

COMPASS

Prevent Policy



Version 7
14-07-2025

COMPASS

| | |
|---------------------------------|---|
| Policy Version: | 7 |
| Date of Policy: | 14-07-2025 |
| Policy Approved by: | Willem Green |
| Signed: |  |
| Approved by the Governing Body: | |

| Policy Review Record | | |
|----------------------|------------|---|
| V4 | 06/06/2023 | Prevent and British Values Policy reviewed by DW |
| V5 | 08/04/2024 | Written by Felicity Stevenson as new Prevent Officer |
| V6 | 23/10/2024 | Amended by Kenneth Caswell as new deputy Prevent Officer according to home office update 15-01-2024 Prevent duty guidance - GOV.UK |
| V7 | 14/07/2025 | Amended to add Yolande Kalinics as new Prevent Officer in place of Felicity Stevenson. Monday.com Link to Prevent Reporting added to page 7 |

1.0 PURPOSE

The purpose of this document is to set out Compass' policy relating to the prevention of radicalisation and counter-terrorism. Compass aims to adopt high standards to educate staff and learners regarding the Prevent strategy and aims to ensure that all children, vulnerable adults are safe and supported at Compass.

2.0 SCOPE

This policy applies to all members of staff at Compass, third party employees, associates, learners and volunteers who may have contact with children or adults at risk of harm.

3.0 DEFINITIONS

Prevent

For the purpose of this document, Prevent is the national safeguarding strategy that aims to prevent people from being radicalised to support terrorism and protects them from having any share in activity related to terrorism/extremism.

Safeguarding

Safeguarding means protecting the health, wellbeing and human rights of individuals at risk, enabling them to live safely.

Radicalisation

For the purpose of this policy, Radicalisation is a process in which an individual or a group embraces a radical ideology or belief that accepts, uses or condones violence, including acts of terrorism.

Vulnerable adult/Adult at risk of harm

A person aged 18 and over who is or may need community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation.

Children/young people

A person who is aged 16-17.

4.0 ROLES & RESPONSIBILITIES

Prevent is everyone's responsibility at Compass. We ensure that all staff have relevant training depending on their job roles and ensure that there is a place for all staff, clients and learners to report any concerns that they have whether on Compass premises or not.

One of the main roles at Compass is to ensure that we monitor risks and are ready to deal appropriately with issues which arise. This will be done by:

- Understanding the nature of the threat from violent extremism and how this may impact directly or indirectly on our organisation
- Understanding and managing potential risks within the organisation and from external influences
- Responding appropriately to events in local, national or international news that may impact on students and communities and encouraging learners to discuss these issues using the forums
- Ensuring measures are in place to minimise the potential for acts of violent extremist within the organisation i.e.' Engaging Young People, Building Resilience 'Prevent' funded Project.
- Ensuring plans are in place to respond appropriately to a threat or incident within the organisation
- Developing effective ICT security and responsible user policies

The prevent officer is Yolande Kalinics

The deputy prevent officer is Kenneth Caswell

The prevent officer is responsible for overseeing all prevent concerns at Compass and the management of concerns reported. They are also responsible for overseeing staff training and renewal of policies. They should remain up to date with concerns and local updates by attending external meetings and forums.

The deputy prevent officer should support the lead officer by sharing any localised updates and advice.

5.0 IDENTIFYING SIGNS OF RADICALISATION OR THREAT

It is important to note that radicalisation and harm isn't always visibly present on individuals. However, it is essential that all members of staff, clients, learners or external people are aware of some of the indicators and warning signs that radicalisation or abuse is present.

Some of these are:

- An accumulation of many changes in behaviour or appearance e.g. emotional, verbal and social behaviour as well as physical changes;
- Isolated and withdrawn or conversely forcing opinions on others;
- Obsession with secrecy around the internet and social networking sites;
- Increased interest in violence and ideology.

6.0 STUDENT SUPPORT

To ensure that staff are confident to take preventative and responsive steps working with partner professionals, families and communities.

This will be achieved through:

- Establishing strong and effective student support services
- Listening to what is happening in the organisation and the community
- Implementing anti-bullying strategies and challenging discriminatory behaviour
- Helping students and staff know how to access support across the organisation and or through community partners
- Supporting at risk students through safeguarding and crime prevention processes
- Focussing on narrowing the attainment gap for all students
- Provide training for all students throughout their course, including holding monthly discussions during reviews with the assessor

7.0 REPORTING A CONCERN

All concerns or potential risks should be reported to the prevent officer immediately. Following from the initial report, a risk assessment should be carried out using the new prevent risk assessment template. All genuine concerns or investigations should also be reported to the police.

Procedure

Once a prevent risk assessment has been carried out, the prevent officer will then decide whether this needs to be investigated further or reported to the police. Any genuine areas of concerns should always be reported to external authorities for further investigation. A gateway assessment from the police will then result in it either being transferred to Channel or remain on records for the police.

Managing an immediate risk of harm

Any immediate risk of harm should be reported to the police immediately. After the police has been contacted, the staff member concerned, should then contact the DSL. The DSL and staff member should then work together to report the incident and write a report for documentation.

REPORTING A CONCERN – PROCEDURE GRAPH

