SHOCKOUT

Shockout Academy - Prevent Policy

Academic Year: <u>2025 - 2026</u>

1. Policy Statement

Shockout Academy are committed to providing a safe, inclusive and supportive learning environment that protects all learners, staff and visitors from the risk of radicalisation, extremism and terrorism.

This policy fulfils our legal responsibilities under the **Counterterrorism and Security Act (2015)** and the updated **Prevent Duty Guidance (2024)**. It forms part of our broader safeguarding framework and supports the welfare, wellbeing and personal development of all learners.

Prevent is about safeguarding — not criminalising — individuals. We recognise that early, proportionate intervention protects students and upholds their rights to safety, education and freedom of expression.

2. Purpose

The purpose of this policy is to:

1. Prevent people from being drawn into terrorism or extremist ideology.
2. Ensure all staff understand their Prevent responsibilities and reporting routes.
3. Provide a structured, transparent referral and escalation process.
4. Embed British Values throughout the curriculum and culture.
5. Maintain compliance with statutory duties and OfS/FE Prevent reporting standards.
6. Strengthen community partnerships and information-sharing to safeguard learners.

3. Scope

This policy applies to **all learners (including apprentices, adults, and online/blended students)** and to:

- Trustees and governors
- All Shockout Academy (full-time, part-time, visiting, contracted, agency, volunteers)

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- Contractors, consultants, and visitors
- External partners, including venue and event providers

4. Legal & Policy Framework

This policy aligns with:

- Counter-Terrorism and Security Act 2015
- Prevent Duty Guidance for Further and Higher Education (2024)
- Keeping Children Safe in Education (2024)
- Education (No.2) Act 1986 – Freedom of Speech
- Equality Act 2010
- Data Protection Act 2018 and UK GDPR
- Channel Duty Guidance (2023 update)

5. Definitions

Term	Definition
Ideology	A set of beliefs or ideas.
Radicalisation	The process by which an individual comes to support terrorism or forms of extremism that may lead to terrorism.
Extremism	Vocal or active opposition to British Values including democracy, rule of law, individual liberty, and mutual respect/tolerance of different faiths and beliefs.
Terrorism	Use or threat of action designed to influence government or intimidate the public, for political, religious or ideological ends.
Vulnerability	Factors that may make an individual more susceptible to extremist influence or exploitation.
Safeguarding	Protecting people from abuse, neglect or harm — including extremist grooming and radicalisation.

6. Prevent Leadership and Governance

Role	Name	Responsibilities
Prevent Lead (Accountable Officer)	**Lisa Norris** (Vice Principal – Students)	Strategic oversight; Prevent risk assessment; external liaison with Local Authority Prevent/Channel; staff training; SLT reporting; policy review.

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| Deputy Prevent Lead | Dannielle West (Designated Safeguarding Officer) | Operational coordination; staff and student case triage; record management; training records; support to DSL and Channel referrals. |

Prevent governance is overseen by the **Senior Leadership Team (SLT)** through **termly Prevent and Safeguarding reports** reviewing:

- Number and nature of Prevent referrals
- Emerging risks or trends
- Actions from the Prevent Risk Assessment
- Training completion rates

7. Prevent Risk Assessment and Action Plan

Shockout Academy maintains a **documented institutional Prevent Risk Assessment** which:

- Considers **local threats**, **student cohorts**, **spaces**, and **online delivery**.
- Evaluates risks around visiting speakers, events, IT use, and student travel.
- Is reviewed **annually (or sooner following incidents)** by the Prevent Lead.
- Is accompanied by a **living Action Plan** approved by the SLT and monitored termly.

The Action Plan sets objectives, assigns responsibilities, and tracks completion against national Prevent standards.

8. Referral Pathway and Thresholds

All concerns must follow the **Prevent Referral Pathway**:

Stage	Action	Responsibility	Timescale
1	Staff member identifies concern (behaviour, language, online activity, material) and records it factually.	Any staff member	Immediate
2	Concern reported via safeguarding channels to the **DSL/Prevent Lead**.	Reporting staff	Within 24 hours
3	DSL/Prevent Lead triage: assess evidence, context, and vulnerability indicators.	Prevent Lead	Within 48 hours

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4	Decision made: ☐ No further action ☐ Internal support (wellbeing/SEND/mental health referral) ☐ Escalate to **Channel/Police Prevent Team**	DSL/Prevent Lead	Within 5 working days
5	Record securely in the Prevent/Safeguarding register with rationale, actions, and evidence.	Prevent Lead	Ongoing
6	Follow-up and review outcomes; update SLT in termly report.	Prevent Lead / SLT	Termly

Thresholds are based on proportionality and vulnerability, using Home Office and Channel guidance.

9. External Partnership and Channel Liaison

Shockout Academy works closely with:

- **Trafford Local Authority Prevent Team**
- **Greater Manchester Channel Panel**
- **Counter-Terrorism Policing North West (CTPNW)**
- **University of Greater Manchester Prevent Lead**

Referral and Escalation

- The Prevent Lead will contact the **Local Authority Prevent Officer** for advice if concern meets the threshold for Channel.
- Referrals are made using the local **Prevent Referral Form**.
- Information is shared **lawfully and proportionately**, based on consent wherever possible.
- All actions are logged and subject to SLT oversight.

10. Information Governance

Prevent information is handled in accordance with the **UK GDPR** and **Data Protection Act 2018**:

Lawful Basis	Article 6(1)(e) – Public task (statutory safeguarding duty)
Special Category Data	**Article 9(2)(g)/(j)** – Substantial public interest / safeguarding of individuals
Retention	Minimum period: 6 years after case closure (or course completion)
Access Control	Restricted to DSL/Prevent Lead and authorised safeguarding officers only

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Storage	Secure digital storage with encryption and limited permissions
Data Sharing	On a "need-to-know" basis only, with documented justification

This aligns with the **Shockout Academy GDPR & Data Protection Policy**.

11. Training and Awareness

Role/Group	Training Type	Frequency
All staff	Prevent Awareness / WRAP eLearning	Induction + Annual refresher
DSL & Prevent Leads	Advanced Prevent & Channel Training	Every 2 years
Senior Leadership	Prevent Governance Training	Biennial
Contractors & Visiting Staff	Basic Prevent Awareness	Before site access
Students	Prevent & British Values Induction	Annually (tutorial programme)

Training records are maintained by **HR** and monitored through the **Prevent Action Plan**.

12. IT Systems, Digital Safety and External Speakers

Shockout Academy maintains strong digital and physical controls:

IT Controls

- Network-level content filters blocking extremist or terrorist material.
- BYOD (Bring Your Own Device) policy governing appropriate online use.
- Monitoring of searches for extremist content (in compliance with data protection law).
- Clear reporting mechanism for inappropriate online content.

External Speakers & Events

- All visiting speakers, performers and events require **risk assessment and approval** by the Prevent Lead.
- Balanced debate and viewpoint diversity are encouraged, but content must not:
  - Incite violence or hatred
  - Promote extremist or discriminatory ideology
- Events may be refused or withdrawn if risk mitigation cannot be achieved.

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13. Student Support and Safeguarding Interface

Prevent concerns are handled **within the safeguarding framework**, ensuring a **support-first approach**.

This includes:

- Welfare checks and wellbeing referrals (e.g., counselling, student support).
- SEND or mental health interventions as early help.
- Avoiding unnecessary police involvement unless a genuine threat exists.
- Multi-agency collaboration where needed to protect the learner's wellbeing.

14. Freedom of Speech and Inclusivity

Shockout Academy values **freedom of speech and academic freedom**, balanced with the duty to protect learners from harm.

We promote open discussion and debate, ensuring all learners — including adult and online students — can express views safely, within the law and Shockout's values of respect, equality and inclusion.

15. Governance, Review and Assurance

Policy Owner	Vice Principal (Students) – Lisa Norris
Deputy Owner	Designated Safeguarding Officer – Dannielle West
Approval Route	Senior Leadership Team (SLT)
Review Cycle	Annual (or after any significant Prevent incident)
Reporting	Termly SLT Prevent Report (metrics, training, risk updates)
Version	3.0
Last Reviewed	September 2025
Next Review	September 2026

16. Linked Policies

- **Safeguarding & Child Protection Policy**

- **Equality, Diversity & Inclusion Policy**
- **GDPR & Data Protection Policy**
- **External Speaker & Events Policy**
- **Fitness to Study Policy**
- **Student Code of Conduct**