the Prevent Lead.

10. Promotion of fundamental British values

SCSE actively promotes the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance, through:

- The curriculum and learning conversations
- Modelling these values in staff conduct
- Group discussions and reflection in mentoring sessions
- Visiting speakers and external partnerships where relevant
- Responding promptly and proportionately to any expression of intolerance or extremism within the provision

11. Working with commissioning schools and local authorities

Where SCSE delivers AP to learners placed by a commissioning school or local authority, Prevent responsibilities are shared. SCSE will:

- Notify the commissioning DSL of any Prevent concern the same day
- Share with the commissioning body any information relevant to the learner's safeguarding history at transition
- Cooperate with any multi-agency safeguarding meeting or Channel panel
- Maintain a contemporaneous Prevent log in the learner's safeguarding record

12. Confidentiality

Prevent concerns are handled in line with our Safeguarding Policy and Secure Data Handling and Data Protection Policy. Information is shared on a strict need-to-know basis with those agencies that have a legitimate role in assessment, referral or intervention.

13. Whistleblowing

Where a member of staff has a concern about a colleague's conduct in relation to Prevent — for example, that a colleague is expressing extremist views, recruiting others, or failing to act on a Prevent concern — they should report the matter in line with the SCSE Whistleblowing Policy.

14. Related policies

This policy should be read alongside:

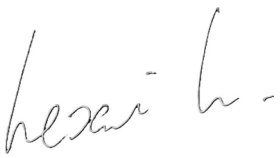
- Safeguarding Policy
- Acceptable Use Policy
- Online Safety / E-Safety Policy
- Whistleblowing Policy
- Secure Data Handling and Data Protection Policy

15. Policy review

This policy is reviewed annually by the Prevent Lead and the Directors, or sooner if statutory guidance, the threat picture, or commissioning arrangements change.

Approval & Review

This policy has been approved on behalf of the Directors:

Elizabeth Amos-Milburn *Co-Director*	**Alexandra Gager-Liebhart** *Co-Director*
	

Date of approval: 18th May 2026

Next review: 18th May 2027

Schedule 1 — Record of Changes

Version	Date	Nature of Change
001	18th May 2026	Initial published version included in the Combined Policies and Procedures 2026 edition.