

Prevent Policy

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Policy Owner	<i>Designated Safeguarding Lead - Julia Bindley</i>
Policy Author(s)	<i>Designated Safeguarding Lead - Julia Bindley Deputy Designated Safeguarding Leads - Sean Thomson</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
[V3.2]	[24/03/2026]	Updates in alignment with latest external guidance and trends aligning with our internal framework using 2023 Prevent Duty Guidance, the March 2024 extremism definition, and the 2025 Terrorism (Protection of Premises) Act (Martyn's Law). Update to contact details.	Julia Bindley, 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

1.2.4 Reducing permissive environments by ensuring that extremist ideologies do not go unchallenged within the business, and that Multiverse's platforms are not used to normalise or advance extremist views.

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.

2.1.7 To provide proactive and tailored support to disadvantaged and vulnerable learners—including care leavers and those with Special Educational Needs and Disabilities (SEND)—recognising that these groups may be disproportionately targeted by radicalisers seeking to exploit personal grievances or social isolation.

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: "The promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to: (1) negate or destroy the fundamental rights and freedoms of others; (2) undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or (3) intentionally create a permissive environment for others to achieve these results." (Revised Government definition, March 2024).

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

5.1.15 Adoption of "them and us" language or an increasing interest in conspiracy narratives

5.1.16 Engagement with specific ideological drivers, including Extreme Right-Wing Terrorism (ERWT), Islamist terrorism, or Left-Wing, Anarchist and Single-Issue Terrorism (LASIT)

5.1.17 Expression of or support for "Incel" (involuntary celibate) ideologies or extreme misogyny

5.2 Contextual Susceptibility: Staff should be particularly alert to the risk of radicalisation as a form of exploitation for learners who:

5.2.1 Are care leavers or currently in the care system, where the search for identity or belonging can be exploited

5.2.2 Have recognised neurodiverse needs or learning disabilities, which may affect their ability to navigate complex social cues or identify online grooming.

5.2.3 Experience significant personal or economic grievances, which radicalisers may use to validate extremist narratives of "us vs. them"

5.3 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 further serves as the 'Responsible Person' under the Terrorism (Protection of Premises) Act 2025, with responsibility for notifying the Security Industry Authority (SIA) of qualifying premises and overseeing the implementation of preparedness plans. 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. The annual Prevent risk assessment will consider the demographic makeup of the learner population, including the prevalence of disadvantaged groups and those with additional needs. It will identify specific protective factors and inclusion strategies required to mitigate the risk of these learners being targeted by extremist influences.

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 Any concerns related to a learner's susceptibility to radicalisation must be reported internally via the Safeguarding Disclosure Form. If the DSL determines an external referral is required, this will be submitted to the relevant authorities using the National Prevent Referral Form to ensure consistency of assessment.

10.3 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).

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

10.5 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. Physical Security (Martyn's Law)

11.1 In accordance with the Terrorism (Protection of Premises) Act 2025, Multiverse maintains Public Protection Procedures for qualifying premises. Staff are trained to implement the EILC framework:

11.1.1 Evacuation: Procedures for safe and efficient egress from the premises.

11.1.2 Invacuation: Procedures for moving individuals to safe internal areas away from external threats.

11.1.3 Lockdown: Procedures for securing the site against intruders or external attacks.

11.1.4 Communication: Procedures for alerting everyone on-site to a danger in a clear and timely manner.

12. Data Protection

12.1 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](#).

13. Transparency in Conduct (from August 2025)

13.1 In compliance with Higher Education regulatory standards, Multiverse prohibits the use of Non-Disclosure Agreements (NDAs) in relation to any complaints of sexual misconduct, bullying, or harassment involving staff, learners, or visiting speakers.

13.2 No restricting provisions will prevent or restrict any learner from disclosing information related to allegations of harassment and/or sexual misconduct, which in any way involves or affects one or more learners, to any other appropriate person.

14. Monitoring and Review of this Policy

14.1 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.

15. Contact Details & Named Persons

Role	Person & Contact Details
Designated Safeguarding Lead	Julia Bindley
Deputy Designated Safeguarding Lead	Sean Thomson
Safeguarding Governor	Barbara Van Der Eecken
Safeguarding Team	safeguarding@multiverse.io
Emergency Services	999: Police, Ambulance, Fire
Senior Leadership Team Member	Tom Wichman, Senior VP Operations
Local Prevent Lead	Jennie Fisher - Prevent.London@service.education.gov.uk Jennie.FISHER@education.gov.uk 07880 469 588 Co-ordinator Contact Form: Click here .