



## **Brighter Horizons Training and Development**

### **Prevent Strategy and Action Plan**

The Government's Prevent Agenda is one of the four elements of CONTEST, the government's counter-terrorism strategy. The four elements are Pursue, Prevent, Protect and Prepare. CONTEST aims to stop people becoming terrorists or supporting terrorism.

This policy aligns with the *Revised Prevent Duty Guidance: England and Wales (2023)* and will be reviewed annually to ensure continued compliance.

#### **1. The Government's Prevent strategy:**

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views;
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support;
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism; and how Brighter Horizons Training will protect our apprentices, learners, staff, clients, and stakeholders from radicalising influences.

The Counter-Terrorism and Security Bill seeks to place a duty on specified authorities including schools, colleges, training providers and universities to 'have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism'.

Brighter Horizons Training has developed a culture of safety and respect for its learners, staff and visitors. As part of this ethos Brighter Horizons Training has considered the Prevent Duty and the importance of collaborative working between staff, local authorities, police, other educational institutions, policy makers and health providers to identify, detect and safeguard vulnerable people throughout the organisation.

#### **2. The Prevent Duty:**

The Prevent Duty requires further education institutions to:

- Make sure that all have undertaken appropriate training or development and share information across relevant curriculum areas;
- Have clear and visible policies in place for both staff and learners with regard to risk assessment. This should also include policies for events that may take place by staff, learners, visitors, external bodies and community organisations. They will also need to be aware of places or areas of learning where learners/staff may be in contact with, or possibly get involved with terrorism.



- Have sufficient support available for welfare and pastoral care according to the individual requirements.
- Have policies in place for the use of information technology on the premises and for the use of research in curriculum areas.

### 3. BHT's Objectives:

- To promote, implement and monitor the Brighter Horizons Training responsibilities under the Prevent Duty to all apprentice learners, clients, stakeholders, staff and visitors at Brighter Horizons Training.
- To promote and embed British Values into the organisation's procedures and curriculum.
- To protect apprentices and employees from radicalising influences.
- To ensure apprentices and employees are resilient to extreme narratives
- Identify changes in behaviour of apprentices and employees.
- To deal with any issues raised by apprentices or employers.
- To set a strategy, objectives and an action plan to achieve the Prevent Duty.
- To ensure apprentice learner and staff safety.
- To ensure that Brighter Horizons Training promotes a culture of non-bullying, non-harassment and non-discrimination.
- To provide support for learners who may be at risk, and develop appropriate sources of advice and guidance.
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent extremism and radicalisation.
- Brighter Horizons recognises that a significant proportion of radicalisation now occurs online. Staff and learners will be educated on online safety, harmful narratives, extremist influencers, and digital risk indicators.
- Training will include awareness of misinformation, disinformation, conspiracy theories, and AI-generated extremist content, and how these can contribute to radicalisation.
- All Prevent concerns will be triaged through the Designated Safeguarding Lead, who will consult with the local Prevent Lead and, where appropriate, make a referral to the Local Authority Channel Panel.
- Brighter Horizons maintains an annual Prevent Risk Assessment which identifies relevant threats, learners at risk, environmental/online vulnerabilities, and mitigation measures. This is reviewed alongside the safeguarding risk register.
- All staff must complete Prevent and radicalisation awareness training at induction and undergo refresher training at least every two years, or sooner if guidance changes.
- Safer recruitment principles are applied to ensure staff do not pose a radicalisation or extremist risk to learners.
- Any external speakers, partners or organisations involved in training must undergo vetting and approval to ensure they do not pose a Prevent risk. Events are monitored for compliance with British Values and safeguarding expectations



- British Values are embedded through curriculum design, tutorials, progress reviews and workplace coaching. Staff are expected to actively promote British Values and challenge extremist or discriminatory views when they occur.
- Staff are trained to recognise indicators such as social isolation, sudden behaviour change, fixation on conspiracy theories, grievance narratives, extremist symbolism, or significant changes in online activity.
- Brighter Horizons supports freedom of speech within a safe and respectful learning environment. Staff will encourage balanced debate and challenge extremist viewpoints calmly, factually, and safely.
- This policy will be reviewed annually by the DSL and Senior Management Team or sooner if guidance changes.
- Prevent is fully embedded within Brighter Horizons' overarching Safeguarding Policy and risk register.
- Brighter Horizons will endeavour to work with employers to ensure that learners are safeguarded from radicalisation in workplace settings.

#### 4. British Values

The Prevent Duty states the British Values that are expected to be embedded into the curriculum are:

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

The Prevent Strategy sits within the area of the Safeguarding policy at Brighter Horizons Training.

#### 5. Roles and Responsibilities

##### 5.1 Learners

Learners will receive regular training and information in order to inform them of, and raise their awareness of, the Prevent agenda as part of their safeguarding training. This is supported by bespoke tutorials delivered by their Tutor / Assessor to embed learning.

Information of the Prevent Agenda and Duty is promoted to learners by inclusion in:

- Curriculum, lesson planning and schemes of work
- Safeguarding policy and procedures
- Induction information
- Training and development sessions
- Personal Development modules

##### 5.2 Staff

All staff must complete Prevent and radicalisation awareness training at induction and undergo refresher training at least every two years, or sooner if guidance changes.

This includes:

- Inappropriate material and behaviours and how to ensure apprentices & learners are



resilient to extreme narratives.

- Disclosures by learners about their exposure to extremist actions, views or materials
- Accessing extremist material online
- Parental or peer concerns
- Intolerance of difference Anti-Western or Anti-British views
- Protecting apprentices & learners from radicalising influences.
- Identifying changes in behaviour of apprentices and learners.
- How to deal with any issues raised by apprentices or learners.
- Training will include awareness of misinformation, disinformation, conspiracy theories, and AI-generated extremist content, and how these can contribute to radicalisation.
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Brighter Horizons Training ensures that all staff are familiar with the Prevent agenda, are able to promote British Values, understand how they can recognise practice and behaviours in learners and colleagues and are aware of the course of action to take if they are concerned.

## 6. Internal Referral Procedure

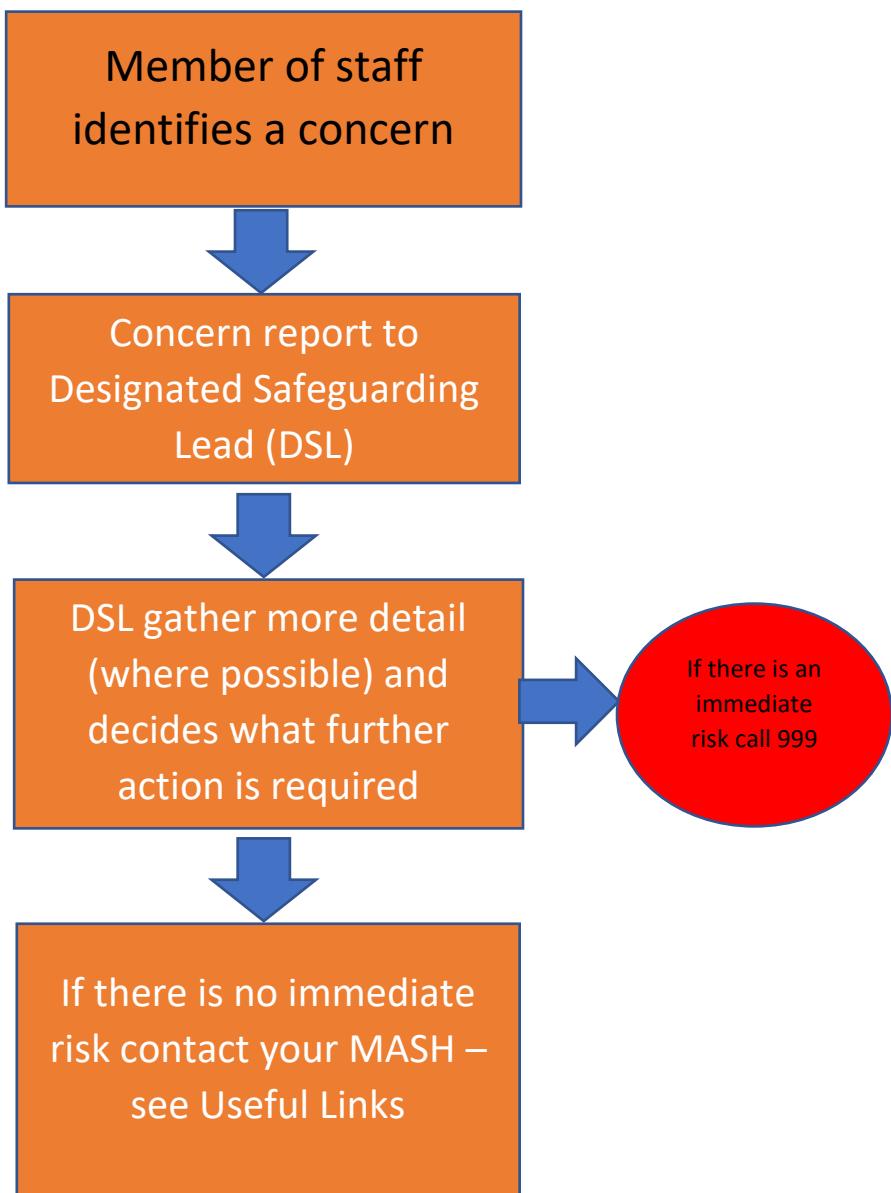
Staff should be aware of signs of radicalisation and have the confidence to report their concerns to the **Designated Safeguarding Lead Sam Page**, who will discuss the matter with other Senior Managers and external agencies as necessary.

The Designated Safeguarding Lead will decide what action is necessary which will include a discussion with the Local Authority. This discussion may be for advice purposes or for a referral.

Any concerns that are brought to the Designated Senior Safeguarding Lead will be considered and, where appropriate, reported under the CHANNEL procedure.



## 6.1 Raising a Concern Process





## **6. CHANNEL Procedure**

The Police Authority has a **CHANNEL** procedure in place.

The Police **CHANNEL** procedure is a partnership focused structure and is similar to existing, successful initiatives which aim to support individuals and protect them from harm - such as involvement in drug, knife or gun crime.

**CHANNEL** is about supporting those most at risk of being drawn into violent extremism is about diverting people away from potential threat at an early stage - which prevents them from being drawn into criminal activity.

Brighter Horizons Training will engage in the **CHANNEL** process as necessary and will contact the Prevent contact should it have any concerns about a learner, member of staff or visitor.

### **Useful Links**

#### **National Prevent Strategy**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/97976/prevent-strategy-review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/97976/prevent-strategy-review.pdf)

#### **National Channel Guidance**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/964567/6.6271\\_HO\\_HMG\\_Channel\\_Duty\\_Guidance\\_v14\\_Web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964567/6.6271_HO_HMG_Channel_Duty_Guidance_v14_Web.pdf)

#### **The Multi-Agency Safeguarding Hub (MASH)**

<https://www.gov.uk/government/news/working-together-to-safeguard-children-multi-agency-safeguarding-hubs>



## Prevent Duty Risk Assessment



<u>Prevent Vulnerability/Risk Area</u>	<u>Action taken/already in place to mitigate/address risk</u>	<u>By Whom</u>	<u>By When</u>	<u>Current RAG Rating</u>
<p><b><u>Leadership</u></b></p> <p>Do the following people have a good understanding of their own and institutional responsibilities in relation to the "Prevent Duty"?</p> <ul style="list-style-type: none"> <li>➤ Board</li> <li>➤ Leaders/managers</li> <li>➤ Staff</li> </ul>	<p>All governors, board and staff have received appropriate training in Prevent</p> <p>Refresher training will be undertaken as dictated by renewal dates records recorded in the Directory of Expertise</p>	Sam	Ongoing	
<p><b><u>Partnership</u></b></p> <ol style="list-style-type: none"> <li>1) Is there active engagement from the Brighter Horizons board, managers and leaders?</li> <li>2) Does BH have an identified single point of contact (SPOC) in relation to Prevent?</li> <li>3) Does BH engage with the Regional Prevent Coordinators, Local Authority Police Prevent Leads and engage with local Prevent Boards/Steering Groups at Strategic and Operational level?</li> </ol>	<p>1) Board members are fully active. A designated Board member for Safeguarding and Prevent has been identified – Antonia Ogden-Meade (AOM)</p> <p>2) Yes – Sam Page (SP)</p> <p>3) BHT has identified regional Prevent agencies South East (FE/HE Regional Prevent Co-ordinator) <b>Alamgir Sheriyar</b> – <a href="mailto:alamgir.sheriyar@education.gov.uk">alamgir.sheriyar@education.gov.uk</a>, Tel: 07468 714 372</p> <p>Head of the FE/HE Prevent &amp; Counter- <b>Chris Rowell</b> – <a href="mailto:chris.rowell@education.gov.uk">chris.rowell@education.gov.uk</a></p>	AOM SP SP	In place In place	



	Extremism Network (overseeing all regions)	<a href="http://gov.uk">gov.uk</a> , Tel: 07384 872 518			
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<p><b><u>Staff Training</u></b></p> <p>Do all staff have sufficient knowledge and confidence to:</p> <ol style="list-style-type: none"> <li>1) Exemplify British Values in their management, teaching and through general behaviours in the institution</li> <li>2) Understand the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorism</li> <li>3) Have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response</li> </ol>	<p>Prevent training is a mandatory training requirement in conjunction with standard safeguarding training to ensure staff have the knowledge needed.</p> <p>All staff to be trained and training to be refreshed on a 2 yearly basis.</p> <p>Safeguarding/Prevent policies and procedures are read on Day 1 of induction for new staff and remain mandatory training throughout employment.</p> <p>Prevent updates are included in regular team meetings and staff CPD activities</p>	SP	On-going	
<p><b><u>Welfare and pastoral support</u></b></p> <ol style="list-style-type: none"> <li>1) Are there adequate arrangements and resources in place to provide pastoral care and support as required by BH?</li> <li>2) Are there adequate monitoring arrangements to ensure that this support is effective and</li> </ol>	<p>Welfare for learners support systems in place.</p> <p>Staff lead to be identified to further strengthen our pastoral support.</p>	SP	Reviewed through 121 with staff	



<p>supports the BH's welfare and equality policies?</p> <p>3) Are learners aware of Prevent?</p>	<p>Processes reviewed and embedded.</p> <p>Online safety and topics around keeping yourself safe are delivered as part of the tutorial programme.</p> <p>PDMs have been diversified to cover a range of Prevent topics</p> <p>Level 4 and 5 apprentices are aware of wider Prevent risks as part of the curriculum delivery each month</p>	SP	By Sep 24  Ongoing through IQA process	
<p><b><u>Online Safety</u></b></p> <p>1) Does BH have a policy relating to the use of IT and does it contain a specific reference and inclusion of the Prevent Duty?</p> <p>2) Does the institution employ filtering/firewall systems to prevent staff/students/visitors from accessing extremist websites and material?</p> <p>3) Does this also include the use of using their own devices via Wi-Fi?</p> <p>4) Does the system alert to serious and/or repeated breaches or attempted breaches of the policy</p>	<p>An E-safety policy is in place and regularly reviewed as part of the policy review cycle. An acceptable Use of IT Policy is in place with reference to misuse of IT.</p> <p>A firewall is in place to protect electronic communications.</p> <p>Cyber Essentials accreditation has been undertaken.</p>	SP	In place	



<b><u>Site Security</u></b>				
1) Are there processes in place to ensure learners are safe on Brighter Horizons premises?	There is only one entrance to the office and the door is kept locked throughout the day. All visitors have to ring the bell, have ID checked and sign in to the visitors book.	AOM	Ongoing	
2) Are there effective arrangements in place to manage access to the site by visitors?	Visitors sign in and out on site	SP	Ongoing	
3) Is there a policy regarding the wearing of ID on site? Is it enforced?	Procedure in place	SP	Ongoing	
4) Is there a critical incident management plan which is capable of dealing with terrorist-related issues?				



<p><b>Communications</b></p> <p>1) Is BH's Prevent Lead and their role widely known across the institution?</p> <p>2) Are staff and students made aware of the Prevent Duty, current risks and appropriate activities in this area?</p> <p>3) Are there information sharing protocols in place to facilitate information sharing with Prevent partners?</p> <p>4) Does BH utilise Channel as a support mechanism in cases of radicalisation and extremism?</p> <p>5) Does the institution have a policy regarding referral to Channel identifying a recognised pathway and threshold for referral?</p>	<p>Prevent lead is the existing safeguarding DSL and is known through the organisation</p> <p>Training and awareness raising to take place throughout the year and takes place in learners induction</p> <p>In place</p> <p>Yes</p> <p>Policy in place and regularly reviewed as part of the policy review cycle</p>	<p>SP</p> <p>AOM</p>	<p>In Place</p>	
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This policy was devised by

Mobius Partners Limited T/A Brighter Horizons Training

Date	By Whom	Summary of Update	Date to be reviewed
Jul 22	CJ Silverlock	<ul style="list-style-type: none"> <li>Devised &amp; implemented</li> </ul>	Jul 23
Aug 23	CJ Silverlock	<ul style="list-style-type: none"> <li>Action plan reviewed and updated</li> </ul>	Aug 24
Nov 2025	Sam Page	<ul style="list-style-type: none"> <li>Updated regional contacts / more on BHT commitments to safeguard learners and employees from radicalisation</li> </ul>	Nov 2026



		/ safer recruitment / updated risk assessment / AI and Misinformation in regards to online radicalisation	
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