



Alpha Training / Hawthorn Farm  
Prevent Policy

Date of authorisation: August 2024  
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Last amended: August 2024  
Date of next review: August 2025

Policy to Support the Prevention of Extremism and Radicalisation (PREVENT) Alpha Training

Any member of staff or student at Alpha Training who have any concerns regarding the issues identified within this guidance policy should report those concerns immediately and no later than the end of the working day to the Designated Senior Person (DSP).  
on for Safeguarding – Michelle Howdle (Managing Director) and Deputy Donna Reynolds. (Office Manager)

## 1. Policy Statement

Alpha Training is committed to providing a safe and supportive learning environment for all learners, staff, and visitors. We recognise our responsibility under the Prevent Duty to safeguard individuals from being drawn into terrorism and extremism. This policy outlines our approach to identifying and managing risks related to radicalisation and extremism while promoting an inclusive environment that values diversity and encourages open dialogue.

## 2. Purpose

The purpose of this policy is to:

- Outline Alpha Training's commitment to safeguarding against radicalisation and extremism.
- Provide guidance to staff on recognising signs of extremism and radicalisation.
- Establish procedures for reporting and managing concerns related to Prevent.
- Promote understanding and engagement with the Prevent Duty among staff and learners.

## 3. Scope

This policy applies to:

- All learners participating in any program offered by Alpha Training.
- All staff members, including educators, administrative personnel, and volunteers.
- Visitors, including parents, guardians, contractors, and external service providers.

## 4. Definitions

- **Radicalisation:** The process by which individuals come to support terrorism or extremism ideologies associated with terrorist groups.
- **Extremism:** Vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.
- **Terrorism:** An action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system.



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## 5. Key Objectives

Alpha Training's key objectives under this policy are to:

- Ensure that staff and learners are aware of their responsibilities in preventing radicalisation.
- Identify and support vulnerable individuals at risk of being drawn into extremism.
- Promote positive relationships and community cohesion through education.
- Foster an environment of mutual respect and understanding among diverse groups.

## 6. Responsibilities

### 6.1. Senior Leadership Team (SLT)

- Oversee the implementation of the Prevent Policy and ensure compliance with statutory requirements.
- Designate a Prevent Lead responsible for the operational implementation of this policy.
- Ensure all staff receive appropriate training and support to fulfil their roles.

### 6.2. Prevent Lead

- The designated Prevent Lead is responsible for:
  - Acting as the main point of contact for Prevent-related concerns.
  - Ensuring all staff are trained and aware of their responsibilities under the Prevent Duty.
  - Maintaining records of Prevent-related incidents and actions taken.
  - Liaising with external agencies, such as local authorities and the police, as necessary.

### 6.3. Staff

- Remain vigilant and aware of the signs of radicalisation and extremism.
- Report any concerns about potential radicalisation or extremism to the Prevent Lead.
- Participate in Prevent training sessions and maintain awareness of current risks.

### 6.4. Learners

- Engage in discussions about diversity, tolerance, and respect.
- Report any concerns or suspicious activities to a trusted staff member.
- Participate in activities that promote understanding and community cohesion.

## 7. Training and Awareness

- **Staff Training:** All staff members will receive training on the Prevent Duty as part of their induction and through ongoing professional development. Training will cover identifying signs of radicalisation, reporting procedures, and creating a safe learning environment.
- **Learner Awareness:** Prevent awareness will be integrated into the curriculum through workshops, discussions, and activities that promote British values, tolerance, and respect for diversity. Learners will be encouraged to think critically about issues related to extremism and radicalisation.



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## 8. Identifying Risks

Staff members should be vigilant for the following signs of radicalisation or extremism, which may include but are not limited to:

- **Behavioural Changes:** Sudden changes in behaviour, withdrawal from previously enjoyed activities, or increased isolation.
- **Language:** Use of inappropriate or prejudicial language that promotes extremism or intolerance.
- **Peer Influence:** Association with individuals or groups known for extremist views or behaviours.
- **Internet Use:** Accessing extremist material online or sharing radical content on social media.
- **Expressions of Support:** Open support for extremist ideologies, groups, or actions.

## 9. Reporting Procedures

If a staff member identifies a potential risk or concern regarding radicalisation or extremism, the following steps should be taken:

1. **Report to Prevent Lead:** Staff should immediately report any concerns to the designated Prevent Lead. Concerns may be raised verbally or in writing.
2. **Record Keeping:** The Prevent Lead will document all reported concerns, including the nature of the concern, details of individuals involved, and any actions taken.
3. **Initial Assessment:** The Prevent Lead will conduct an initial assessment to determine the level of risk and appropriate response. This may involve gathering further information or consulting with external agencies.
4. **Referral:** If the concern is deemed significant, the Prevent Lead will refer the case to the appropriate external agencies, such as local safeguarding boards or the police, for further investigation.
5. **Monitoring:** The Prevent Lead will monitor ongoing concerns and update records with any developments or outcomes.

## 10. Safeguarding and Support

Alpha Training is committed to safeguarding all learners and staff by:

- **Creating a Safe Environment:** Ensuring that all facilities and activities are conducted in a safe and supportive environment where learners feel valued and protected.
- **Providing Support:** Offering support to learners and staff who may be vulnerable to radicalisation through counselling services, mentorship programs, and community engagement activities.
- **Building Resilience:** Encouraging critical thinking and open discussion about extremism and radicalisation as part of the curriculum, equipping learners with the skills to challenge extremist views.



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## 11. Partnership and Collaboration

Alpha Training recognises the importance of collaboration with external agencies and stakeholders in implementing the Prevent Duty. This includes:

- **Local Authorities:** Working with local safeguarding boards and councils to share information and best practices.
- **Law Enforcement:** Establishing links with local police and Prevent officers to report concerns and access resources.
- **Community Groups:** Engaging with community organisations to promote understanding and address issues of extremism at a local level.

## 12. Monitoring and Evaluation

Alpha Training will regularly review and evaluate the effectiveness of this policy through:

- **Annual Reviews:** Conducting annual reviews of the Prevent Policy, taking into account changes in legislation, local risks, and feedback from staff and learners.
- **Incident Analysis:** Analysing incidents related to extremism or radicalisation to identify trends and improve preventative measures.
- **Feedback Mechanisms:** Gathering feedback from learners, staff, and stakeholders to assess the policy's impact and make necessary adjustments.

## 13. Confidentiality and Data Protection

Alpha Training is committed to maintaining confidentiality and data protection in accordance with the General Data Protection Regulation (GDPR) and Data Protection Act 2018. Information related to Prevent concerns will be:

- **Handled with Care:** Shared only with individuals who need to know for safeguarding purposes.
- **Stored Securely:** Kept in secure systems with restricted access to authorised personnel.
- **Reviewed Regularly:** Subject to regular review to ensure compliance with legal obligations.

## 14. Policy Review

This policy will be reviewed annually or sooner if there are significant changes in legislation or guidance from the government or local authorities. The next scheduled review date is August 2025.