



PREVENT POLICY AND PROCEDURE

1. Policy Statement

This document sets out the policy and procedures of The Rep Theatre Project 'theRTproject' relating to the 'theRTproject's legal duty under the Counter-Terrorism and Security Act (CTSA) 2015. 'theRTproject's policies regarding Equality and Diversity, Freedom of Speech and Safeguarding compliment this strategy and related actions.

As a Higher Education provider, we recognise our statutory obligation to monitor and actively work to reduce the threat of terrorism and the recruitment of support for terrorist organisations amongst our students and staff. This document sets out our action plan and risk register which will be reviewed regularly and is subject to monitoring as set out in the Act.

2. Scope

This policy relates to all staff, students, visitors to 'theRTproject' and those engaged in business on behalf of 'theRTproject'.

The policy must be known, understood and implemented by both staff and students. **Artistic Directors** should, as a matter of priority, introduce new members of staff (including freelance staff, mentors and support workers) to this policy. The **Artistic Directors** should use the induction period, or other appropriate time, to introduce and signpost students to this policy.

3. Definitions

'Radicalisation' could involve an individual moving towards vocal or active support for extremist social, political, or religious causes, movements or ideologies. 'Active' means that there is a risk that the individual could be drawn into violent action or support for violence.

The Government's Counter-Extremism Strategy includes the following working definition: *"the vocal or active opposition to our fundamental values, including democracy, the rule of law,*

individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.”

‘Prevent’ is a multi-agency response to safeguard vulnerable adults or children at risk of being radicalised to stop them becoming terrorists or supporting terrorism. It safeguards people in the same way as safeguarding individuals from being drawn into sexual exploitation, gangs, county lines etc. Prevent works in the non-criminal space so those referred will not be criminalised and deal with all forms of extremism such as Right-Wing fundamentalism and Islamist extremism.

4. Legislation

‘theRTproject’ is a College that delivers HE courses but also works with under 18s as part of its wider academic provision. ‘theRTproject’ understands that it has a duty to safeguard and protect young people in response to the relevant legislation which includes:

the Education Act 2002, the Children Act 2006, the Safeguarding Vulnerable Groups Act 2006, the Care Act 2014, Working Together to Safeguard Children 2015 and Keeping Children Safe in Education 2016, and the Prevent Duty under the Counterterrorism and Security Act 2015.

In relation to the Counterterrorism and Security Act, we recognise our responsibility as a Higher Education institution to ‘have due regard for the need to prevent people from being drawn into terrorism’ and to adhere to the Prevent Duty Guidance for Higher education institutions in England and Wales came into effect on 18 September 2015.

5. Responsibilities

It is the responsibility of all members of staff to act in accordance with ‘theRTproject’'s responsibilities under the Prevent duty. Any member of ‘theRTproject’ community who has concerns about a student or staff member should follow the guidance as outlined in this policy and report to the **Designated Safeguarding Lead** via the Referral of Concerns form.

It is the responsibility of the **Designated Safeguarding Lead** to report concerns about individuals to the local authorities who may have been or are being radicalised.

All staff are given annual guidance and support in team meetings prior to student induction to ensure everyone is aware of the latest policies and procedures and their responsibilities therein. New staff should be provided with copies of all relevant documents to ensure they can adhere to all policy guidelines.

The **Designated Safeguarding Lead** should ensure that any records of a disclosure or concern are stored confidentially.

6. Pastoral Care

The Prevent Duty applies across the public sector, and it is crucial that those who have one-to-one time with vulnerable individuals understand that they may be the ones who will be the first to notice when that student is potentially at risk. Therefore, pastoral care at 'theRTproject' plays a significant role in safeguarding student and staff welfare, particularly those who may be vulnerable to being radicalised. Pastoral care is provided through contact with **Directors, Welfare Officer, Equality and Diversity Officers, and the Safeguarding Team.**

In accordance with their duties under Prevent, staff directly involved with student welfare are made aware of how pastoral care plays a key role in identifying students or staff members of concern with regards to being radicalised. Further training and advice to be made available termly and through ongoing sharing of resources at weekly staff meetings.

Any safeguarding concerns, regardless of whether they are perceived as directly relating to the Counter Terrorism and Security Act and the Prevent duty, should be handled by the **Safeguarding team** as a matter of urgency and the key contacts for reporting a safeguarding concern should be visible throughout the building.

7. Risk Assessment

Staff and students should be aware of the necessity to report a concern relating to Prevent to obtain one of the following outcomes:

- confirmation that there could be a Prevent concern; or
- clarification that there is a welfare concern not related to Prevent; or clarification that there is no concern.
- Individuals may wish to refer to the Home Office's Vulnerability Assessment Framework in the first instance:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/118187/vul-assessment.pdf

8. Monitoring

We will provide up-to-date awareness training to all relevant staff and review the training on a regular basis within the wider issue of identifying and support 'at risk' and 'vulnerable' students.

In compliance with DMU Prevent Policy and Procedure, we will provide Compliance Reports on such training and other Prevent related activity.

Policy Updated: Feb 2026
 Policy Review Due: Feb 2027