

Prevent and Radicalisation Policy 2026/2027

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Position	Managing Director
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I. Introduction

The Skills4 Group (Skills4) is the trading name of I & F Limited. Skills4 is a niche training provider offering Skills Bootcamps, Apprenticeships and Commercial training programmes to the Pharmacy, Science and Dental sectors. This policy should be read alongside Skills4's Safeguarding Policy and the statutory guidance Keeping Children Safe in Education 2026, which comes into force on 1 September 2026.

Skills4 is committed to providing a safe and secure environment in which learners and staff can flourish. This policy supports a whole-organisation approach to safeguarding, recognising that safeguarding and promoting the welfare of children and young people is everyone's responsibility. All staff must be aware of their duties regarding Prevent, radicalisation, extremism and online risks, and must report concerns promptly through Skills4 safeguarding procedures.

This policy describes the responsibilities of everyone working with or on behalf of Skills4 for recognising, responding to and preventing concerns linked to radicalisation, extremism, terrorism and vulnerability to exploitation. It explains the action to take when a concern is suspected, identified or disclosed, including when early help, Prevent referral, Channel consideration or statutory safeguarding action may be required.

Designated Safeguarding Lead is referred to as DSL and Deputy Designated Safeguarding Lead is referred to as DDSL within this policy. The Prevent Lead works with the DSL and DDSLs to support advice, risk assessment, referral decisions and staff awareness in relation to Prevent concerns.

This policy has been agreed, sponsored, and approved by the Skills4 Board and Safeguarding Sub-Committee:

Name	Role
Jamie Crinigan	MD with overall accountability for Safeguarding and Prevent.
Barbara Van der Eecken	Chair of Safeguarding Sub-Committee (SSC)
Sam Collins	Designated Safeguarding Lead (SSC member)
Victoria England	Deputy Designated Safeguarding Lead (SSC member)
John Norton	Safeguarding and Inclusion Lead (SSC member)
Claire Chidlow	Deputy Designated Safeguarding Lead and named Prevent Lead (SSC member)
Rehana Khan	HR Lead for Safer Recruitment

Applies to:

This Policy applies to all Skills4 staff, associates, contractors, partners and volunteers who work with or on behalf of Skills4. For the purpose of this procedure, the term staff will be used to refer to all individuals working with learners.

Within Skills4 the term learner relates to all individuals undertaking a course of study, including children and young people under the age of 18 and adult learners. Where a learner is under 18, Skills4 will follow statutory safeguarding duties set out in Keeping Children Safe in Education 2026 and related legislation and guidance.

Reason for policy:

This policy aims to raise awareness of the Prevent duty and the need to safeguard learners who are susceptible to radicalisation or extremist influence. When applying this policy Skills4 uses the current governmental definition of [extremism](#), alongside the safeguarding expectations in Keeping Children Safe in Education 2026 and Prevent duty guidance.

“Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:

1. negate or destroy the fundamental rights and freedoms of others; or
2. undermine, overturn or replace the UK’s system of liberal parliamentary democracy and democratic rights or
3. intentionally create a permissive environment for others to achieve the results in (1) or (2)”.

Radicalisation is closely linked to extremism. Keeping Children Safe in Education 2026 identifies preventing radicalisation as a safeguarding issue and makes clear that staff should be alert to children and young people who may be susceptible to extremist ideologies or drawn into terrorism. The Home Office has also published statutory guidance and a glossary of terms relevant to the Prevent duty.

Context

The 3 key stages of channel are:

- 1) To identify individuals at risk of being drawn into terrorism.
- 2) To assess the nature and extent of that risk; and
- 3) To develop the most appropriate support plan for the individuals concerned.

Three objectives:

- 1) Tackle the causes of radicalisation and respond to the ideological challenge of terrorism.
- 2) Safeguard and support those most at risk of radicalisation through early intervention, identifying them and offering support.
- 3) Enable those who have already engaged in terrorism to disengage and rehabilitate.

There is no place for extremist views of any kind at Skills4, whether from internal sources, such as learners or staff, or external sources, such as employers, parents, external agencies or individuals.

We recognise that extremism, radicalisation and exposure to extremist materials or influences can lead to poor outcomes for learners and must be addressed as safeguarding concerns. This includes risks that may arise online, including exposure to misinformation, disinformation, conspiracy theories, terrorist content, extremist material, harmful narratives, artificial intelligence generated content and image-based abuse. We also acknowledge that some learners may be more susceptible because of individual circumstances, unmet needs, isolation, mental health needs, trauma, exploitation, discrimination, absence from education, or other vulnerabilities.

This policy forms part of our safeguarding processes and is in place to ensure that anyone who encounters a learner who may be at risk understands what is expected of them. Concerns must be recorded and shared without delay with the DSL, DDSL or Prevent Lead so that appropriate action can be taken, including early help, information sharing, Prevent referral, Channel consideration, statutory children's social care referral or emergency action where required.

Useful guidance and resources:

Keeping Children Safe in Education 2026. Statutory guidance for schools and colleges. Available at:

[Keeping children safe in education 2026 - GOV.UK](https://www.gov.uk/government/publications/keeping-children-safe-in-education-2026)

Prevent duty guidance: for FE institutions in England and Wales (2015). (Home Office, 2015). Updated 7th May 2024. Available at:

[Prevent duty guidance: for further education institutions in England and Wales \(2015\) - GOV.UK](https://www.gov.uk/government/publications/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales)

Prevent duty guidance: England and Wales (2023). (Home Office, 2015). Updated 6th March 2024. Available at:

<https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales>

The Prevent duty: Safeguarding learners vulnerable to radicalisation. (Department for Education, September 2023). Available at:

[The Prevent duty: safeguarding learners vulnerable to radicalisation - GOV.UK](https://www.gov.uk/government/publications/the-prevent-duty-safeguarding-learners-vulnerable-to-radicalisation)

Meeting digital and technology standards in schools and colleges. (Department for Education, updated March 2025). Available at: <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges>

The Prevent duty: An introduction to those with safeguarding responsibilities. (Department for Education, September 2023). Available at:

<https://www.gov.uk/government/publications/the-prevent-duty-safeguarding-learners-vulnerable-to-radicalisation/the-prevent-duty-an-introduction-for-those-with-safeguarding-responsibilities#:~:text=The%20Prevent%20duty%20requires%20all,from%20extremist%20ideologies%20and%20radicalisation.>>

Work-based learners and Prevent Statutory Duty. Guidance for further education (FE) providers in England on the Prevent duty in work-based learning environments, May 2021 Available at: [Guidance for further education providers on work-based learners and the Prevent statutory duty - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/guidance-for-further-education-providers-on-work-based-learners-and-the-prevent-statutory-duty)

Terrorism (Protection of Premises) Act 2025 - previously Martyr's Law

[Terrorism \(Protection of Premises\) Act 2025 - GOV.UK](#)

II. Policy Statement

Skills4 will closely follow any locally agreed procedure as set out by the Local Authority and governmental direction within which we operate and act on criteria for safeguarding individuals vulnerable to extremism and radicalisation.

Throughout the learner journey, we will strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, by ensuring our programme is enriched and diverse to be able to give approaches where learners may challenge or question these radical influences:

- Establish or use existing mechanisms for understanding the risk of radicalisation.
- Ensure staff understand the risk, build the capability to respond effectively, and use the safeguarding reporting system for learner concerns.
- Communicate and promote the importance of the Policy.
- Ensure staff implement the Policy effectively.
- We will develop strategies and staff training to ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

Skills4 will promote democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another, value difference, challenge prejudice, reject hatred and use dialogue rather than violence as a way of resolving disagreement.

Our goal is to build mutual respect and understanding and to promote safe, inclusive learning environments. We will support learners who may be susceptible to extremist influence as part of our wider safeguarding responsibilities. Where a learner is being affected by extremist materials, harmful online content or radicalising influences, we will consider proportionate support, mentoring, early help and referral pathways. Where risk is identified, we will seek external support from the Local Authority, Police Prevent Team, Channel Panel or other relevant safeguarding partners.

Prevent Responsibilities

As part of their wider safeguarding responsibilities, staff must know what to look out for and must act immediately where they have concerns. Indicators may include, but are not limited to:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside of training, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing, sharing or expressing support for extremist, terrorist or harmful material online, including through social media, gaming platforms, encrypted messaging, forums, artificial intelligence tools or image/video sharing applications.
- Any evidence of family concern about vulnerability to extremism or third-party reports of concerns about behaviour. For example, plans to travel abroad or engaging in extremist activities.

- Learners voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or “hate” terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious, or views based on protected characteristics including disability, sex, gender reassignment, race, religion or belief, sexual orientation, pregnancy and maternity, marriage or civil partnership, or age.
- Attempts to impose extremist views or practices on others.
- Anti-Western or Anti-British views.
- If you have any concerns about the behaviour, safety or welfare of a learner, discuss this immediately with the Prevent Lead, DSL or DDSL and record the concern in line with Skills4 safeguarding procedures. Staff must not investigate concerns themselves or delay sharing information.

Whistleblowing

Where there are concerns about extremism, radicalisation, safeguarding practice or organisational response, learners and staff are encouraged and supported to raise concerns through Skills4’s internal safeguarding, whistleblowing or complaints processes. Concerns about safeguarding practice should be taken seriously, recorded appropriately and escalated where required.

Safeguarding

Please refer to the Safeguarding policy for the full process on our safeguarding duties.

We will be alert to the fact that extremism and radicalisation are safeguarding issues. There may be instances where learners are at direct risk of harm, abuse, neglect or exploitation. This may include concerns relating to a learner’s behaviour, online activity, peer group, family circumstances, employer setting, community influence or association with individuals or groups who promote extremist or terrorist ideology. All concerns must be referred to the DSL, DDSL or Prevent Lead and managed in line with safeguarding procedures.

The role of the DSL, supported by the Prevent Lead, includes overseeing Prevent concerns, advising staff, supporting referrals and ensuring concerns are managed in line with Skills4 safeguarding procedures.

Government Guidance

Prevent is part of the Government’s counter-terrorism strategy, CONTEST. The DSL, DDSLs and Prevent Lead will support referrals to Prevent and, where appropriate, Channel or Prevent Multi-Agency Panel arrangements. Channel is an early intervention, multi-agency process designed to safeguard people who are susceptible to radicalisation and to provide consent-based support where this is appropriate.

Training

All staff will receive safeguarding and Prevent training at induction and regular updates thereafter. Training will include Prevent, radicalisation, extremism, online safety, information sharing, early help, escalation routes and the safeguarding implications of emerging risks including artificial intelligence generated content, misinformation, disinformation and conspiracy theories.

The DSL, DDSLs, Prevent Lead and other key staff will undertake appropriate external training and maintain knowledge of local Prevent arrangements, Channel processes, referral routes, thresholds and statutory guidance. Staff training records will be maintained and reviewed as part of safeguarding governance.

Recruitment

We will ensure Disclosure and Barring Service (DBS) checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a record of such vetting checks.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our staff and learners we will minimise the opportunities for extremist views to prevail.

External speakers and events

An external speaker or visitor is used to describe any individual or organisation who is not a member of staff or learner working with us, or one of its contracted partners, who has been invited to speak to staff/learners.

The Prevent duty does not seek to ban any speakers or impinge on freedom of speech. What the duty does is ensure that the right processes are in place to manage events and speakers. This could mean:

- Ensuring a reasonable notice period for checks to be made, which could potentially be from an open source. This could include looking into instances where potential hate speech may have taken place at previous events.
- Processes or protocols to demonstrate how information about the speaker is used to decide about whether to allow their event to take place or not (risk assessed)
- A requirement for speakers to sign up to the organisation's equality and diversity policy.
- Evidence of the final decision made about whether to allow the speaker into the organisation, including the mitigation measures put in place.
- The senior management team will remain vigilant when planning large events or increasing the number of staff working at Head Office, in line with the requirements of the [Terrorism \(Protection of Premises\) Act 2025](#), previously referred to as Martyn's Law.

Premises that satisfy the following four criteria fall within scope of the Act:

1. There is at least one building (or the premises are in a building);
2. The premises are wholly or mainly used for one or more of the uses specified at Schedule 1 to the Act, e.g. a restaurant or a shop;
3. It is reasonable to expect that at least 200 individuals may be present at least occasionally; and
4. The premises are not excluded under Schedule 2 to the Act

Please contact a member of the safeguarding team with any queries regarding the implementation of this Prevent and Radicalisation Policy.

Faith and worship

Our learners are based in the workplace, but should they attend our premises and require a quiet room for worship and prayer, this can be booked via one of our office-based members of staff. Facilities are freely available for all members of staff at Head Office.

III. Procedure

What does Prevent do?

Prevent aims to stop people becoming terrorists or supporting terrorism. It responds to the ideological challenge from terrorism, safeguards and supports people who are susceptible to radicalisation, and enables those who have already engaged in terrorism to disengage and rehabilitate. Prevent works across sectors including education, health, criminal justice, faith, charities, online services and local partnerships.

The Counter-Terrorism and Security Act 2015 places a duty on specified authorities, including education providers, to have due regard to the need to prevent people from being drawn into terrorism. Skills4 will take a proportionate, risk-based approach to Prevent, recognising that Prevent is a safeguarding duty and should be delivered in a way that protects learners, supports free speech within the law, and promotes inclusion and respect.

How does Channel work?

Channel works in a comparable way to existing safeguarding partnerships aimed at protecting vulnerable people. Channel is designed to work with individuals of any age, is shaped around the circumstance of everyone and can provide support for any form of radicalisation or personal vulnerabilities.

Each Channel panel is chaired by a local authority and brings together a range of multiagency partners to collectively assess the risk and decide whether a support package is needed. The group may include statutory and non-statutory partners, as well as lead safeguarding professionals.

If the group feels the person would be suitable for Channel, it will look to develop a package of support that is bespoke to the person. The partnership approach ensures that those with specific knowledge and expertise around the vulnerabilities of those at risk can work together to provide the best support. Useful links are below for more information:

Channel and prevent guidance last updated 2025:

[Channel and Prevent Multi-Agency Panel \(PMAP\) guidance - GOV.UK](#)

Channel duty guidance: Protecting people susceptible to radicalisation (HM Government, December 2023) Available at: < [Channel Duty Guidance: Protecting people susceptible to radicalisation \(publishing.service.gov.uk\)](#)>

Prevent and Channel factsheet (2023) (Home Office, September 2023) Available at: < [Prevent and Channel factsheet - 2023 - Home Office in the media \(blog.gov.uk\)](#)>

Counter Terrorism Policing. Available at: <www.counterterrorism.police.uk>

What does Channel support look like?

Channel interventions are delivered through local partners and specialist agencies. Support may focus on a person's vulnerabilities around health, education, employment, housing, relationships, online influences, identity, isolation or other needs, as well as specialist mentoring, theological or ideological support and broader diversionary activities. Each support package is tailored to the person and their circumstances. Channel support is

voluntary and informed consent is required before taking part, unless there is an immediate safeguarding or public protection concern requiring another statutory response.

Who can make a referral?

Anyone can make a referral. Referrals may come from education, health, youth justice, police, social care, employers, families or community partners. Within Skills4, staff should raise concerns through safeguarding reporting procedures so the DSL, DDSL or Prevent Lead can assess risk, seek advice where appropriate and support referral to Prevent or Channel where required. Immediate risk of harm must be escalated without delay through emergency or statutory safeguarding routes.

What happens with the referral?

Referrals are first screened for suitability through a preliminary assessment by the Channel Coordinator and the local authority. If suitable, the case is then discussed at a Channel panel of relevant partners to decide if support is necessary.

Raising a concern

If you believe that someone is vulnerable to being exploited, radicalised or drawn into terrorism, use the established safeguarding procedures to escalate your concerns to the DSL, DDSL or Prevent Lead immediately. Staff should record factual information, avoid making assumptions, preserve relevant evidence where safe to do so, and must not attempt to investigate or challenge extremist material without advice.

Staff should be alert to both violent and non-violent extremism, including divisive or intolerant narratives that can be linked to terrorism, hatred, misogyny, conspiracy theories, disinformation, misinformation or online harms. Concerns should be considered in context and shared with safeguarding leads so that proportionate support and action can be agreed.

Channel Risk Assessment

Risk is a theme that runs through the entire Channel process, including risk to the individual, risk to the public and risk to partners or organisations providing support. Skills4 will maintain and review a Prevent Risk Assessment that considers learner profile, delivery model, work-based settings, online learning, local risks, staff training, referral routes, filtering and monitoring arrangements and any relevant external speaker or event risks. The Prevent Risk Assessment can be viewed on request.

Terrorism (Protection of Premises) Act 2025

The Terrorism (Protection of Premises) Act 2025, also known as Martyn's Law, received Royal Assent on Thursday 3 April 2025. This Act delivers the Government's manifesto commitment to strengthen the security of public premises and events.

The Terrorism (Protection of Premises) Act 2025 will improve protective security and organisational preparedness across the UK by requiring those responsible for certain premises and events to consider how they would respond to a terrorist attack. In addition, at certain larger premises and events, appropriate steps to reduce vulnerability to terrorist attacks must also be considered. Through the Act, qualifying premises and events should be better prepared and protected and ready to respond in the event of a terrorist attack. Guidance will follow and the senior team will remain vigilant to how this may affect our business in the future.

[Martyn's Law Factsheet – Home Office in the media](#)

Appendix 1: Definitions

Term	Explanation
Learners	Replaces the term 'children, young people and adult learners.'
Radicalisation	The process by which a person comes to support terrorism and forms of extremism.
Vulnerable individuals	In the context of radicalisation, a vulnerable individual is a person who because of unique circumstances, state of mind and life experiences can be led into some form of terrorist ideology. Specific background factors may contribute to vulnerability and susceptibility to radicalisation.
Vulnerability	Describes the condition of being in need of special care, support, or protection because of age, disability, risk of abuse or neglect.
Extremism	<p>Extremism is the promotion or advancement of an ideology based on violence, hatred or intolerance that aims to:</p> <ol style="list-style-type: none"> 1. negate or destroy the fundamental rights and freedoms of others; or 2. undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights or 3. intentionally create a permissive environment for others to achieve the results in (1) or (2).
Ideology	A set of beliefs
Terrorism	An action that endangers or causes serious violence, damage, or disruption, is intended to influence the government, or intimidate the public.
Susceptibility	Is complex and unique to a person's circumstances. Within Prevent, susceptibility refers to the fact that a person may be likely or liable to be influenced or harmed by terrorist and extremist ideologies that support or radicalise people into terrorism. As set out in the Prevent duty guidance, a person's

	susceptibility may be linked to their vulnerability, but not all people susceptible to radicalisation will be vulnerable. There may be other circumstances, needs or other underlying factors that may make a person susceptible to radicalisation but do not constitute a vulnerability.
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Appendix 2: Additional guidance

Further Reading and Helplines

In addition to the legislation and guidance on page 2, and Channel on pages 6 and 7, please see some additional links below:

Legislation and Guidance

Counter-Terrorism and Border Security Act 2019. Available at: < [Counter-Terrorism and Border Security Act 2019 \(legislation.gov.uk\)](https://legislation.gov.uk/ukpga/2019/22/contents)>

Counter-terrorism strategy (CONTEST) 2018. Available at: < [CONTEST 3.0 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/682222/CONTEST-2018.pdf)>

Protect UK – The Counter Terrorism Alliance

[ProtectUK](https://www.protectuk.org/)

The Equality Act 2010. Available at: < [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk/ukpga/2010/15/contents)>

Teaching online safety in schools (2023) Available at:

<<https://www.gov.uk/government/publications/teaching-online-safety-in-schools>>

Prevent referral (2023) Available at:

[Making a referral to Prevent - GOV.UK](https://www.gov.uk/government/publications/prevent-referral)