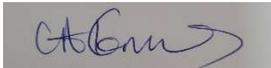
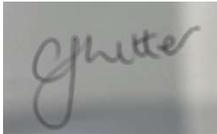
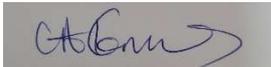


BioGrad Education Prevent Policy

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1. Introduction

This Prevent Policy outlines how BioGrad Education fulfils its duties under the Counterterrorism and Security Act 2015. As a post-16 education provider, the organisation has a statutory responsibility to have “due regard to the need to prevent people from being drawn into terrorism.”

The policy ensures that all learners, staff, partners, and stakeholders are protected from extremist influence, radicalisation, and ideologies that pose a risk to individual and community safety.

2. Scope

This policy applies to:

- All learners enrolled on Skills Bootcamp programmes
- All staff (employed, contracted, freelance, visiting specialists)
- Governors
- Partners, subcontractors, and external stakeholders involved in delivery
- Activities taking place on-site, online, during work placements, or in any associated environment

3. Definitions

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.

Radicalisation: The process by which an individual comes to support terrorism or extremist ideologies.

Terrorism: As defined under the Terrorism Act 2000.

4. Aims of the Policy

- Safeguard learners and staff from being drawn into terrorism or extremism.
- Promote an environment that encourages open discussion while challenging extremist ideas safely.
- Embed British Values across training, assessment, and learner support.
- Provide staff with training to identify and respond to concerns.
- Ensure referral pathways (e.g., Channel) are in place.
- Maintain a safe physical, digital, and organisational environment.

5. Leadership and Responsibilities

Prevent Lead: Responsible for oversight, training, managing concerns, and liaison with authorities.

Senior Leadership Team: Ensures Prevent duties are embedded strategically.

All Staff: Must complete training, stay vigilant, report concerns, and model British Values.

6. Risk Assessment and Management

Annual Prevent Risk Assessment covers:

- Online environments
- External speakers and curriculum
- Learner vulnerability factors
- Work placements

7. Training and Awareness

Staff receive mandatory Prevent training at induction and annually.

Learners receive guidance on online safety, critical thinking, inclusion, and British Values.

8. Curriculum and Learning Environment

The curriculum encourages evidence-based thinking, promotes respect, and embeds British Values naturally.

9. Use of IT and Online Safety

Organisation ensures:

- Filters and monitoring on devices
- Acceptable use policies
- Procedures for misuse

10. External Speakers and Partnerships

All external contributors undergo:

- Verification
- Risk assessment

11. Learner Support and Safeguarding

Support may include:

- Academic/pastoral help
- Mental health signposting
- External referrals

12. Reporting Concerns

Concerns → Prevent Lead → Assessment → Referral (if needed) to Prevent Coordinator, Channel, or Police (immediate risk). Please utilise the Notice of Concern referral form.

13. Data Protection

Information shared proportionally under GDPR and safeguarding law.

14. Monitoring and Review

Annual review or earlier as required.