

Prevent Policy

Document Control:

Policy Owner	<i>Designated Safeguarding Lead - Julia Bindley</i>
Policy Author(s)	<i>Designated Safeguarding Lead - Julia Bindley Deputy Designated Safeguarding Leads - Sophie Harris & Kelsey Roberts Quality & Audit Lead - Shenay Cantelo-Poppe</i>
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Amendment History:

Version Number	Effective Date	Summary of Amendments	Author
[V3.0]	[26/06/2025]	Ensured alignment with changes in law around freedom of speech and added the External Speaker Policy / Risk Assessment Form.	Jemma Ansell, Deputy Designated Safeguarding Lead
[V3.1]	[19/11/2025]	Updated contact details.	Sophie Harris, Deputy Designated Safeguarding Lead

1. Introduction & Context

1.1 [Prevent](#) is a part of the Government's counter-terrorism strategy (CONTEST). Prevent sets out to stop individuals from becoming terrorists, supporting terrorism, or being drawn into radicalisation and extremism.

In accordance with the [Counter-Terrorism & Security Act 2015](#), Multiverse, as an educational provider, has a duty to consider the risk of radicalisation into its safeguarding responsibilities and to refer vulnerable individuals to Prevent for support. This policy is part of Multiverse's broader safeguarding responsibilities and should be read alongside the [Safeguarding Policy](#).

1.2 *The core objectives of Prevent are:*

1.2.1 Tackling the ideological causes of terrorism

1.2.2 Intervening early to support people susceptible to radicalisation

1.2.3 Enabling people who have already engaged in terrorism to disengage and rehabilitate

2. Purpose of the Prevent Policy

2.1 This policy should be read in conjunction with [Multiverse's Safeguarding Policy](#), [External Speakers Policy](#), and Safer Recruitment Policy, and has the following aims:

2.1.1 To promote and reinforce a set of shared values, founded on tolerance and respect for others.

2.1.2 To create a safe space for free and open debate, ensuring this does not extend to the promotion of extremist ideologies.

2.1.3 To promote a sense of community cohesion both within Multiverse and within its wider external community.

2.1.4 To ensure that learners are safe and that we reduce permissive environments, and create an environment that is free from bullying, harassment, and discrimination.

2.1.5 To identify and support learners who may be at risk from radicalisation and to be able to signpost them to further external sources of support where appropriate.

2.1.6 To ensure that staff are aware of their responsibilities under this policy and can recognise and respond to vulnerable learners, and report any concerns in a timely manner.

3. Definitions

3.1 Radicalisation: The process by which a person comes to support terrorism and forms of extremism leading to terrorism. It can involve the adoption of increasingly extreme beliefs and behaviours. It is important to remember that holding dissenting views, expressing political or religious opinions is not the same as being radicalised.

3.2 Extremism: "Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. We also include in our definition of extremism calls for the death of members of our armed forces." (Government definition within the Prevent Strategy).

3.3 British Values (as defined by the Government):

3.3.1 democracy

3.3.2 the rule of law

3.3.3 individual liberty

3.3.5 mutual respect for and tolerance of those with different faiths and beliefs, and for those without faith

4. Multiverse's Commitment to Prevent:

4.1 Multiverse is committed to:

4.1.1 Safeguarding all individuals from the risk of being drawn into terrorism.

4.1.2 Challenging extremist ideology and the environment in which it can flourish within our community.

4.1.3 Protecting individuals who are vulnerable to radicalisation by providing appropriate support and guidance.

4.1.4 Ensuring that our learning environment promotes fundamental British values and encourages open and respectful dialogue.

5. Recognising Vulnerability to Radicalisation

5.1 It is crucial to understand that there is no single profile of a person likely to become involved in extremism. However, Multiverse staff should be aware of potential indicators that an individual may be vulnerable to radicalisation. These indicators should be considered within the broader context of the individual's behaviour and circumstances and do not necessarily mean someone is being radicalised. Potential indicators may include:

5.1.1 Loneliness or social isolation

5.1.2 Changes in behaviour or appearance

5.1.3 Becoming increasingly argumentative and unwilling to listen to alternative viewpoints

5.1.4 Expressing extremist views or ideologies

5.1.5 Increased secrecy or withdrawal from usual activities

5.1.6 Online activity related to extremist content

5.1.7 Possession of extremist literature or materials

5.1.8 Showing sympathy or support for extremist groups or causes

5.1.9 Using discriminatory or hateful language

5.1.10 Advocating violence or expressing a desire for violent action

5.1.11 Association with known extremists

5.1.12 Seeking to recruit others to an extremist ideology

5.1.13 Changes in their emotional well-being

5.1.14 Experiencing personal grievances or a sense of injustice

5.2 Staff must be vigilant and report any concerns using the procedures (outlined in Section 10). Multiverse staff are encouraged to share observations rather than make assumptions.

6. Roles and Responsibilities

6.1 *The Designated Safeguarding Lead (DSL)*: has overall strategic responsibility for the implementation of this policy, the Prevent Duty, and for reporting concerns to external agencies as appropriate. They will decide whether concerns should be raised

with an external agency, make a referral to Channel, and monitor issues. They will undertake Prevent risk assessments and ensure action plans are reviewed on a bi-annual basis. The DSL is supported by the CEO and SLT who take the operational lead to Prevent implementation.

6.2 The Safeguarding Team: are responsible for assisting the DSL in all safeguarding and Prevent matters, offering support to staff, advising on concerns raised, and ensuring that appropriate referrals are made to relevant agencies in the absence of the DSL.

6.3 Multiverse Learner Facing Staff (including but not limited to coaches): are responsible for undertaking mandatory Prevent training on induction, and refresher training every 2 years. They must be aware of the procedures contained within this document and their duty to be vigilant in identifying potential indicators of radicalisation. They are responsible for promoting fundamental British values through their interactions with learners. They must report any concerns about a vulnerable learner using the internal Multiverse Safeguarding Disclosure Form or contacting safeguarding@multiverse.io (see Section 10).

6.4 All Multiverse Staff: must be alert to changes in a learner's behaviour that may give cause for concern and advise the Safeguarding Team of any concerns regarding the learner. They must cooperate with Multiverse and relevant authorities in any Prevent-related enquiries.

7. Key Strands of Activities

7.1 Prevent Risk Assessment & Action Plan - Multiverse undertakes an annual Prevent risk assessment to identify and mitigate potential risks related to individuals being drawn into terrorism. This risk assessment and subsequent action plans are reviewed every 6 months by the Designated Safeguarding Lead, supported by the Governance Team.

7.2 Training and Awareness:

7.2.1 Staff Training: All staff engaging in or potentially engaging in regulated activity (as defined in the Safer Recruitment Policy) complete mandatory Prevent training on induction as set out in Paragraph 6.3. This training covers awareness of radicalisation and extremism, factors that make people vulnerable, the Prevent Duty, and fundamental British values.

7.2.3 Learner Awareness: Multiverse ensures that the fundamental British values are embedded into the learners curriculum. Learners are made aware of the Prevent Duty, and how to stay safe from extremism and radicalisation

through signposting and resources throughout their Multiverse journey. We promote critical thinking to help learners navigate online content safely.

8. Speakers and Events within Multiverse

8.1 Multiverse welcomes and actively encourages external speakers as a powerful mechanism to enrich the wider learning experience. In turn, Multiverse risk assesses all external speakers; safeguarding learners and staff from extremist ideologies and ensuring that our platform is not used to promote intolerance, hatred, or violence.

8.2 Further advice and procedures for the management of events and speakers are contained within the [External Speakers Policy](#), and must be adhered to by all staff organising external speaker events.

9. Online Safety

9.1 To support effective learning and maintain a safe environment, we encourage coaches and learners to primarily communicate through Multiverse's approved online systems. These interactions may be reviewed and stored to enhance our training and assessment processes, as well as to ensure compliance with safeguarding guidelines, including Multiverse's Prevent duties. Our commitment to online safety includes the use of filtering and monitoring tools across all Multiverse online systems to prevent access to harmful content and to identify any safeguarding concerns.

9.2 Multiverse aims to educate on responsible online behavior, including (but not limited to) awareness of online grooming and the appropriate use of social media.

10. Reporting

10.1 If a member of Multiverse staff becomes aware of an emergency or urgent concern involving a learner, they must immediately contact the appropriate emergency services by dialing 999. All staff understand that this duty takes precedence over any other responsibilities. Additionally, the incident must be reported to the Safeguarding Team using the internal disclosure form, ensuring that all relevant information and actions taken are documented appropriately.

10.2 Multiverse managers and learner facing staff with concerns related to a learner's physical safety or wellbeing must be reported by the internal disclosure form (Data Input Sheets).

10.3 All others, including those external to Multiverse, should report their concerns by emailing safeguarding@multiverse.io.

10.4 Child protection and Adult Safeguarding overrides confidentiality, internal hierarchies, and objectives. Staff should not collude with a parent, a child, or another member of staff to keep concerns secret in areas of child protection or adults at risk. If an adult at risk lacks capacity, the Designated Safeguarding Lead will need to decide in the adult at risk's best interest, including considering wider public interest, whether to make a referral.

11. Data Protection

11.1 Regardless of a learner's age, it is important to respect personal data and information at all times and comply with Data Protection legislation, particularly when sharing sensitive data with other Multiverse staff or external stakeholders such as the employer. For more information on how Multiverse respects personal data please refer to our [Privacy Policy](#).

12. Monitoring and Review of this Policy

This Prevent Policy will be reviewed every 6 months by the Safeguarding Team to ensure its effectiveness, relevance, and compliance with current legislation and guidance. The policy may be updated more frequently in response to changes in legislation or local/national risk assessments.

13. Contact Details & Named Persons

Role	Person & Contact Details
Designated Safeguarding Lead	Julia Bindley
Deputy Designated Safeguarding Lead	Sophie Harris
Additional Learning Needs contact	Kelsey Roberts
Safeguarding Team	safeguarding@multiverse.io
Emergency Services	999: Police, Ambulance, Fire
Senior Leadership Team	Tom Wichman, Senior VP Operations

Head of Governance	Shenay Cantelo-Poppe
Director Delivery	Sammy Tutty
Local Prevent Lead	Jennie Fisher - Prevent.London@service.education.gov.uk Jennie.FISHER@education.gov.uk 07880 469 588