

PREVENT Training Policy

Organisation: Cirk Hes Ltd.

Cirk Hes Ltd.

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Policy Owner: Ross Wheeler (SEND Lead)

Approved By: Naomi Lewis (Charity Manager) on behalf of the Cirk Hes Ltd Board of Trustees

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1. Purpose

Cirk Hes is committed to safeguarding and promoting the welfare of all children, young people, and adults at risk who engage with our services. As part of this commitment, we recognise our responsibility to protect individuals from the risk of radicalisation and extremism.

This policy sets out our approach to PREVENT awareness training and ensures that all lead staff, volunteers, trustees, and sessional workers understand their responsibilities in identifying and responding to concerns regarding radicalisation.

Although our organisation is a small charity and may not be a specified authority under the Counter-Terrorism and Security Act 2015, we recognise that safeguarding includes protecting individuals from exploitation through extremist ideologies.

2. Scope

This policy applies to:

- Employees
- Volunteers
- Trustees
- Freelance or sessional workers
- Students on placement
- Anyone representing the organisation in community or youth work activities

3. Policy Statement

Cirk Hes is committed to:

- Creating safe and inclusive environments.
 - Promoting respect, equality, diversity, and inclusion.
 - Encouraging critical thinking and respectful discussion.
 - Recognising that radicalisation is a safeguarding concern.
 - Ensuring concerns are reported through safeguarding procedures.
 - Providing appropriate PREVENT awareness training.
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4. What is PREVENT?

PREVENT is one of the four strands of the UK's counter-terrorism strategy (CONTEST).

Its purpose is to safeguard people who may be vulnerable to being drawn into terrorism or extremist ideologies.

PREVENT is a safeguarding approach rather than a criminal justice process. It aims to support vulnerable individuals before criminal activity occurs.

Extremism can arise from a range of ideologies including:

- Religious extremism
 - Far-right extremism
 - Political extremism
 - Single-issue extremism
 - Online radicalisation
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5. Responsibilities

Trustees

Trustees are responsible for:

- Ensuring suitable safeguarding arrangements are in place.
- Supporting PREVENT awareness within the organisation.
- Ensuring training is available where appropriate.
- Reviewing this policy annually.

Designated Safeguarding Lead (DSL)

The DSL will:

- Maintain an understanding of PREVENT guidance.
- Ensure staff and volunteers receive appropriate training.
- Record and manage concerns.

- Liaise with local safeguarding partners where necessary.
- Make referrals where appropriate.

Staff and Volunteers

All lead and core staff and volunteers must:

- Complete PREVENT awareness training appropriate to their role.
 - Understand signs of radicalisation.
 - Report concerns immediately to the DSL.
 - Never investigate concerns independently.
 - Maintain confidentiality.
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6. Training Requirements

All supervising individuals working directly with children, young people, or vulnerable adults will receive PREVENT awareness training as part of safeguarding induction.

Training should include:

- Understanding the PREVENT Duty.
- Recognising vulnerability to radicalisation.
- Signs and indicators of concern.
- Online safety and online radicalisation.
- How to report concerns.
- Local safeguarding arrangements.
- The relationship between PREVENT and safeguarding.

Refresher training should normally be completed every three years, or sooner if guidance changes.

New staff and volunteers should complete training within three months of joining the organisation.

7. Recognising Possible Signs of Radicalisation

Possible indicators may include:

- Sudden changes in behaviour or personality.
- Expressing extremist views.
- Increased intolerance towards others.
- Isolation from family or established friendship groups.
- Accessing extremist online content.
- Using language associated with extremist groups.
- Justifying violence for ideological reasons.
- Being influenced by individuals promoting extremist beliefs.

These indicators do not necessarily mean someone is being radicalised but should be considered alongside other safeguarding concerns.

8. Reporting Concerns

Any concern relating to possible radicalisation must be treated as a safeguarding concern.

Staff and volunteers should:

1. Record factual observations.
2. Report concerns immediately to the Designated Safeguarding Lead.
3. Avoid questioning or confronting the individual.
4. Maintain confidentiality.
5. Follow the organisation's Safeguarding Policy.

Where there is an immediate risk of harm or criminal activity, emergency services should be contacted by calling 999.

9. Confidentiality

Information relating to PREVENT concerns will be shared only on a need-to-know basis and in accordance with:

- UK GDPR
- Data Protection Act 2018
- Safeguarding responsibilities

Information sharing should always be proportionate and necessary to protect individuals.

10. Equality, Diversity and Inclusion

This organisation recognises that extremism exists across many ideologies and communities.

PREVENT work must never:

- Discriminate against individuals because of religion, race, ethnicity, nationality, political belief, disability, gender, or sexual orientation.
- Encourage profiling or stereotyping.
- Prevent lawful freedom of expression.

All concerns will be based on behaviour and safeguarding risk rather than protected characteristics.

11. Links with Other Policies

This policy should be read alongside:

- Safeguarding Children and Vulnerable Adults Policy
- Safeguarding Adults Policy
- Online Safety Policy

- Equality, Diversity and Inclusion Policy
 - Code of Conduct
 - Whistleblowing Policy
 - Data Protection Policy
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12. Monitoring

The Designated Safeguarding Lead and managing staff will maintain records of:

- PREVENT training completed.
- Refresher training due dates.
- PREVENT-related safeguarding concerns.
- Referrals made where appropriate.

Training records will be reviewed annually.

13. Review

This policy will be reviewed:

- Annually;
- Following significant legislative changes;
- Following any safeguarding incident relating to radicalisation;
- When national PREVENT guidance changes.