

This policy sets out our commitment to safeguarding residents, staff and visitors from the risks of radicalisation and extremism. It aligns with the UK Government's Prevent Duty under the Counter-Terrorism and Security Act 2015, ensuring our care services remain safe, inclusive, and resilient.

Scope

This policy applies to:

- All employees, agency staff, volunteers and contractors.
- All residents and their families.
- Visitors and external professionals engaging with our services.

Policy Statement

We recognise that vulnerable individuals may be at risk of exploitation by radicalisers. Our duty is to:

- Identify early signs of radicalisation.
- Provide proportionate support and intervention.
- Work collaboratively with safeguarding partners, including local authorities, police, and health services.
- Promote values of dignity, respect, inclusion, and wellbeing.

Objectives

- Raise awareness of radicalisation risks within care settings.
- Equip staff with the knowledge and confidence to act.
- Ensure clear referral pathways to safeguarding leads and external agencies.
- Embed Prevent principles into everyday practice, training, and communication.

Roles and Responsibilities

- **Registered Manager / Prevent Lead:** Overall responsibility for policy implementation, staff training, and liaison with external agencies.
- **Safeguarding Lead:** First point of contact for concerns, responsible for recording and escalating issues.
- **All Staff:** Duty to remain vigilant, report concerns and uphold inclusive values.
- **Trustees / Senior Leadership:** Oversight of compliance and assurance that Prevent is integrated into governance.

Recognising Concerns

Indicators of radicalisation may include:

- Expressing extremist views or support for extremist groups.

- Sudden changes in behaviour, isolation, or secrecy.
- Increased use of extremist language online or offline.
- Attempts to recruit others to extremist causes.

Staff should remember that these signs do not automatically mean someone is being radicalised, but they warrant careful consideration and reporting.

Reporting and Referral

- Concerns must be reported immediately to the Safeguarding Lead.
- The Safeguarding Lead will assess and, if appropriate, escalate to the local authority safeguarding team or the police Prevent team.
- All concerns must be documented factually and confidentially.
- No action should be taken independently by staff.

Training and Awareness

- All staff will receive Prevent awareness training as part of induction and ongoing safeguarding updates.
- Managers will ensure staff understand referral pathways and documentation requirements.

Partnership Working

We will work closely with:

- Local Safeguarding Adults Board.
- Police Prevent Officers.
- NHS safeguarding teams.
- Community organisations promoting inclusion and resilience.

Confidentiality and Data Protection

- Information will be shared only on a need-to-know basis, in line with GDPR and safeguarding legislation.
- Clients' dignity and privacy will be respected at all times.

Monitoring and Review

- This policy will be reviewed annually or following significant legislative changes.
- Lessons learned from incidents or audits will inform updates.
- Staff feedback will be incorporated to ensure practical application.