

Preventing Extremism and Radicalisation Policy

POLICY APPROVAL					
Approval Required	Indicate with a tick (✓)		**Annual Review Required**	Indicate with a tick (✓)	
	Yes ✓	No		Yes ✓	No
Approval Panel	Loren Janes				
Approved by	Name: Loren Janes		Signature: 	Date: November 2025	
Policy Review Date	November 2026				

Policy Statement

Futures Changing Ltd is committed to providing a secure environment where learners feel safe and are kept safe. Safeguarding is everyone's responsibility, irrespective of the role undertaken or whether the role has direct contact with learners.

"Safeguarding vulnerable people from radicalisation is no different from safeguarding them from other forms of harm" (Home Office, Prevent Strategy).

This policy supports the delivery of outcomes for all learners, as set out in s10(2) of the Children Act 2004, and forms part of our overall safeguarding arrangements under s175 of the Education Act 2002. It complements our Safeguarding and Child Protection Policy, and our wider behaviour, anti-bullying, and inclusion policies.

Futures Changing Ltd recognises the governing body's responsibility to prevent people from being drawn into terrorism and ensures a clear approach to implementing the Prevent Duty, keeping learners safe from radicalisation and extremism.

Links to Other Policies

This policy links with:

- Child Protection & Safeguarding Policy
- Behaviour & Anti-Bullying Policy
- Diversity, Equity, and Inclusion Policy
- E-Safety Policy

Objectives

This policy provides a framework for addressing issues relating to vulnerability, radicalisation, and exposure to extremist views. Extremist organisations may include, but are not limited to: ISIL, Al-Qaeda, Boko Haram, British Defence League, IRA, Anti-Abortion Groups, and animal rights extremist groups.

The objectives are to ensure that:

1. All staff, including teaching, support, and non-teaching staff, understand what radicalisation and extremism are and remain vigilant in all contexts.
2. Staff are aware of Futures Changing Ltd's procedures for tackling extremism and radicalisation and act swiftly where concerns arise.
3. All staff can identify learners vulnerable to radicalisation and follow safeguarding procedures promptly.
4. Learners understand the dangers of radicalisation and extremist views, are educated in British values, and know how to seek help.
5. Parents and carers are aware of the policy and that Futures Changing Ltd reviews its safeguarding systems to maintain effectiveness.

Ethos and Approach

We will all strive to eradicate the myths and assumptions that can lead to some learners becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences. This guidance and support will be delivered through the whole Futures Changing Ltd curriculum, form programme and PSD coverage. We will ensure that all of our support and approaches will help our Learners build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will develop strategies

and staff training to ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

Definitions

Radicalisation – "The process by which a person comes to support terrorism or forms of extremism leading to terrorism" (Prevent Strategy).

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; and/or calls for the death of members of our armed forces, whether in this country or overseas" (Prevent).

Practice

Futures Changing Ltd does not tolerate extremist views from any source: learners, staff, governors, community members, or external agencies. Learners should feel safe to explore controversial issues and receive guidance from staff to challenge misinformation and develop critical thinking.

Exposure to extremist materials or ideologies can lead to poor outcomes and is considered a safeguarding concern. Extremist narratives aim to divide communities and limit life opportunities. Education is a key tool to counter this, equipping learners with knowledge, skills, and resilience to critically evaluate ideas.

All learners receive a broad, balanced curriculum promoting tolerance, understanding, and inclusion. This is supported by our e-safety policy, ensuring learners know the risks of online radicalisation and how to report concerns. Discriminatory or extremist behaviour, including derogatory language, is challenged consistently and dealt with according to our staff & Learner Code of Behaviours.

Governance and Leadership

Futures Changing Ltd recognises that the responsibility for preventing radicalisation and extremism rests with all staff and leadership, and that effective governance is essential. The Managing Director and Designated Safeguarding Lead (DSL) hold ultimate responsibility for ensuring that Futures Changing Ltd complies with its statutory duties under the Prevent Duty (Counterterrorism and Security Act, 2015) and relevant safeguarding guidance.

The DSL, together with senior leaders, will:

- Ensure that all policies, procedures, and training relating to Prevent are implemented effectively.
- Act as the first point of contact for any concerns relating to radicalisation or extremism.
- Maintain oversight of Prevent risk assessments and any referrals made to external agencies.
- Report regularly to the governing body on Prevent compliance, training, and any incidents.

Risk Assessment

Futures Changing Ltd will conduct regular risk assessments to identify learners who may be vulnerable to radicalisation or exposure to extremist influences. This includes:

- Assessing the local context, including any known extremist activity in the community.
- Identifying vulnerable learners, including those experiencing mental health difficulties, social isolation, or family or peer pressures.
- Monitoring online and offline activities that may expose learners to extremist content.
- Updating risk assessments annually, or sooner if new concerns arise, and using these to inform staff training and learner support plans.

Partnerships and Referrals

Futures Changing Ltd recognises the importance of working in partnership with external agencies to safeguard learners from radicalisation. Staff will:

- Report any Prevent concerns to the DSL immediately.
- Where appropriate, refer concerns to the Channel Programme, the local authority, or the police in line with statutory guidance.
- Collaborate with partner organisations, local Prevent boards, and multi-agency safeguarding hubs to ensure appropriate support is provided.
- Maintain confidentiality while ensuring that necessary information is shared promptly to protect learners.

External Speakers and Visitors

Futures Changing Ltd recognises that external speakers and visitors can enrich the curriculum and provide valuable perspectives. However, we also acknowledge the potential risks associated with extremist or inappropriate content. All external engagements will be managed to safeguard learners and ensure alignment with Futures Changing Ltd values and the Prevent Duty.

Approval and Vetting:

- All external speakers must be approved by the Designated Safeguarding Lead (DSL) and Centre Manager prior to the event.
- Identity checks will be conducted, including verification of credentials and background where relevant.
- Speakers from organisations or individuals with links to extremist ideologies or activities will not be permitted.

Risk Assessment:

- A risk assessment will be conducted for each external speaker, considering content, context, and potential impact on learners.
- Any material provided in advance will be reviewed by the DSL or designated staff.
- The session will be supervised at all times by Futures Changing Ltd staff.

Content and Conduct:

- Speakers must adhere to Futures Changing Ltd's values and policies, including promoting fundamental British values and safeguarding learners from extremist material.
- Extremist or discriminatory views, whether direct or implied, are not permitted.
- Learners must have the opportunity to engage critically and ask questions in a safe environment.

Monitoring and Follow-Up:

- Staff attending the session are responsible for monitoring learner responses and any concerns raised.
- Any incidents or concerns arising from an external speaker session must be reported immediately to the DSL and recorded.
- Feedback from learners and staff will be used to inform future engagement decisions.

Documentation:

- Records of all external speakers, risk assessments, approvals, and any incidents must be maintained and reviewed periodically by the DSL.

Staff Responsibilities and Whistleblowing

All staff have a duty to be vigilant for signs of radicalisation and extremist behaviour. Staff must:

- Complete Prevent training and refresh it in line with Futures Changing Ltd requirements.
- Report any concerns to the DSL without delay.
- Follow safeguarding procedures if a learner is believed to be at risk of radicalisation.
- Raise concerns through the whistleblowing policy if they feel the organisation is not responding appropriately to a Prevent concern.

Learner Education

Futures Changing Ltd promotes a broad and balanced curriculum that encourages learners to understand and respect fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This includes:

- Developing critical thinking and digital literacy skills to challenge extremist narratives.
- Providing safe spaces for discussion of controversial issues.
- Encouraging learners to report concerns about themselves or others in a safe and supportive environment.
- Embedding Prevent awareness across tutor sessions, PSD programmes, and other learning opportunities.

Monitoring and Record-Keeping

To ensure effective implementation of this policy, Futures Changing Ltd will:

- Maintain accurate records of all Prevent concerns, referrals, and actions taken.
- Log all Prevent training completed by staff and maintain an up-to-date training schedule.
- Monitor patterns of risk or concern termly and report findings to the DSL and governing body.
- Review this policy annually, or sooner if legislation, guidance, or local circumstances change.

Training

Futures Changing Ltd requires all staff, including teaching and non-teaching staff, to complete Prevent awareness training. This training will:

- Equip staff with knowledge of radicalisation and extremist influences.
- Enable staff to recognise early indicators of vulnerability to radicalisation.
- Ensure staff know how to respond appropriately, including making referrals via the DSL.
- Be refreshed regularly, with completion recorded by the DSL.

Identifying Vulnerable Learners

There is no single profile of a learner susceptible to extremist ideology. Staff should remain vigilant for:

- Disclosures of exposure to extremist actions or materials outside Futures Changing Ltd
- Graffiti, symbols, or artwork promoting extremist messages
- Accessing extremist content online, including social media
- Distributing extremist literature
- Parental or community reports of changes in behaviour or concerns
- Changes in friendships or social groups
- Use of extremist or hate language
- Attempts to impose extremist views on others
- Anti-Western or Anti-British sentiment

Specific terminology learners may encounter includes:

- *Dawlah*, *Jihad*, *Caliphate*, *Mujahid*, *Shahada*, *Kuffar*, *Ummah*, *Rafidha*

Learners in vulnerable situations (mental health difficulties, single-parent families, gang involvement) may be at higher risk and are monitored through weekly safeguarding meetings, with support from appropriate external agencies.

Preventative Approach and Curriculum

Futures Changing Ltd seeks to:

- Challenge myths and assumptions leading to alienation
- Deliver the curriculum, form programmes, and PSD/Wellbeing lessons to build resilience against extremism
- Promote a positive sense of identity and critical thinking skills
- Provide staff training to recognise and confidently challenge extremist views

All approaches aim to empower learners, reduce vulnerability, and prevent radicalisation.

Reporting Concerns

Staff must follow established safeguarding procedures if they suspect radicalisation, extremism, or concerning behaviour:

- Immediate reporting to the Designated Safeguarding Lead (DSL) Loren Janes
- Documentation of concerns and actions taken
- Liaison with local authority safeguarding teams or police if necessary
- Confidentiality is maintained while ensuring learner safety

Staff Training

All staff receive regular training on:

- The Prevent Duty and statutory safeguarding responsibilities
- Identifying radicalisation and extremism
- Reporting procedures and intervention pathways
- Online safety and monitoring for extremist content

Monitoring and Review

- The policy is reviewed annually or sooner following legislative updates, major incidents, or changes in local authority guidance.
- The DSL maintains records of concerns, interventions, and staff training to ensure compliance and continuous improvement.

References and Guidance

- Keeping Children Safe in Education (KCSIE 2025)
- Counter-Terrorism and Security Act (2015)
- Prevent Duty Guidance (2015, updated 2021)
- DfE Resources: *Learning Together to be Safe*, *Teaching Approaches to Build Resilience to Extremism*
- Peter Clarke Report (2014)
- Safeguarding Vulnerable Groups Act 2006