

Prevent Policy

1. Objective

The objective of this policy is to ensure that BMS Progress fulfils its legal duty under the UK government's Prevent strategy. This policy aims to safeguard employees, learners and the wider community from the risks of radicalisation and extremism. The policy provides a clear framework to raise awareness, embed British Values, identify risks, and support individuals who may be vulnerable to extremist influences.

2. Introduction

BMS Progress is committed to creating and maintaining a safe, inclusive, and supportive learning and working environment. We recognise that exposure to extremist ideology can place individuals at risk of harm and negatively impact learner outcomes.

Prevent is addressed within BMS Progress as a safeguarding concern and is embedded within our wider safeguarding framework. This policy outlines how BMS Progress fulfils its Prevent responsibilities while ensuring that legitimate debate, freedom of expression, and community engagement are upheld.

This policy should be read in conjunction with:

- Safeguarding Policy
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy

3. Definitions

The following definitions are commonly used within the Prevent agenda:

Ideology: A set of beliefs or ideas held by an individual or group.

Radicalisation: The process by which a person comes to support terrorism or forms of extremism that may lead to terrorism.

Safeguarding: The process of protecting individuals from harm, including being drawn into terrorism-related activity.

Terrorism: An action that endangers life, causes serious violence or disruption, and is intended to influence government or intimidate the public for political, religious, or ideological purposes.

Vulnerability: Factors or characteristics that may make an individual susceptible to radicalisation.

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.

4. Compliance with Legislation

This policy is implemented in accordance with all relevant legislation and statutory guidance, including:

- Counter-Terrorism and Security Act 2015 (Prevent Duty)

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- Equality Act 2010
- Safeguarding legislation and statutory guidance
- Data Protection legislation (UK GDPR)

BMS Progress will apply the Prevent Duty proportionately and will not:

- Stifle legitimate discussion, debate, or learner engagement
- Stereotype or single out individuals based on protected characteristics

5. Responsibilities

5.1 BMS Progress Responsibilities

BMS Progress is responsible for:

- Ensuring awareness and understanding of the Prevent Duty across the organisation
- Embedding British Values into curriculum design and organisational practices
- Maintaining policies and procedures that support the Prevent agenda
- Ensuring all staff and Board Members complete appropriate Prevent training
- Maintaining a Prevent risk assessment and reviewing it regularly

5.2 Employee Responsibilities

All staff are responsible for:

- Upholding British Values in their professional conduct
- Attending mandatory Prevent training
- Being alert to signs of vulnerability, radicalisation, or extremist behaviour
- Reporting concerns promptly via safeguarding reporting channels
- Supporting learner understanding through tutorials, awareness activities, and discussion
- Engaging appropriately with local communities and partner organisations

5.3 Learners, Business Partners & Associates Responsibilities

Learners, business partners, and associates are expected to:

- Respect the values of equality, diversity, and mutual respect
- Engage constructively in learning activities and discussion

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- Report concerns where they feel themselves or others may be at risk

6. Procedure

Prevent concerns are managed through BMS Progress's established safeguarding procedures. Where a concern is identified:

- It must be reported immediately to a Safeguarding Officer
- The concern will be assessed to determine risk and appropriate action
- Supportive, proportionate interventions will be implemented
- Where necessary, referrals may be made to external agencies in line with safeguarding protocols

Prevent operates as an early intervention strategy, focusing on support and protection rather than criminalisation.

The Designated Safeguarding Lead is Katie Vincent (katiev@bmsprogress.com, 07800 681821)

7. Concerns

Any concerns relating to extremism, radicalisation, or exposure to extremist materials must be reported without delay through safeguarding channels. This includes concerns relating to learners, staff, or external influences affecting the learning environment.

8. Support

BMS Progress is committed to supporting individuals who may be at risk through:

- Strong learner support services
- Anti-bullying and anti-discrimination strategies
- Early identification of vulnerability, disadvantage, or hardship
- Access to internal and external sources of advice and guidance
- Collaborative working with families, communities, and partner professionals
- Safeguarding and crime prevention processes where appropriate

Support is designed to promote resilience, wellbeing, and positive engagement.

9. Policy Enforcement

Compliance with this policy is mandatory. Adherence will be monitored through:

- Training records
- Safeguarding reports
- Prevent risk assessments

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- Quality assurance and audit activity

Failure to comply may be addressed through internal procedures in line with safeguarding, disciplinary, or contractual arrangements.

10. Consequences

Failure to follow this policy may place individuals at risk and could result in:

- Safeguarding intervention
- Disciplinary action for staff
- Review of contractual arrangements for associates or contractors

This policy has been approved by the Directors of BMS Progress and will be reviewed and updated as required.

Any questions should be directed to:

David Cooper (Operations Director) – 07812037117 / davidc@bmsprogress.com

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