

Prevent Policy

2026-2027

Organisation	Century Training Academy Ltd
Document type	Policy
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1. Purpose

The purpose of this policy is to: ensure an awareness of Prevent within Century Training Academy Ltd; provide a clear framework to structure and inform our response to safeguarding concerns, including a supportive referral process for those who may be susceptible to the messages of extremism; embed British Values into the curriculum and ways of working; recognise current practice which contributes to the Prevent agenda; and identify areas for improvement.

2. Scope

The Prevent Policy applies to everyone working or learning through Century Training Academy Ltd. It confers responsibilities on all Directors, staff, learners, visitors and those working under self-employed or subcontracted arrangements.

3. Policy Statement

The aim of the Prevent Policy is to create and maintain a safe, healthy and supportive learning and working environment for our learners, staff and visitors alike. We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners, and that if we fail to challenge extremist views we are failing to protect our learners from potential harm. As such, the Prevent agenda will be addressed as a safeguarding concern. Century Training Academy Ltd has adopted the Prevent duty in accordance with legislative requirements. However, we will endeavour to incorporate the relevant duties so as not to: (a) stifle legitimate discussions, debate or learner engagement activities in the local communities we serve; or (b) stereotype, label or single out individuals based on their origins, ethnicity, faith and beliefs or any other characteristics protected under the Equality Act 2010.

4. Background

Prevent is one of four strands of the government's counter-terrorism strategy, CONTEST. The UK currently faces a range of terrorist threats. Terrorist groups who pose a threat to the UK seek to radicalise and recruit people to their cause; early intervention is therefore at the heart of Prevent, which aims to divert people away from being drawn into terrorist activity. Prevent happens before any criminal activity takes place, by recognising, supporting and protecting people who might be susceptible to radicalisation. The national Prevent duty places mandatory duties and responsibilities on a range of public organisations, including independent training providers, and seeks to: respond to the ideological challenge of terrorism and aspects of extremism, and the threat we face from those who promote these views; provide practical help to prevent people from being drawn into terrorism and violent extremism and ensure they are given appropriate advice and support; and work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including education, criminal justice, faith, the internet

and health. The government operates a system of threat levels which represent the likelihood of a terrorist attack in the UK.

5. Key Objectives

- To promote and reinforce shared values, including British Values; to create space for free and open debate; and to listen to and support the learner voice.
- To break down segregation among different learner communities, including through supporting inter-faith and inter-cultural dialogue and understanding, and to engage all learners in playing a full and active role in society.
- To ensure learner safety and that Century Training Academy Ltd is free from bullying, harassment and discrimination.
- To provide support for learners who may be at risk of radicalisation, and appropriate sources of advice and guidance.
- To ensure that learners and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism.

6. Definitions

- Ideology: a set of beliefs.
- Radicalisation: the process by which a person comes to support terrorism and forms of extremism that may lead to terrorism.
- Safeguarding: the process of protecting vulnerable people from abuse, neglect, exploitation or being drawn into terrorism-related activity.
- Terrorism: an action that endangers or causes serious violence, damage or disruption and is intended to influence the government or intimidate the public for political, religious or ideological purposes.
- Vulnerability: factors and characteristics associated with being susceptible to radicalisation.
- 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.

7. Aims

Leadership and values. To create and maintain an ethos that upholds shared responsibility and wellbeing for all learners, staff and visitors, whilst promoting respect, equality, diversity and inclusion. This will be achieved through promoting British Values, equality, diversity and learner voice; building staff and learner confidence through mandatory Prevent training and awareness activity; and deepening engagement with local communities.

Teaching and learning. To provide a curriculum that promotes British Values, critical thinking and resilience to extremist ideology. This will be achieved through embedding British Values across the curriculum; encouraging respectful discussion and critical analysis of controversial issues; using external speakers and resources that align with Century Training Academy Ltd values; and encouraging active citizenship and learner participation.

Learner support. To ensure staff take preventative and responsive steps through strong learner support systems; effective anti-bullying and equality practices; early identification of vulnerability and risk factors; clear internal and external referral pathways; and collaborative working across on-site and off-site provision.

8. Roles and Responsibilities

This policy operates alongside and as part of Century Training Academy Ltd's Child Protection and Safeguarding Policy.

The Senior Management Team must ensure compliance with the Prevent duty; that all staff receive appropriate Prevent training; that clear referral pathways are understood and followed; and that British Values are actively promoted.

The Training Manager is the Prevent Lead and Designated Safeguarding Lead and is responsible for implementation, monitoring and referral to external agencies where required.

All staff are responsible for promoting British Values; attending Prevent training; reporting concerns through safeguarding procedures; challenging extremist views appropriately; and supporting learner resilience.

9. Managing Risks and Responding to Events

Century Training Academy Ltd will manage Prevent risks by monitoring local, national and international events; managing external influences and speakers; maintaining appropriate ICT filtering and monitoring; and ensuring incident response procedures are in place.

10. Training and Awareness

Prevent training is mandatory for learners (via induction and tutorials), the Senior Management Team, managers, teaching and support staff, and agency staff, volunteers, contractors and personnel supplied by other companies.

11. Policy Summary (PREVENT)

- P: Promotion of equality, diversity and positive relationships.
- R: Referral of concerns via safeguarding procedures.
- E: Embedding British Values.
- V: Vetting speakers and materials.
- E: Environment that is safe and secure.
- N: News and local risk monitoring.
- T: Training for staff and learners.

Record Keeping

Records created under this document must be accurate, factual, dated and stored securely. Access must be limited to staff with a legitimate operational, safeguarding, health and safety, quality assurance or legal reason to view the information. Records must be retained in line with Century Training Academy Ltd's retention schedule and UK GDPR requirements.

Monitoring and Review

This document will be reviewed at least annually, with the next scheduled review on 20 August 2027. It will also be reviewed sooner if legislation, statutory guidance, awarding body requirements, local authority expectations, premises, provision or operating arrangements change.

Key Guidance and Linked Requirements

- Keeping Children Safe in Education 2026 (DfE), in force from 1 September 2026.
- Non-school Alternative Provision: Voluntary National Standards (DfE).
- UK GDPR and Data Protection Act 2018.

- Equality Act 2010.
- Health and Safety at Work etc. Act 1974 and relevant HSE guidance.
- Prevent duty guidance (Home Office): <https://www.gov.uk/government/publications/prevent-duty-guidance>
- Channel duty guidance: <https://www.gov.uk/government/publications/channel-duty-guidance>
- How to make a Prevent referral: <https://www.gov.uk/guidance/making-a-referral-to-prevent>

Sign Off

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Position	Director
Date	20 August 2026